AGREEMENT BETWEEN THE DARIEN BOARD OF EDUCATION AND

NUTMEG INDEPENDENT LABOR UNIONS-DARIEN BOARD OF EDUCATION ADMINISTRATIVE ASSISTANTS' UNION

Expires June 30, 2029

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THIS AGREEMENT is made between the DARIEN BOARD OF EDUCATION (hereinafter referred to as the "Board") and NUTMEG INDEPENDENT LABOR UNIONS - DARIEN BOARD OF EDUCATION SECRETARIES' UNION (hereinafter referred to as the "Union" and or "Nutmeg").

ARTICLE I RECOGNITION

Section 1. Recognition/Bargaining Unit. Pursuant to the certification issued by the Connecticut State Board of Labor Relations, in Case No. ME.34905, Decision No. 5286 dated July 25, 2023, as amended, and for the purposes of bargaining collectively with respect to wages, hours and other conditions of employment within the meaning of Section 7-471 (3) of the Municipal Employee Relations Act, the Board hereby recognizes the Union as the exclusive representative for clerical and administrative assistant personnel, employed by the Board, but excluding all other employees of the Board such as, but not limited to, supervisors, temporary employees, part-time employees regularly assigned to work less than twenty (20) hours per week, professionals, and confidential employees (i.e. the secretary to the Superintendent, the Assistant Superintendents, the Director of Finance and the Assistant Director of Personnel).

Section 2. Definitions. (a) The term "Employee(s)" as used in this Agreement is hereby defined to mean only those employees of the Board who are included in the bargaining unit described in Section 1 above.

(b) The term "Administrator" as used in this Agreement is hereby defined to mean any supervisor employed by the Board who supervises Employees.

ARTICLE II BOARD RIGHTS

The Board shall continue to have the exclusive right, power and authority to exercise all the rights and privileges related to the management of the schools and direction of its Employees which it had the right, power and authority to exercise prior to the negotiation and execution of this Agreement, except as, and only to the extent that, such rights, powers and authority are specifically limited by the express provisions of this Agreement.

ARTICLE III REGULAR HOURS OF WORK

Section 1. Regular Workday/week. The regular hours of work shall be as follows:

Position	Hrs/Regular Workday	Hrs/Regular Workweek	Days/Regular Work Year
12 month	7½ hours	37½ hours	260, 261 or 262
11 month	7½ hours	37½ hours	210
10 month	7½ hours	37½ hours	190

All of the above is exclusive of an unpaid lunch period of thirty (30) consecutive minutes.

Section 2. (a) Twelve-Month Employees. For Twelve-Month Employees, the regular work year shall begin July 1 and shall end June 30, inclusive. Depending on the calendar in any given year, the regular work year for Twelve-Month Employees will be 260, 261 or 262 days.

(b) Ten-Month Employees. For Ten-Month Employees, the regular work year shall begin five (5) regular workdays before pupils are scheduled to return to school, and shall end five (5) regular workdays after the last day of school for pupils. The Administrator may adjust this ten (10)-day period for the ensuing school year to any combination of days before and after the school year if he or she notifies the Employee, with agreement from the Union prior to March 1 of the preceding school year.

(c) Eleven-Month Employees. For Eleven-Month Employees, the regular work year shall be the same as the Ten-Month Employees and shall also include an additional twenty (20) days during the summer, which shall be determined by the building principal in consultation with the Employee.

Section 3. Work Schedule. The work schedule for each Employee shall be determined by the Administrator to whom the Employee directly reports.

Section 4. Summer Hours. A "summer hours" program will be in effect for all Employees when school is not in session during the summer months. The regular workday will consist of seven (7) hours and the regular workweek will consist of thirty-five (35) hours, excluding an unpaid lunch period. This program will not cause an increase or decrease in the regular annual rates of compensation for Employees who work during these months. The "summer hours program" will start the first day of the first week after school is not in session and will end on the first day of the week that the school year begins for teachers.

Section 5. Time Documentation. Employees shall use the electronic time documentation system provided by the Board, and in the manner prescribed by the Board, to record the hours they actually perform work for the Board. Employees shall record all absences from work in the electronic absence management system provided by the Board, and in the manner prescribed by the Board, to record any absence from work and the reason for such absence.

ARTICLE IV HOURS WHEN SCHOOLS CLOSE FOR EMERGENCIES

When schools are closed due to hazardous weather conditions or other emergencies, the following procedures will be used in excusing or dismissing Employees:

(a) Announcement of the Administration's decision for emergency school closings shall be made over local radio stations.

(b) Ten and eleven Month Employees shall not report to work on days when schools are closed for emergencies.

(c) When schools have a delayed opening for pupils, Employees are expected to report to work at their regular work time, or as soon as they possibly can thereafter.

(d) When schools are dismissed early for an emergency, and announcement of such early dismissal has been made by the Administration, Employees are expected to remain at work until dismissed by direction of the Superintendent. (e) If due to inclement weather, school is closed; all Twelve-Month Employees are expected to be at school for the normal workday. Should an Employee be detained because of the weather, prompt notification should be made to the Employee's administrator. Failure to comply shall mean the loss of a vacation day or per diem reduction in pay.

ARTICLE V HOLIDAYS

Section 1. (a) Recognized Holidays. The following holidays shall be recognized as paid holidays for Twelve-Month Employees:

Independence Day | Labor Day | Thanksgiving Day | Day after Thanksgiving Day | Christmas Day | New Year's Day | Martin Luther King Day | Presidents' Day | Good Friday | Memorial Day | Christmas Eve Day | *Rosh Hashanah | *Yom Kippur

* These holidays will be granted as long as they fall on a regular workday on which schools are closed. If Christmas Eve Day does not fall on a regular work day, the Day after Christmas will be recognized as the paid holiday.

