

Agreement Between

Windsor Locks Board of Education

and

Connecticut Health Care Associates, District 1199,
National Union of Hospital and Health Care Employees,
AFSCME, AFL-CIO

July 1, 2026 through June 30, 2029

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ARTICLE I
RECOGNITION

- 1.0 The Board of Education hereby recognizes the Connecticut Health Care Associates, District 1199, NUHHCE, AFSCME, AFL-CIO (hereinafter referred to as the "Union" or "CHCA") as the exclusive Collective Bargaining Agent, for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment for the unit consisting of all regularly scheduled full and part-time Registered Nurses and Licensed Practical Nurses, employed by the Windsor Locks Board of Education, excluding those excluded by the Municipal Employee Relations Act.

ARTICLE 2
MANAGEMENT RIGHTS

- 2.0 There are no provisions in this Agreement that shall be deemed to limit or curtail the Board in any way in the exercise of the rights, powers, and authority which the Board had prior to the effective date of this Agreement unless and only to the extent that provisions of this Agreement specifically curtail or limit such rights, powers, and authority. The intent of the Agreement is to establish wages, working hours, and conditions of employment with the Union.
- 2.1 The Union recognizes that the following actions are within the Board's exclusive managerial rights and not subject to the grievance and arbitration procedure:
- A. To exercise executive and administrative control of the Board and its properties and facilities;
 - B. To hire all employees and to determine their qualifications and fitness for employment and conditions for their continued employment, or their dismissal;
 - C. To determine overall Board goals and objectives;
 - D. To determine the services, supplies, and equipment necessary to continue Board operations;
 - E. To determine the methods, means and personnel by which Board operations are conducted;
 - F. To adopt reasonable rules and regulations;
 - G. To determine the location or relocation of its facilities, including the establishment or relocation of new offices or buildings, and the relocation or closing of offices, departments, buildings, or other facilities;
 - H. To determine the financial policies including all accounting procedures, and all matters pertaining to public relations;

- I. To determine the size of the management organization, its functions, authority, amount of supervision, table of organization and to whom employees report and take direction;
- J. To direct the working forces, including the right to hire, promote, demote, discipline, transfer, and to increase or decrease the size of the workforce;
- K. To lay off employees;
- L. To reduce hours based on a lack of work or for other legitimate reasons;
- M. To determine work schedules;
- N. To establish, change, combine or to discontinue job descriptions;
- O. To exercise control over the technology of performing its work;
- P. To schedule operations, means and processes of operations, the materials to be used, and the right to introduce new and improved methods; and
- Q. To privatize or subcontract bargaining unit work if it can be done more economically or expeditiously by doing so providing no bargaining unit member loses their position as a result thereof.

ARTICLE 3

UNION MEMBERSHIP

3.0 During the term of this Agreement, employees covered by this Agreement may, from the effective date of the Agreement or within thirty (30) days from the date of their employment with the Board whichever is later:

- A. FULL MEMBERSHIP: Become or remain a member of the Union in good standing
- B. AGENCY FEE PAYOR: Pay to the Union a service fee as may be fixed by the Union and allowed by law, or
- C. NON UNION MEMBER: Decline to become a Union member or pay the Union service fee.

The Union shall notify the Board in writing regarding the rates for fees and dues. Further, the Union shall supply the Board with written notice provided at least thirty (30) days prior to the effective date of any changes in such rates for fees and dues. It shall be the responsibility of the Union to solicit employees regarding whether or not to become members.

An employee may execute a written authorization for payroll deductions of dues/fees. Upon receipt of such an authorization from an employee, the Board shall, pursuant to such authorization, deduct the dues or fees fixed by the Union and authorization by the employee from the wages due each pay period.

The Board shall be relieved from making such deductions upon (a) termination of employment, (b) transfer to a position or classification other than one covered by the Union, (c) layoff from work, (d) an approved leave of absence, (e) revocation of the check off authorization, or (f) expiration of this Agreement.

Notwithstanding the foregoing, upon return of an employee to work from any of the above mentioned absences, the Board shall immediately resume the obligation of making such deductions except deductions for terminated employees shall require a new dues/fees authorization card.

The Union agrees to indemnify and save the Board harmless against and all claims, demand, suits or other forms of liabilities including but not limited to all legal fees and costs that shall arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this article of the Agreement.

ARTICLE 4 **NO STRIKE/NO LOCKOUT**

- 4.0 The Union agrees that all employees included in this Agreement will not collectively, concertedly or individually engage in or participate directly or indirectly, in any strike, sympathy strike, slowdown or stoppage during the term of this Agreement.
- 4.1 The Board of Education agrees that it shall not lockout employees during the term of this Agreement.

ARTICLE 5 **SENIORITY**

- 5.0 Seniority shall commence upon the date that the employee begins as a full-time or permanent part-time paid employee of the Board of Education. The employee's earned seniority shall not be lost because of absence due to illness, pregnancy, maternity leave, bereavement, jury duty, personal leave, or authorized leave or while eligible for recall. Seniority and seniority rights will not be accrued during unpaid leave of absence or layoff, unpaid educational leave, but such rights will not be lost by the employee because of such leave. Part-time seniority shall be credited as follows:
 - ½ year of seniority for each one (1) year of part-time service.
- 5.1 New employees of the Board of Education shall be considered probationary during their first one hundred eighty (180) days of employment. During such probationary period the employee shall not attain seniority rights under this Agreement, and such probationary

employee will be subject to discharge by the Board of Education, without access to the Grievance Procedure. At the successful completion of the probationary period, seniority shall be retroactive to the commencement of employment.

- 5.2 For the purposes of layoff, all Licensed Practical Nurses shall be considered as one (1) group and all Registered Nurses shall be considered as a separate group.
- 5.3 In the event there is a reduction in or a proposed reduction in the number of employees or work hours, the employee with the least seniority shall be laid off first. The Board of Education shall notify CHCA and the effected employee as soon as possible, but in no event less than thirty (30) days prior to the time in which the layoff is to be effective. Failure to provide such notice shall result in payment of a two (2) week severance pay penalty.
- 5.4 The order of layoff for employees covered by this Agreement shall be within the job classification as follows:
 - A. Probationary employees
 - B. Licensed Practical Nurses
 - C. The least senior Registered Nurse.

An employee who receives such notice may elect within seven (7) calendar days thereafter to bump into another position within the bargaining unit, provided that the employee is qualified to perform the work and has more seniority than the least senior employee. The employee to be bumped shall have the same bumping rights to positions held by less senior employees in the bargaining unit provided all such bumping rights are exercised prior to the effective date of layoff.

- 5.5 Employees who are laid off or bumped into another position under this Article shall have recall rights as follows:
 - A. The affected employee shall notify the Department head in writing at the time of layoff that he/she requests placement on a recall list.
 - B. An employee who is bumped to another position shall have recall rights to his/her former job.
 - C. For a period of twelve (12) months, the affected employee shall have the right to be recalled to the job from which he/she was laid off.
 - D. No person shall be newly employed until all persons on the recall list have been notified by certified mail, and such persons either are offered re-employment, or declined such re-employment offer. An employee who declines an offer of re-employment for which he/she is qualified shall forfeit recall rights. If a person on recall fails to respond to a certified letter notifying the employee of a recall opportunity within five (5) days of receipt, the employee shall lose recall rights.

ARTICLE 6
HOURS OF WORK AND OVERTIME

- 6.0 All full-time School Nurses work day shall consist of at least seven (7) hours and thirty (30) minutes per day, Monday through Friday. Normally, all full-time School Nurses' daily hours shall start when school opens for the student day and be no later than after the last regularly scheduled bus has left.

Each day includes a twenty (20) minute paid lunch period during which time the School Nurse will be on-call for emergencies.

The work year shall be one hundred ninety-eight (198) days including 12 paid holidays.

The North Street School nurse shall have an additional three (3) days for enrollment work in the month of August.

The High School nurse shall have an additional two (2) days for work with athletics/sports.

All days will be paid at the hourly/per diem rate.

- 6.1 All employees shall receive one and one-half (1-1/2) times their regular hourly rate for all work performed in excess of eight (8) hours per day or forty (40) hours per week.
- 6.2 All full-time employees shall receive one and one-half (1-1/2) times their regular hourly rate for all work performed on Saturday. Double time shall be paid for all work performed on Sunday or holidays.
- 6.3 Bargaining unit members shall be given preference for all overtime work. All overtime and extra work shall have the approval of the building principal or other Board of Education Administrator.
- 6.4 Nurses shall not be required to attend more than one (1) after school department meeting per month. Such meetings shall start no later than 3:30 p.m. and nurses may be required to stay as long as one hour and fifteen minutes, as needed. Nurses will be given at least one (1) week notice of the date and time for department meetings.