The following holidays shall be recognized as paid Holidays for Eleven-month Employees: Thanksgiving Day, Day after Thanksgiving Day, Christmas Day, New Year's Day, Labor Day, Memorial Day, Christmas Eve Day, Presidents' Day and Martin Luther King Day. If Christmas Eve Day does not fall on a regular workday the day after Christmas will be recognized as the paid holiday.

(b) Floating Holiday. In addition to the recognized holidays listed above, each Twelve-Month Employee shall have two (2) floating holidays annually. Each Eleven-Month Employee and each Ten-Month Employee shall have one (1) floating holiday annually. A floating holiday is a paid holiday that an Employee may request to use on any regular workday during the fiscal year without loss of regular pay. All floating holidays must be approved by the Employee's immediate supervisor, and the immediate supervisor will grant an Employee's request for a floating holiday unless the departmental demands make it impossible to do so. In the event that more than one (1) Employee requests a floating holiday on the same day and departmental demands make it impossible to honor each request, the requests will be granted on a first come, first served basis. If more than one (1) request is made at the same time, seniority will be the deciding factor.

Section 2. Ten-Month Employees. Ten-Month Employees shall not be required to work, and shall not be paid for, recognized holidays which fall within their respective regular work years.

Section 3. Holiday During Vacation. When a paid holiday recognized under Section 1 above falls at a time when an Employee is on vacation, the holiday will not be included as part of his or her vacation time.

Section 4. Eligibility for Holiday Pay. In order to be eligible for holiday pay for the holidays set forth in Section 1 above, the Employee must fully work his or her last scheduled workday

preceding the holiday and his or her first scheduled workday following the holiday unless the Employee is absent on a paid or unpaid leave, pre-approved by the Employee's Administrator, due to his or her illness, provided that an Employee will not be eligible for holiday pay for any holiday which falls beyond the date on which the Employee's sick leave expires or which falls beyond one hundred eighty-two (182) calendar days following the Employee's last day worked, whichever sooner occurs.

ARTICLE VI VACATIONS

Section 1. (a) Vacation Schedule. Upon satisfactory completion of their respective probationary periods of employment, regular full-time Twelve-Month Employees shall earn vacation benefits at the following rates, retroactive to their first full month worked:

Full Years of Continuous Service Successfully Completed	Maximum Vacation Time Available in Fiscal Year
Less than four (4) years' service	2 weeks (10 days)
After Completion of four (4) years' service	3 weeks (15 days)
After Completion of nine (9) years' service	4 weeks (20 days)
After Completion of Nineteen (19) years' service	5 weeks (25 days)

For example, an eligible Employee in his or her first, second, third and fourth years of continuous service will earn vacation time off at the rate of ten (10) days per year. After successful completion of four years of continuous service (i.e., in his or her fifth year of continuous service), the Employee will begin to earn vacation time off at the rate of three (3) weeks per year until he or she has successfully completed nine years' continuous service, whereupon, beginning in his or her tenth year of continuous service, he or she will earn vacation time off at the rate of four (4) weeks per year.

For full-time Employees who have satisfactorily completed their respective probationary periods of employment, the Board shall frontload in the electronic absence management system provided by the Board the applicable vacation time set forth in this Section. Payment for any vacation time that an Employee has used but not accrued under this Section prior to the Employee's separation from employment with the Board shall be deducted from the Employee's final paycheck.

(b) As used in this Section, a "month worked" is any calendar month in which the Employee worked at least one-half the available regular workdays; and sick days recognized under Article VIII, Section 1 and holidays recognized under Article V, Section 1 for which the Employee is eligible for holiday pay shall be considered days worked.

(c) Effective July 1, 2014, those permanent eleven (11) month employees will have accrued 5 vacation days annually.

Section 2. Ten and Eleven-Month Employees. Ten and Eleven-Month Employees shall not normally be required to work on student vacations that fall within their respective regular work years. Such Employees required to work on student vacations shall either be paid for such work

at their regular straight-time hourly rates (or at one and one-half times such rates for time worked in excess of thirty-seven and one-half (37½) hours in that payroll week). Employees will be given at least seven (7) calendar days' advance notice if they are required to work during student vacation periods and will not be required to work if the Employee has made previous plans that cannot be changed, as demonstrated by reasonable proof (e.g., documented communications regarding non-refundable airline tickets, hotel reservations).

Section 3. Eleven and Twelve-Month Employees. Eleven and Twelve-Month Employees may take vacation in either days or weeks with the approval of their Administrator, which approval shall not be unreasonably denied.

Section 4. Scheduling Vacation Time Off. No vacation time off may be taken unless it has been approved in advance by the Employee's Administrator. Employees may take earned vacation after the end of the probationary period, at times subject to approval by the Administrator. If conflicts arise from more than one (1) employee requesting the same vacation time, preference shall be given to Employees with the greatest length of continuous service. A maximum of five (5) days vacation (including any vacation previously carried over) may be carried over. An employee may take vacation time from the then-current fiscal year entitlement before it is earned, provided that the employee signs an agreement to reimburse the Board for such vacation time should employment terminate before such vacation time is earned.

Section 5. Termination of Employment. Upon termination of employment by voluntary resignation or retirement or by layoff, Employees will receive pay at their then-current rates for any vacation time earned but not used, provided that any Employee who resigns or retires without providing the Board with at least two (2) weeks' notice in advance of his or her termination date will forfeit such pay. If an Employee dies while in the active employ of the Board, his or her vacation pay remaining unused as of the date of death will be paid to his or her designated beneficiary or estate.

Section 6. Ten-Month Status to Twelve-Month Status. When a Ten-Month Employee becomes a Twelve-Month employee such employee shall carry with them the time accumulated as a 10-month employee up to the date of promotion to a 12-month employee. Example: If a 10-month employee works 10 years they would have worked 100 months. The 100 months divided by 12 months equals 8.33 years. Vacation time would then be accrued based on a starting point of 8.33 years. Ten month employees will still retain seniority for pension assuming continuity of service.