ARTICLE 7

HOLIDAYS

- 7.0 Employees shall receive their regular day's pay for the following holidays if school is not in session:

Labor Day	New Year's Day
Columbus Day	Martin Luther King Day
Veterans' Day	Presidents' Day
Thanksgiving Day	Good Friday
Day after Thanksgiving	Memorial Day
Christmas*	Juneteenth**

* Two (2) days pay shall be granted on this holiday.

** Juneteenth is recognized as a paid holiday only if it falls on a regularly scheduled school day. Additionally, this will apply only if June 19th falls on a regular workday. If it falls on a Saturday or Sunday it will not be recognized as a holiday.

ARTICLE 8

GRIEVANCE PROCEDURE

- 8.0 **Purpose.** The purpose of the grievance procedure shall be to settle employee grievances on as low an administrative level as possible so as to insure employees' morale without impairing Board of Education efficiency.

8.1 **Definitions.**

- A. A "Grievance" is any claim of a violation of any provision of this Agreement.
- B. A "Grievant" may be the employee and/or Union.
- C. "Days" shall mean working days.

STEP ONE Any employee with a grievance and/or his/her Union Representative shall meet with the building principal or designee within ten (10) working days of the date that the alleged grievance occurred or is discovered, and the immediate supervisor or his/her designee shall submit his/her decision to the aggrieved employee within ten (10) working days of the receipt of the grievance.

STEP TWO If the employee or the Union are not satisfied with the decision rendered by the building principal, employee or the Union shall submit the grievance in writing, within ten (10) working days after receiving such decision, to the Superintendent of Schools or his/her designee, who shall meet with the Grievant and Union Representative and render a decision within ten (10) working days after receipt.

STEP THREE If the employee or the Union is not satisfied with the decision rendered by the Superintendent of Schools, the employee or the Union shall submit the grievance in writing within ten (10) working days after receiving such decision, to the Board of Education, who shall meet with the Grievant and the Union Representative at the Board of Education's next regularly scheduled meeting and render a written decision within ten (10) working days after the hearing provided that such meeting shall occur within thirty (30) working days of the appeal to Step Three.

STEP FOUR If the Union is not satisfied with the decision rendered by the Board of Education, it may, within twenty (20) working days after the receipt of that decision, submit the grievance to the American Arbitration Association under its procedures for resolution. The decision rendered by the Arbitrator(s) shall have no power to add to or subtract from or modify in any way the terms of this Agreement. The cost of the arbitration shall be borne equally by both parties.

- 8.2 Employees and the Union shall have the right and choice of a representative whenever desired by either individual employees or the Union at their expense. The Board of Education shall have the right and choice of a representative whenever desired at its own expense.
- 8.3 By mutual written agreement the parties may agree to extend the time limits of this procedure.

ARTICLE 9 **DISCIPLINE**

- 9.0 All disciplinary action shall be applied in a fair and equitable manner and shall be consistent with the infraction for which disciplinary action is being applied.

All suspensions and discharges must be given in writing with reasons stated and a copy given to the employee and the Union simultaneously.

Depending on the offense, disciplinary action may include, but not be limited to, verbal and/or written warning, suspension without pay, and discharge. Progressive discipline shall be applied when appropriate. No employee shall be discharged or suspended without just cause. Disciplinary action normally shall follow in this order:

- A. Verbal Warning (side letter with note/date/topic)
- B. Written Warning
- C. Suspension without pay
- D. Discharge

All disciplinary action may be appealed through the established grievance procedure.

- 9.1 Each employee shall have the right to see and review his or her personnel file upon the written request of the employee by appointment with the Executive Director of Operations.

Employees may request that the Board of Education correct, amend or delete incorrect or inaccurate material. Failing mutual agreement, the employee shall have the right to respond and the response shall be made part of the file.

- 9.2 Each employee shall be given copies of evaluation reports, if any, placed in the employee's personnel file.

ARTICLE 10

INSURANCE BENEFITS AND PENSION

- 10.0 The Board shall provide the following insurance benefits or the equivalent of each for all members, subject to the rules of the carrier:

- A. The Connecticut State Partnership Plan 2.0 ("SPP") shall be the only health insurance plan provided by the Board.