The Employee will be credited with his or her continuous service as a Ten-Month Employee upon the official date of change. This method of calculation does not provide for retroactive vacation time.

This section shall also apply when a Ten-Month employee becomes an Eleven-month employee and when an Eleven-Month Employee becomes a Twelve-Month employee.

ARTICLE VII COMPENSATION

Section 1. (a) Regular Pay. Regular straight-time hourly rates of pay at which regular full-time Employees are paid for the work they perform under this Agreement are set forth on Appendix A

attached hereto. Except as otherwise provided, any retroactive payments due under this Agreement will be made only to eligible Employees who are on the regular active payroll as of the effective date of this Agreement.

(b) Starting Pay. Any Employee newly hired on or after the effective date of this Agreement may be paid at a regular straight-time hourly rate of pay that is no more than ten percent (10%) less than the regular straight-time hourly rate for the position for which he or she is hired, as set forth on Appendix A, provided that upon successful completion of the Employee's probationary period of employment, the Employee's regular straight-time hourly rate of pay shall be increased to the then-applicable regular straight-time hourly rate set forth on Appendix A.

Section 2. (a) Per Diem. The Employee's per diem will be used to calculate pay for each vacation day, personal leave day and sick leave day.

(b) Per Diem Computation. Per diem shall be calculated by multiplying the Employee's regular straight-time hourly rate of pay by the number of regular hours of work in his or her normal daily work schedule at the time the calculation is made.

Section 3. (a) Overtime Pay. Each Employee will be paid at his or her regular straight-time hourly rate of pay for all time he or she works up to thirty-seven and one-half (37½) hours in a payroll week and at a rate equal to one and one-half (1½) times his or her regular straight-time hourly rate (the "overtime rate") for all time he or she works (A) in excess of thirty-seven and one-half (37½) hours in a payroll week or (B) on Saturdays, Sundays and holidays recognized by this Agreement for which the Employee is eligible for holiday pay. There will be no pyramiding of overtime or premium pay, provided that pay for approved hours worked on recognized holidays shall be paid in addition to the regular holiday pay for which the Employee is eligible.

Section 4. Authorization. No overtime shall be worked unless authorized in advance by the Director of Finance. When attending to an emergency requires the Employee to work overtime, the overtime may be authorized subsequent to the event, rather than in advance, by the Administrator or, in the Administrator's absence, by the Principal of the school at which the emergency arose.

Section 5. Tax Sheltered Annuity (TSA). Each Employee will be paid an annuity equal to 1% of base pay annually, in addition to the appropriate salary rate in Appendix A attached hereto provided the Employee selects an annuity fund from an approved list of funds determined by the Board. Beginning with the 2021-2022 school year and thereafter each Employee will be paid an annuity equal to 1.2% of base salary annually. Beginning with the 2023-2024 school year and thereafter each Employee will be paid an annuity equal to 1.5% of base salary annually. This annuity payment will be paid by the Board into the fund selected by the Employee and shall be paid in June of each work year on the same date the Employee receives his/her last paycheck of that workyear.

Section 6. Perfect Attendance Bonus. (a) Employees who use zero (0) sick days and zero (0) personal days from the commencement of the contract year through January 31 shall receive a bonus of five hundred dollars ($500.00), to be paid in the first payroll period of February.

(b) Employees who use zero (0) sick days and zero (0) personal days from February 1 through June 30 shall receive an additional bonus of five hundred dollars ($500.00), to be paid in the first payroll period following June 30.

(c) Vacation days used by eleven (11) and twelve (12)-month employees shall not count against an Employee's eligibility for the perfect attendance bonus under this Section.

Section 7. Higher Classification Pay. An Employee required to work in a classification higher than his or her own for five (5) or more consecutive days shall receive additional compensation for such work at a rate consistent with the applicable higher classification as set forth in Appendix A.

ARTICLE VIII LEAVES

Section 1. (a) Sick Leave. Employees shall earn sick leave days on the following basis:

(1) Twelve-Month Employees shall earn 1.25 sick leave days per month worked up to maximum of fifteen (15) sick leave days per fiscal year.

(2) Eleven-Month Employees shall earn 1.25 sick leave days per month worked up to a maximum of 13.75 sick leave days per year.

(3) Ten-Month Employees shall earn 1.25 sick leave days per month worked up to a maximum of 12.5 sick leave days per fiscal year.

(b) Accumulation. Unused sick leave days may be accumulated up to a maximum of one hundred eighty (180) days.

(c) Application. An Employee prevented by illness or other medical disability from reporting to work as scheduled may apply his or her unused accumulated sick leave days to such absences until the illness or disability ends or until his or her unused accumulated sick leave days are exhausted, whichever sooner occurs. The Superintendent, or his/her designee, may require an employee who misses five (5) or more consecutive days to present a medical certificate in order to be paid for said extended sick time absence. Upon notification of suspected sick leave abuse, the Superintendent or his/her designee may require a medical certification in cases of absences of shorter duration.

Section 2. (a) Personal Leave. Each regular full-time Employee shall have up to a maximum total of four (4) days "Personal Leave" per regular work year

All four (4) personal leave days shall be designated as "no reason" days, meaning that an Employee may request to use such days without stating a reason, except as provided in subsection (a)(1) below.

(1) No-reason personal leave days may not be used on a Monday or Friday during the months of May or June, or on a day immediately before or after a holiday or vacation period, without the Employee providing a reason for such request to his or her Administrator. Where a reason is provided and approved by the Administrator, the day may be taken. Requests for such purposes must be made through the district's absence management software. The Employee will be required to state the reason for each request for days that are either (a) a Monday or Friday during May and June, or (b) a day immediately before or after a holiday or vacation period.

(b) Requests. All requests for personal leave shall be submitted through the district's absence management software and are subject to approval by the Employee's Administrator. No reason is required except as provided in subsection (a)(1) above.

(c) Use. Personal leave days shall be available for any reason, subject to the restrictions set forth in subsection (a)(1) of this Section.

(d) Bereavement Leave.

(1) Employees are entitled to five (5) consecutive work days funeral leave with pay in the event of the death of their parent, stepparent, child, stepchild, spouse, mother-in-law, or father-in-law.

(2) Employees are entitled to three (3) consecutive work days funeral leave with pay in the event of the death of their grandparent, grandchild, sibling, brother-in-law, sister-in-law, daughter-in-law or son-in-law.

(3) Employees are entitled to one (1) work day funeral leave with pay in the event of the death of their aunt, uncle, cousin, niece or nephew.

(4) An employee may use a total of five (5) days per contract year for bereavement leave.

(5) An Employee may use up to five (5) days sick leave for each incident of bereavement leave when all bereavement leave time has been exhausted.

(6) At the discretion of the Director of Human Resources in consultation with the president of the Union, additional sick time may be used for bereavement leave when all bereavement leave time has been exhausted.

Section 3. Extension of Personal Leave. The Director of Human Resources may, upon request, in his or her discretion, grant additional leave with or without loss of pay beyond the aforesaid four

(4) personal leave days provided for in Section 2 hereof in cases where he or she considers the need for such additional time to be based on extreme circumstances. Extension of personal leave for extreme circumstances will not be considered until all vacation time has been exhausted. Any extension of paid personal leave for extreme circumstances will reduce sick time on a day-for-day basis.

Section 4. (a) Leaves of Absence. An Employee may request a leave of absence without pay for a period of illness or medical disability which extends beyond his or her unused accumulated sick leave, or for compelling personal reasons which extend beyond his or her unused personal leave, provided the request for such a leave of absence is submitted in writing to the Director of Human Resources and includes a statement of the reason for the requested leave.

(b) Discretion of Director of Human Resources. Such a leave may be granted or denied at the discretion of the Director of Human Resources.

(c) Maximum Duration. Leaves granted pursuant to this Section 4 shall not exceed fifty (50) regular workdays (including paid holidays).

(d) During Leave. Any Employee who returns within the specified leave period shall not suffer a break in his or her continuous service but shall not earn sick leave or vacation time or be eligible for holiday pay for recognized holidays which fall during the leave period.

(e) Reinstatement. Upon return to work within the specified leave period, said Employee shall be reinstated in his or her former position, if the position still exists, or in a substantially equivalent position for which the Employee is qualified.

(f) FMLA Conflicts. In the event a conflict exists between subsections (a) - (e) of this Section 4 and the Federal Family and Medical Leave Act of 1993 ("FMLA"), the FMLA shall control, but in no case will the level of benefits under this Agreement be diminished.

(g) Finality. Decisions of the Director of Human Resources regarding statutory or discretionary leave requests shall not be subject to the Grievance and Arbitration Procedure set forth in this Agreement.

Section 5. Professional Leave. Time off without loss of regular pay may be granted to Employees to attend professional conferences with the approval of the Employee's Administrator, and such time off shall not be deducted from personal days or vacation time.

Section 6. Jury Duty Leave. Any Employee who is required to serve on a jury before a State or Federal tribunal during his or her regular work year shall be granted leave for this purpose, and such leave shall not be deducted from sick leave or personal days. Such Employee shall be made whole for regular take-home pay lost as a result of such service as a juror, and, for purposes of implementing this provision, the Board will continue to pay the Employee his or her full regular pay as usual, less normal deductions, for days absent from work for jury service, and the Employees shall promptly reimburse the Board in an amount equal to the full pay that the Employee receives from the court for service as a juror. Any Employee who is released from jury service early enough on any regular workday to report back to work shall notify his or her Administrator promptly upon such release and shall report to work promptly if directed to do so

by such Administrator. If the Director of Human Resources decides that service as a juror would be a hardship to the work area to which the Employee is assigned or to the system as a whole, the Employee will cooperate with the Director of Human Resources in obtaining an excuse from jury service or a postponement of such service to a time when the hardship will be less.

Section 7. Statutorily Mandated Leaves. Each Employee will be permitted to be absent from work for reasons mandated by state and federal law, such as family and medical leave, jury duty and military duty. Claims that the Board or any of its agents violated any of such mandates shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

Section 8. Application. Any leave or time off provided for under this Agreement will also be counted toward satisfying any statutorily mandated leaves of absence for which the contractual leave qualifies, including, but not limited to, the federal Family and Medical Leave Act. Employees must substitute their unused sick and personal leave and unused vacation time for the first part of any leave taken under the FMLA. Any FMLA leave time remaining after such paid time is exhausted will be unpaid. Substitution of such paid leave time will not increase the amount of the FMLA leave available.

Section 9. Sick Bank. Should an Employee exhaust sick leave after suffering a catastrophic illness as determined by the Superintendent or designee and the Union President, such Employee may receive up to an additional thirty (30) days of sick leave as may be donated by other Employees who may each donate up to two (2) days of their own sick time for each such Employee.

Section 10. Non-Birth Parent Leave. Within the first four (4) weeks of the birth of an Employee's child, the non-birth Employee shall be eligible for up to fifteen (15) consecutive days of his or her existing accumulated sick leave for non-birth parent leave, without loss of pay. This leave shall run concurrently with any leave required by the federal Family and Medical Leave Act."

Section 11. Adoption Leave. An Employee shall be entitled to thirty (30) days of paid adoption leave upon the adoption of a child, to commence upon the placement of the child in the Employee's home. An Employee shall provide the Board with as much advance notice as practicable of the anticipated adoption leave.

Section 12. Connecticut Paid Sick Leave. Employees shall be eligible for Connecticut Paid Sick Leave in accordance with applicable Connecticut law. The five (5) days of paid sick leave provided under Connecticut law shall run concurrent with, and shall not be in addition to, the contractual allotment of sick time provided in Section 1 of this Article.