The health plan benefits shall be as set forth in the SPP effective on July 1, 2025, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.

The SPP contains a Health Enhancement Plan (hereinafter referred to as "HEP") component and employees and their dependents participating in the SPP are subject to the terms and provisions of the HEP. All requirements are at the sole discretion of the State to determine and may change from time to time. In the event that individual employees are non-participant or non-compliant with the HEP requirements, the following shall apply:

1. A one hundred-dollar (\$100) per month premium cost increase and the three hundred fifty dollars (\$350) per participant to a maximum of one thousand four hundred-dollar (\$1,400) family annual deductible sums shall be paid one hundred percent (100%) in their entirety by the non-participating or non-compliant employee.
 2. No portion or percentage shall be paid by the Board and the one hundred dollar per month premium cost increase shall be implemented through payroll deduction and the three hundred fifty dollars (\$350)/one thousand four hundred (\$1,400) annual deductible shall be implemented through claims administration.
- B. The Board also shall provide Individual Blue Cross Full Service Dental Coverage with Dental Rider A (caps and crowns). In addition, at the employees' cost, the Board will provide Rider B (prosthodontics) and Rider C (periodontics). Employees choosing dental coverage must participate in all riders.

- C. The monthly health insurance premiums for the SPP and Dental plans shall be shared between the Board and the covered employee as follows:

	Board	Employee
2026-2027	80.0%	20.0%
2027-2028	79.5%	20.5%
2028-2029	79.0%	21.0%

- D. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. § 10-153f(e) as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.
1. If the SPP in its current form is no longer available, or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or
 2. If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.
- E. If negotiations are triggered under Section 4 above as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Article XII of the 2023-26 Collective Bargaining Agreement including plan design, coverage and benefits, managed care elements, and deductible funding to be the baseline for such negotiations and the parties shall consider the following additional factors:
- Trends in health insurance plan design outside of the SPP; and
 - The costs of different plan designs.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

- F. During the term of this Agreement (2026-2029), the parties may mutually agree to modify the insurance coverage. If an agreement is reached, the contract may be re-opened solely for the purposes of incorporating the health insurance modifications. This provision shall not be construed to provide either party with the right to invoke the

- impasse resolution procedures as to any discussion regarding modifying the insurance provisions.
- 10.1 Life Insurance: The Board shall provide \$36,000 group term life insurance paid by the Board; additional life insurance may be purchased by the employee subject to the terms and conditions of the carrier.
- 10.2 The Board of Education shall provide the nurses and CHCA with copies of insurance rate changes within 14 calendar days after becoming available and prior to beginning salary deductions.
- 10.3 The Board shall have the right to change insurance carriers and/or to self-insure in whole or in part in order to provide the insurance coverage set forth above, provided that there shall be no reduction or diminution in the above coverage and no increase in expense to any bargaining unit members, and provided further that coverage which results from change in carriers and/or self-insurance are at least equal to coverage described above, on an overall basis, in terms of coverage, benefits and administration.
- 10.4 The nurses are enrolled in the CT Municipal Employee Retirement System.
- 10.5 The Board of Education, will furnish each employee a Summary Plan Description (SPD) of the above insurance plans.

ARTICLE 11 **SICK LEAVE**

- 11.0 An employee may be absent from work with pay during such period as actual illness or injury prevents him/her from performing his/her duties. An employee absent due to illness or injury shall notify his/her supervisor prior to the regular starting time of the workday. Failure to do so could result in denial of sick leave for the period of absence.
 - A. Each School Nurse shall be entitled to fifteen (15) sick leave days per year, credited each September 1st, cumulative to one hundred eighty-five (185) days.
 - B. Nurses will have the ability to use sick leave in one (1) hour increments.
 - C. Part-time employees shall be entitled to sick leave days per year on a pro-rata basis.

ARTICLE 12 **WAGES**

- 12.0 The wage schedule attached hereto and incorporated as Appendix A shall be effective from July 1, 2026 to June 30, 2029.

- 12.1 LPNs who are assigned to cover the school and/or duties of a Registered Nurse for more than two (2) consecutive school days shall be paid an additional four dollars (\$4) per hour for all hours worked in said role.