ARTICLE IX INSURANCE PROGRAM

Section 1. Medical Plan. The Board will make comprehensive group hospitalization and medical coverage, as described herein, available during the term of this Agreement to each eligible Employee who applies for it and to his or her eligible dependents. Covered services will be made available at a level that is substantially equivalent to the level of covered services available under the medical plan in effect as of the date on which this Agreement is signed (the "Medical Plan"), subject to the terms and conditions set forth in the Medical Plan and in this Article.

A. The primary medical plan will be the high deductible health plan/health savings account with a single person deductible of $3,000 and a two person & family deductible of $6,000 as outlined in Appendix B of the contract.

B. The Board will pay 50% of the HDHP/HSA deductible during the first week of July each successive year of the contract.

Plan Deductibles:

Single	$3,000
Two Person	$6,000
Family	$6,000

C. Prescription Drug Coverage. The following co-pay program for covered prescription drugs after the HSA deductible is met.

Prior Authorization. Prior authorization shall be required for prescription drug benefits for all bargaining unit members, consistent with the requirements of the applicable prescription drug plan.

At retail for dosages up to thirty-four (34) days:

Generic	$5.00 ($10.00 when permitted by law)
Formulary	$35.00
Non-formulary	$40.00

Via Mail Order for dosages up to ninety (90) days:

Generic	$10.00 ($20.00 when permitted by law)
Formulary	$70.00
Non-Formulary	$80.00

If an employee is precluded from fully participating in the Health Savings Account because he or she does not meet the minimum requirements of federal tax laws and/or regulations, the Board shall provide the employee with access to a Health Reimbursement Account (HRA). The Board's annual contribution to the HRA shall not exceed its annual contribution to the H.S.A., based on the employee's coverage.

Section 2. Dental Plan. The Board will make comprehensive group dental insurance available during the term of this Agreement to each eligible Employee who applies for it and to his or her eligible dependents. The plan will provide for 100% coverage under the full service portion, 80% coverage for additional basic and oral surgery and 50% for Periodontal and Prosthodontics with a $2,000 maximum for each person for each calendar year. Orthodontics has a $1,000 lifetime

maximum at 60% payment. The specific terms of the dental plan are found in the summary plan document.

Section 3. Vision Plan. The Board will make Vision Service Plan or an equivalent or better vision plan available during the term of this Agreement to each eligible Employee who applies for it.

Section 4. (a) Means Of Providing Covered Service And Terms. The Board may self-insure the Medical, Dental, Vision, Long Term Disability and/or other Plans described herein in whole or in part or, upon termination of an insurance contract with any carrier, may enter into an insurance contract with the same or a different carrier to provide covered services at a level substantially equivalent to the level of covered services in effect on the date this Agreement is signed. The Board will provide the Union with as much advance notice as practicable of its plan to change the means by which it provides such covered service or to self-insure, which, under normal circumstances, shall be not less than sixty (60) days in advance.

(b) Cost Containment. Covered individuals must comply with any and all of the requirements set forth in the Medical and/or Dental Plans, an available alternate plan to which the Employee subscribes and/or by the care/service provider concerning pre-certification, pre-admission testing, utilization review, second opinions and other such cost control and utilization monitoring provisions.

Section 5. Long Term Disability Plan. Long Term Disability coverage will be provided for each Employee with five (5) or more years' credited service as an Employee in the Darien School System. The Board will pay 80% of the premium. Such coverage will provide disability benefits for each such Employee who is totally and permanently disabled under terms and conditions normally found in policies providing such coverage, as follows:

(a) 60% of the Employee's regular monthly compensation, as of the last day worked, up to a maximum monthly disability payment of $2000 for Twelve-Month Employees and $1500 for Ten-Month Employees.

(b) Monthly disability payments will begin with the seventh (7th) month following the month in which the disability occurs and will continue to be made each month thereafter during the period of disability until the Employee ceases to be totally and permanently disabled, dies, reaches age 65, or becomes eligible for full retirement benefits under the Town of Darien Municipal Employees' Retirement Plan, whichever occurs first.

(c) Monthly benefit payments will be reduced by any amount paid the Employee through workers' compensation, social security and any other offset normally found in long term disability policies.

Section 6. Costs of Coverage. The Board and each covered Employee will share the cost of the Medical Plan and Dental Plan coverage, as described above, that the Employee elects for him or herself and his or her dependents from among the coverage that the Board makes available, as described below.

EFFECTIVE DATE	BOARD'S PREMIUM SHARE
July 1, 2026	Seventy-nine percent (79%)
July 1, 2027	Seventy-nine percent (79%)
July 1, 2028	Seventy-nine percent (79%)

Section 7. Life Insurance. The Board will provide group term life insurance coverage for each eligible Employee in an amount equal to two (2) times his or her regular straight-time annualized pay. Employees will not be required to contribute to the premium for such coverage.

Section 8. General Provisions. Plan Year. (a) "Plan Year", as used in this Article, is hereby defined as the Board's fiscal year (July 1 - June 30). The Board will notify the Union President of any change in Plan Year.

(b) Eligible Dependents. No Employee may extend to his or her dependents coverage under any of the Plans provided by this Agreement unless the Employee is covered by such plans.

(c) Change of Insurance Carrier. The Board shall have the sole discretion to choose its primary carrier, to change carriers and/or to self-insure in whole or in part, provided that the level of covered services are not significantly diminished.

(d) Disputes Relating to Benefits. Eligibility for benefits shall be determined exclusively in accordance with the provisions of the respective insurance contracts acquired by the Board to provide covered services, and any dispute relating to eligibility for or the amount of covered services or benefits in any individual case shall be processed by the Employee directly with the respective insurance carrier and shall not subject the Board to any claim in any forum. In no event shall the Board be considered to be an insurer or a guarantor of any covered services or benefits.

Section 9. Auto Vandalism. The Board will reimburse each Employee up to a maximum of $500 (or such lesser amount that is equal to the deductible under the Employee's own automobile insurance policy) for damage to his or her automobile caused by vandalism while the automobile was parked on school property at a time when the Employee was engaged in performing his or her job responsibilities.

Section 10. Retirees. Upon retirement, a full-time 10-month, eleven or 12-month Administrative Assistant employed before January 1, 2018, with at least ten (10) years of continuous service who is age 62 or over or eligible for the Town Retirement Plans' Rule of eighty (80) shall receive a one-time payment of $15,000.

Section 11. Dependent Care and Limited Purpose Reimbursement Account Plan. Effective July 1, 2017, the Board will make available to covered Employees a Dependent Care and Limited Purpose Reimbursement Account Plan in accordance with and subject to the provisions of Section 125 of the Internal Revenue Code.

ARTICLE X VACANCIES

Section 1. (a) Bargaining Unit Vacancies. Notice of available vacancies in bargaining unit positions and new bargaining unit positions established by the Board during the term of this Agreement will be posted electronically on the website of the Board and electronically mailed to the unit president at least five (5) regular workdays prior to the closing date for filing applications.

(b) Non-Bargaining Unit Vacancies. Notice of any available administrative assistant/clerical vacancy outside the bargaining unit shall be posted electronically on the website of the Board for at least five (5) regular workdays in advance of the closing date for filing applications.

Section 2. Consideration of Applicants. All bargaining unit applicants will be interviewed prior to any other candidates. Bargaining unit applicants will be interviewed by the immediate supervisor of the open position and one other district administrator.

Should the interview team not find an acceptable candidate within the bargaining unit, the position will be open to candidates other than bargaining unit members.

Section 3. (a) Change in Job Group. If the Board moves a bargaining unit job classification from Job Group III to Job Group II or I, or from Job Group II to Job Group I as a result of its having reconstituted the duties of that job classification, the Employee then regularly assigned to that classification shall be given first consideration to continue in said position following such move to a higher Job Group provided he or she is qualified in the reasonable judgment of the Board for the position as reconstituted or he or she will, in the reasonable judgment of the Board, be qualified for the position as reconstituted following a reasonable period of training.

(b) Conditions of Change. If said Employee is offered the opportunity to continue in said classification following its move to a higher Job Group, the Employee must notify the Board of his or her decision to accept or reject the offer within five (5) regular working days following the offer. If the Employee accepts the offer, he or she will be paid either at his or her then-current regular straight-time hourly rate of pay or at the regular straight-time hourly rate of pay for the Job Group to which the classification was moved as set forth in Appendix A, whichever is the higher rate. Any Employee who accepts an offer to continue in a regrouped classification shall be considered a Probationary Employee, in accordance with the provision set forth in Article XVII, for the first thirty (30) days worked in the new assignment.

Section 4. Candidate Selection. In choosing a candidate to fill an available vacancy, selection will be based on the candidate's training, experience, references, evaluations, seniority and interpersonal skills which best match the open position.

If an employee is not offered the position after interviewing, he or she may request and shall meet with the administrator and the reason(s) for not selecting the employee will be provided.

Section 5. Summer Work Postings. All summer work assignments in positions covered by this Agreement shall be posted electronically on the Board's website and communicated to the Union President no later than March 1 of each year, or as soon as practicable, for the information of Employees wishing to apply for such assignments. Employees who wish to apply for a posted summer assignment must submit a written application by April 1 of that year. If a summer work assignment is an extension of an Employee's existing assignment, the Employee regularly

performing that work during the school year shall be given first opportunity to accept the summer extension, all other things being equal. No summer assignment covered by this Agreement shall be offered to or filled by a non-bargaining unit employee until all qualified bargaining unit Employees who have timely applied in accordance with this section and who desire such work have been afforded the opportunity to accept it.

ARTICLE XI RETIREMENT PLAN

All eligible Employees shall be covered by the Town of Darien Municipal Employees Retirement Plan ("Retirement Plan"), or any other retirement plan adopted by the Town of Darien, as well as the Social Security Retirement Plan. A written payroll deduction authorization form must be received from the Employee within seven (7) days after the Employee's receipt of the notice stating the date of eligibility. Eligibility in the Retirement Plan will be determined under the regulations of the Retirement Plan, and disputes concerning eligibility, benefits and other matters relating to retirement shall not be subject to the grievance and arbitration procedures set forth in Article XV hereof, but shall be submitted to the Retirement Plan Committee.

ARTICLE XII TRAVEL REIMBURSEMENTS

Employees using their personal cars on school business as required shall be reimbursed at the current Internal Revenue Service (IRS) rate. All use of an Employee's personal car must first be approved by his or her Administrator.

ARTICLE XIII TERMINATION

Section 1. Voluntary Terminations of Employment. An Employee who voluntarily terminates his or her employment with the Board shall give at least two (2) weeks notice, in writing, to his or her Administrator.

Section 2. Discharge. No Employee who has successfully completed his or her probationary period of employment (a "non-probationary Employee") shall thereafter be discharged or disciplined without just cause, provided that only cases of discharge and disciplinary suspensions without pay may be processed to arbitration. Disciplinary warnings (verbal or written) issued to a non-probationary Employee may be the subject of a grievance but shall not be processed beyond Step 2 of the grievance procedure. Any non-probationary Employee who disputes a written warning may append to the warning a copy of his or her grievance and a statement setting forth the basis for his or her disagreement with it, provided that nothing in this Section will preclude a non-probationary Employee from challenging, at an arbitration hearing over his or her disciplinary suspension or discharge, prior disciplinary warnings that are used by the Board to support such suspension or discharge.

ARTICLE XIV WORK CONTINUITY

The Union agrees that, for the duration of this Agreement, there will be no strikes, work stoppage, slowdown, curtailment or restriction of work, or refusal to cross any picket line, whether lawful or unlawful. The Board agrees not to lockout its Employees.