ARTICLE 13 **WORKERS' COMPENSATION**

- 13.0 Whenever a nurse is absent from school as a result of personal injury caused by an assault or accident arising out of and in the course of his/her employment, he/she shall be paid full regular weekly wages without having without having absence charged to his/her annual sick leave commencing after the tenth day of absence. Any amount of wages payable pursuant to this Article shall be reduced by the amount of any workers' compensation award for temporary disability due to the said assault, injury or accident for the period of which said wages are paid. At no time will the employee be eligible to receive in excess of one hundred percent (100%) of his/her regular weekly wage. The Board shall have the right, at its expense, to have the employee examined by a physician designated by the Board for the purpose of establishing the length of time the employee is temporarily disabled from performing his/her duties as a result of assault or accident.
- 13.1 The Board shall pay such worker's compensation supplement for a maximum period of twelve (12) consecutive months. Thereafter, the employee will continue to receive whatever workers' compensation benefits he/she is entitled to receive by law. The Board may terminate any employee who has not worked for a period of one (1) year or more, regardless of whether due to a workplace injury or other cause. A temporary return to work of not more than twenty (20) working days shall not break the Board's right to terminate.

ARTICLE 14 **LEAVE PROVISIONS**

14.0 **Parenthood Leave.**

Upon application at least thirty (30) days prior to the anticipated commencement of such leave (except in cases of adoption, where such notice shall be given as soon as is reasonably possible), a nurse shall be granted a leave of absence without pay or benefits for the purpose of childrearing following childbirth or adoption, subject to the following rules:

When childbirth or adoption occurs on or after February 1 of a school year, the nurse shall be granted parenthood leave for the remainder of the school year and the next year ensuing if so requested. Failure to reapply by February 1 for reinstatement in the System during the ensuing year shall be considered a resignation and will be so treated. The nurse shall be notified of this requirement by the Superintendent or his/her designee.

When childbirth or adoption occurs before February 1 of a school year, the nurse shall be granted childrearing leave for the remainder of the school year, if so requested, but not for the next year ensuing.

Parenthood leave shall be granted by the Board to eligible employees consistent with applicable state and federal statutory and judicial requirements.

Parenthood leave shall run concurrently with Family Medical Leave.

14.1 Personal Leave.

Each employee shall be entitled to five (5) paid days for personal reasons for which no other arrangements can be made.

A. Personal days not taken in the school year shall not be carried forward to the next year nor shall they be paid for. They shall not be added to any accumulation the employee presently has.

B. Nurses will have the ability to use personal leave in two (2) hour increments.

14.2 Paid Bereavement Leave. In the event of the death of an employee's spouse, father, mother, father-in-law, mother-in-law, sister, brother, child, stepchild, stepparent, stepsister, stepbrother, grandparents, grandchild or any person of the immediate household regardless of relationship, an employee may have time off starting on the date of the death and continuing to the date of the funeral (not to exceed three days) without loss of regular pay.

14.3 Jury Leave. Any employee called to jury duty shall be paid the difference between the employee's regular rate of pay and the fee received from serving as a juror. No employee shall receive more compensation than normally would have been received in a regular work week. An employee called to jury duty shall furnish the Board of Education with a notice to service in evidence of attendance. The Board of Education may request exclusion for any employee who received notification of jury duty.

14.4 Military Leave. Military leave shall be granted to permanent employees or permanent part-time employees when required to serve on active reserve or on National Guard duty for a period not to exceed two (2) weeks. During this period, the employee shall be paid the difference, if any, between his/her regular pay and military pay. Time on military leave shall be included in computing seniority earned in the Board of Education's service. Copies of orders for active duty shall be supplied to the supervisor if requested.

14.5 Leave of Absence Without Pay. An employee requesting leave of absence without pay may be granted the same at the discretion of the supervisor and/or Board of Education upon reasonable cause being given.

Such leave shall not exceed three (3) months. During such leave, insurance benefits shall continue at the Cobra rates.

14.6 **Union Leave.**

- A. One (1) member of the Union and the grievant may be designated to process grievances and such member shall be granted leave of duty with full pay while engaged in processing said grievance, at each step of the procedure through arbitration. Additionally, the union designee shall be entitled to leave with pay for meetings with management.
- B. One (1) member of the Union may be granted leave of absence from duty to attend annual conventions, or other Union business, but said employee shall not be granted or entitled to reimbursement by the Board of Education for any expenses incurred in travel or otherwise. Such leave shall not exceed a total of twenty-four (24) hours unpaid leave per year. Leave may be taken in one (1) hour increments.