ARTICLE XV GRIEVANCE AND ARBITRATION

Section 1. Definitions: (a) A "Grievance" is hereby defined as any written claim by an Employee or group of Employees that the Board or the Superintendent (or Superintendent's designee), or an Administrator (or his/her designee), violated, misinterpreted or misapplied a specific provision expressed in this Agreement. Each Grievance must set forth a brief statement of the event giving rise to the Grievance and the Article and Section of this Agreement allegedly violated, misinterpreted or misapplied.

(b) "Grievant" is hereby defined as the Employee or group of Employees who file(s) a Grievance.

(c) A "Day" is hereby defined as a regular workday.

Section 2. Procedure: The exclusive forum for processing Grievances shall be this Grievance and Arbitration Procedure, which shall be applied as follows:

(a) Step 1. Director of Human Resources: Grievant must, by the end of the twentieth (20th) day following the event giving rise to the Grievance, submit the Grievance to the Director of Human Resources with a copy to his or her supervising Administrator and the Union's Staff Representative. The supervising Administrator and the Director of Human Resources shall, within ten (10) days after the Grievance was submitted to the supervising Administrator, meet with the Grievant and the Union's Staff Representative, with or without the Local Union Representative / Steward, in an effort to resolve the Grievance.

(b) Step 2. Superintendent: If the Grievance is not resolved within five (5) days after the meeting at Step 1 and Grievant desires to proceed further, Grievant must, by the end of the tenth (10th) day after the meeting at Step 1 submit the Grievance to the Superintendent and the Local Union President. The Superintendent shall, within twenty (20) days after the Grievance was submitted to the Superintendent, meet with the Grievant and the Union's Staff Representative, with or without the Local Union Representative / Steward, in an effort to resolve the Grievance. The Superintendent shall respond to the Grievance in writing within ten (10) days after the meeting.

(c) Step 3. Board of Education: If the Grievance is not resolved within five (5) days after the meeting at Step 2 and Grievant desires to proceed further, Grievant must, by the end of the tenth (10th) day after the meeting at Step 2, submit the Grievance to the Board of Education and the Local Union's President. The Board of Education shall, within twenty (20) days after the Grievance was submitted to the Board of Education, meet with the Grievant and the Local Union's Representative, with or without the Nutmeg Attorney, in an effort to resolve the Grievance. The Board of Education shall respond to the Grievance in writing within ten (10) days after such meeting.

(d) Step 4. Arbitration: If the Grievance is not resolved at Step 3, and the Union wishes to proceed further, the Union must file a Demand for Arbitration with the American Arbitration Association (AAA) in accordance with its Voluntary Rules for Labor Arbitration then subsisting, subject to the following terms and conditions:

(1) The Grievance must arise out of and involve the interpretation or application of a specific provision expressed in this Agreement and will not be arbitrable if it claims a right, benefit or obligation not expressly set forth in a specific provision of this Agreement.

(2) The Demand for Arbitration must be made in writing by regular mail, or by electronic filing in accordance with AAA online filing procedures, with a copy to the Director of Human Resources, postmarked within the twenty (20) calendar days immediately following the Grievant's receipt of the Board's response at Step Two, or absent such response, within forty-five (45) calendar days following the expiration of the time for providing such response.

(3) The Arbitration must be in accordance with the American Arbitration Association's Voluntary Rules for Labor Arbitration in existence at the time the Demand for Arbitration is filed.

(4) The Demand for Arbitration must be limited to the same Grievance submitted to the Superintendent at Step 2.

(5) The Arbitrator's authority will be limited to determining whether, by the allegations contained in the Grievance, the Board violated or misapplied the specific provision expressed in this Agreement as alleged in the Grievance. The Arbitrator will have authority to render appropriate "make whole" awards consistent with the provisions of this Agreement and other applicable rules governing the arbitrator's conduct and authority.

(6) The decision of the Arbitrator will be final and binding, subject to the right of either party to have the award confirmed, vacated or modified according to law.

(7) For the first two arbitrations, if any, in any given year of this Agreement, the cost of the Arbitrator's fees (the "Arbitration Costs") will be shared as follows: the Board shall pay seventy percent (70%) and the Union shall pay thirty percent (30%) of such costs. For any arbitrations thereafter in any given year of this Agreement, the Arbitration Costs shall be shared equally by the Board and the Union, but each party will bear the cost of its own representatives, transcripts and other items. The arbitrations shall be held in a hearing location designated by the Board at no cost to the Union.

(8) Grievances must be filed for arbitration separately, and an Arbitrator may not hear multiple Grievances unless the Director of Human Resources and the Union agree in writing to allow the Arbitrator to do so.

(9) Only the Union will have the authority to submit a Grievance to Arbitration.

Section 3. Time Limits. The time limits specified herein are of the essence and may only be extended by mutual written Agreement of the Director of Human Resources and the Union. Failure to process a Grievance within the time limits provided herein shall be deemed a waiver of

such Grievance, and the Grievance shall be considered resolved in accordance with the position of the Board. Failure by the Board representatives to meet or respond to the Grievance within the time limits provided herein shall permit the Grievant or the Union, as appropriate, to process the Grievance to the next Step provided they do so within the time limits set forth herein.

Section 4. Representation. Grievant will be permitted to be accompanied by the Union's Executive Board Member and/or the Union's Attorney at all grievance meetings and arbitration hearings except at Step 1, where only the Executive Board Member will be permitted. Grievances shall not be processed and grievance meetings or discussions shall not be held during work time without the express prior approval of the Director of Human Resources, although arbitration hearings may be held during work time according to a schedule mutually acceptable to the Board, the Union and the Arbitrator.

Section 5. Confidentiality. The Grievance and the Grievance process, including arbitration, shall be kept confidential, to the extent permitted by law.

Section 6. Sole Procedure. The Grievance procedure contained herein, including arbitration, shall be the exclusive method of resolving Grievances.

Section 7. Union Authority. Nothing contained herein shall require the Union to process any Grievance which in its opinion is without merit, and no Employee shall have the right to process a Grievance to arbitration, as such right is reserved exclusively to the Union.