ARTICLE 15
UNIFORMS

- 15.0 The Board shall reimburse employees for all Nurses uniforms, up to a maximum of two hundred dollars (\$200.00) per year, per Nurse. The Nursing Supervisor will determine the appropriate uniform to be worn by the nurses.

ARTICLE 16
GENERAL PROVISIONS

- 16.0 The Board of Education agrees it will not subcontract work for the purpose of laying off employees.
- 16.1 During the term of this Agreement, the Board of Education shall furnish the Union with an up-to-date list of employees on a monthly basis. When a new employee is hired, the Board of Education shall notify the Union and furnish the Union with the name, address telephone number, date of employment, and rate of pay of the new employee. When the employment of an employee terminates, the Board of Education shall notify the Union and furnish the name and date of termination of the employee, and the reason for termination.
- 16.2 The Union's representative or Bargaining Unit President shall be permitted to attend new employee orientation to meet with newly hired members of the bargaining unit. It is agreed that the Union will be provided the date and time of new employee orientations. The Union's representative or Bargaining Unit President shall meet with the new hires within 30 days of their hire date.
- 16.3 Should any article, section or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof, directly specified in the decision; upon the issuance of such a decision; the parties agree immediately to negotiate a substitute for the invalidated article, section or portion thereof.

- 16.4 There shall be no alteration, variation, no amendment of the terms and conditions of this Agreement, unless made and agreed to in writing by both parties. Any agreement must be ratified by the Union membership.
- 16.5 If there is any previously adopted policy, rule or regulation of the Board of Education which is in conflict with any provision of the Agreement, said Agreement provision shall prevail during the term of this Agreement.
- 16.6 When an employee is required to use his/her own motor vehicle to perform Board of Education business, or attend conferences at the direction of the Superintendent of Schools or his/her designee, he/she shall be reimbursed on the basis of the present IRS rate or if the Board of Education policy is higher, such higher rate shall apply.
- 16.7 The Union's business representative shall be permitted to visit specific job sites where bargaining unit members are employed provided such visits are at normal business hours and do not interfere with the operation of the department or classroom activities. It is agreed that the Union business representative will report to the Supervisor before talking to bargaining unit members.
- 16.8 All Nurses shall be reimbursed for the cost of renewing licenses that are a requirement of their employment as well as memberships and certifications. Nurses may request to be reimbursed for the cost of optional trainings.

- \$125 per year per Registered Nurse

- \$70 per year per Licensed Practical Nurse

The cost of CEUs that are required by the State shall be covered up to \$300 per nurse by the BOE. Nurses may request to be reimbursed for the cost of optional trainings.

Nurses may request to attend professional development conferences. If approved, the BOE agrees to reimburse nurses for expenses related to attending the conference including the cost of the conference, travel, and lodging.

- 16.9 All reimbursements shall be paid no later than 30 days after submission of receipts.
- 16.10 All special school program positions shall be offered to currently employed nurses on a rotating basis by seniority before posting for outside applicants.

ARTICLE 17

PROTECTION

- 17.0 If legal proceedings are threatened or instituted against any professional person coerced by this Agreement alleging malpractice arising out of the performance of such professional person's duties under this Agreement, such person shall immediately notify the Board. Any charge or complaint made against a bargaining unit member but neither the

Superintendent nor the Board of Education shall officially recognize the charge or complaint as valid unless and until it is in writing, signed by the complainant. The Board shall thereafter furnish legal counsel to defend said professional person in such proceedings and the professional person shall cooperate at all times in the defense of said proceedings. If the Board does not provide such counsel, the Board shall reimburse the professional person for reasonable counsel fees incurred in the defense of such proceedings if the professional person prevails in said proceedings.

- 17.1 It is recognized that inquiries or investigations need to be made when allegations or complaints are made regarding members of the professional staff. The individual concerned will be given full information, including the identity of the complainant, in sufficient time to prepare her defense. No conclusions will be reached or decisions made, however, until after the professional staff member has had an opportunity to defend himself or herself.
- 17.2 The Union Business Representative and the employee involved shall be informed of the complaint with a copy of said complaint to the employee and the President of the Union. Within twenty-four (24) hours, an investigation shall be initiated by the Superintendent, and if any formal charges are to be made against the employee as a result of said investigation, a private hearing will be held before the Board of Education and the employee shall have the right to cross-examine the accuser.
- 17.3 The Board of Education shall provide malpractice insurance in the amount of \$1,000,000 to cover school nurses while on duty.

ARTICLE 18

NON-DISCRIMINATION

- 18.0 The Board and the Union shall continue their practice of non-discrimination with respect to race, color, religion, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability, genetic information or membership in or participation in the activities of any employee organization.

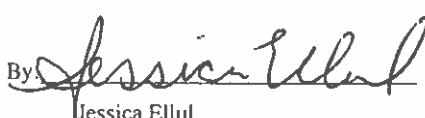
ARTICLE 19

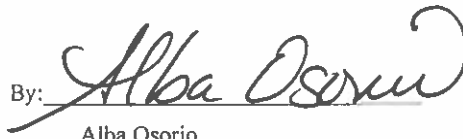
DURATION

- 19.0 This Agreement shall become effective on July 1, 2026 and shall remain in effect through June 30, 2029 and thereafter shall continue in effect from year to year except that it may be amended effective at the date of expiration by one party giving notice of its intention to amend the Agreement to the other party not later than one hundred and fifty (150) days prior to the expiration date.
- 19.1 This Agreement constitutes the full and complete agreement between the Board and the Union on all issues. Each party has been fully represented and had adequate opportunity to make proposals and counter proposals, and neither party shall be required to negotiate on any issue, whether it is contained or not contained herein except as provided above.

CONNECTICUT HEALTH CARE
ASSOCIATES, District 1199,
NUIHCE, AFSCME, AFL-CIO

WINDSOR LOCKS BOARD OF
EDUCATION, WINDSOR LOCKS, CT

By: 
Jessica Ellul
Secretary/Treasurer, CHCA

By: 
Alba Osorio
Board of Education Chairperson

Date Signed: 5-18-2026

Date Signed: 5-20-2026

APPENDIX A
WAGES

Registered Nurses

2026-2027	3.0%	3.0%	3.0%
Step	1	2	3
198 Days	\$65,859.19	\$68,295.15	\$69,512.85
Weekly	\$1,266.52	\$1,313.37	\$1,336.79
Pay Period	\$2,533.05	\$2,626.74	\$2,673.57
Daily	\$332.62	\$344.93	\$351.08
Hourly (PD)	\$44.35	\$45.99	\$46.81

2027-2028	2.90%	2.90%	2.90%
Step	1	2	3
198 Days	\$67,775.40	\$70,270.20	\$71,532.45
Weekly	\$1,303.37	\$1,351.35	\$1,375.62
Pay Period	\$2,606.75	\$2,702.70	\$2,751.25
Daily	\$342.30	\$354.90	\$361.28
Hourly (PD)	\$45.64	\$47.32	\$48.17

2028-2029	2.90%	2.90%	2.90%
Step	1	2	3
198 Days	\$69,735.60	\$72,304.65	\$73,611.45
Weekly	\$1,341.07	\$1,390.47	\$1,415.60
Pay Period	\$2,682.14	\$2,780.95	\$2,831.21
Daily	\$352.20	\$365.18	\$371.78
Hourly (PD)	\$46.96	\$48.69	\$49.57

NOTE: For 2026-2027 only a market adjustment of \$6,000.00 was added to the base salary prior to the application of the GWI %.

Licensed Practical Nurses

3.0%, 2.9%, 2.9%	2026-2027	2027-2028	2028-2029
198 Days	\$52,034.40	\$53,549.10	\$55,108.35
Weekly	\$1,000.66	\$1,029.79	\$1,059.78
Pay Period	\$2,001.32	\$2,059.58	\$2,119.55
Daily	\$262.80	\$270.45	\$278.33
Hourly (PD)	\$35.04	\$36.06	\$37.11

NOTE: For 2026-2027 only a market adjustment of \$4,000.00 was added to the base salary prior to the application of the GWI %.

The parties agree to discuss wages for a newly hired Registered Nurse for placement on the wage scale.

The Supervisor stipend will be \$8,500 payable two times per year in December and May.