Section 8. Settlements. Grievance settlements reached at Step 1 shall not be used as evidence or precedent in any other Grievance, at arbitration or in any other forum.

Section 9. Mediation. The parties may mutually agree to submit a grievance to mediation after it has been submitted to Step 4, arbitration.

ARTICLE XVI LAYOFF AND RECALL

Section 1. Layoff of Employees. In the event the Board decides to layoff one or more Employees within a job classification, the order of layoff will be as follows provided those Employees who remain at work are the most qualified in the reasonable judgment of the Board to perform the available work remaining after the layoff:

(1) Employees within that classification who have not yet successfully completed their respective probationary periods of employment referred to in Article XVII, Section 3 hereof will be laid off first;

(2) Employees within that classification who have successfully completed their probationary periods described in (1) above will be laid off next in reverse order of their respective seniority.

Section 2. Opportunities for Laid-off Employees. The Board shall give Employees who are laid off pursuant to subsection (b) of Section 1 hereof the following opportunities in order of their respective seniority and their qualifications, as determined by the reasonable judgment of the Board, and in the following order:

(1) to fill an available vacancy for which he or she is qualified in the reasonable judgment of the Board in the same or lower job group in the same bargaining unit category (i.e., twelve-month, ten-month;), provided there shall be a rebuttable presumption that the Employee is qualified to move into a vacant position if the Employee has a minimum of three (3) years of seniority in the bargaining unit and has not received any evaluation showing that the Employee has failed to meet expectations in the preceding three (3) years;

(2) to "bump" an Employee who has not yet successfully completed his or her probationary period of employment referred to in Article XVII, Section 3, from a position for which the laid off Employee is qualified in the reasonable judgment of the Board in a lower job group in the same bargaining unit category or;

(3) to "bump" a less senior Employee from a position for which the laid off Employee is qualified in the reasonable judgment of the Board in a lower job group in the same bargaining unit category.

Section 3. Recall of Employees. Employees laid off pursuant to subsection (2) of Section 1 hereof for whom there is no position to fill pursuant to the provisions of Section 2 hereof, will be laid off from employment with the Board and, if they notify the Board in writing within ten (10) days after the date of layoff that they want to be recalled, will remain eligible for recall for a period equal to their respective seniority at the time of layoff up to a maximum of twenty-four (24) calendar months following the date of layoff. Such eligibility for recall will be to a position in the classification from which they were laid off, or to a substantially equivalent position for which they are qualified in the reasonable judgment of the Board in the same or lower job group in the same category from which they were laid off. Such recall will be in reverse order of layoff. An Employee on the recall list will lose his or her recall rights if he or she: (i) fails to respond to a notice of recall within ten (10) regular workdays after delivery of said notice sent to the address on the Board's records or (ii) fails to report for work when scheduled after acceptance of recall or (iii) refuses an offer of recall. Notice of recall must be sent by certified mail, return receipt requested, postage prepaid.

Section 4. Seniority. For purposes of this Article, seniority shall mean the Employee's length of continuous service with this bargaining unit the Board measured from his or her most recent date of hire as a regular full-time Employee or regular part-time Employee regularly assigned to work twenty (20) or more hours per week in a bargaining unit position. An Employee will lose all credit for his or her seniority and will be subject to having his or her employment terminated by the Board without recourse if he or she:

(1) quits;

(2) is discharged for cause except where such discharge is reversed by agreement or through lawful order of reinstatement;

(3) retires;

(4) fails to return to work within ten (10) regular work days after being notified of recall from layoff by certified mail, return receipt requested, unless such return to work is due to Employee's

actual illness or accident or some other similarly compelling reason (the Board may require substantiating proof);

(5) is on layoff for a period in excess of his or her recall period;

(6) is absent without reporting for three (3) consecutive days; or

(7) is gainfully employed elsewhere while on leave of absence without permission of the Board.

Section 5. Employee Responsibility. In any situation of layoff or recall, where an Employee has the option to fill an available position, he or she must be willing to work the schedule and the hours required by the Board for the said position in order to be eligible for the position.

Section 6. Pay. Rates of pay for Employees affected by the provisions of this Article will be adjusted in accordance with the applicable rates set forth on Appendix A attached hereto.

ARTICLE XVII NEW EMPLOYEES

Section 1. Information to Employee. At the time of hire, the Personnel Office shall advise new Employees that they are represented by the Union for the purpose of collective bargaining, show them the job description for the position to which they will be assigned and provide them with the following information:

(1) a link to a copy of this Agreement online;

(2) medical coverage for which they are eligible to apply;

(3) amount of life insurance, and;

(4) information about the Retirement Plan.

Section 2. Information to Union. At the time of hire, the President of the Union, or his or her designated representative, shall be provided with the following information pertaining to new Employees: job title, date of hire, classification and rate of pay. The President of the Union shall also be informed of any resignation, retirement or termination of an Employee.

Section 3. Probationary Period. All new Employees shall be on probation for the first ninety (90) work days of their employment. This ninety (90) day period must be during the time when school is in session. At the end of the Employee's probationary period, the Administrator will submit in writing to the Director of Human Resources a recommendation for continued employment or for termination of employment. The probationary period may be extended for an additional thirty (30) work days. During the probationary period, or as the result of the aforesaid recommendation, the Employee may be terminated from employment with the Board for any reason without recourse.

ARTICLE XVIII WORKERS' COMPENSATION

Section 1. Any Employee absent from work due to a compensable injury (i.e., an injury for which the Employee has filed for and is eligible to receive Workers' Compensation benefits) shall have his or her unused accumulated sick leave applied on a one-to-one basis to each day of such absence for which the Employee receives no workers' compensation income replacement benefits and on a pro rata basis for each day of such absence for which the Employee does receive workers' compensation income replacement benefits, until the Employee returns to work or the Employee has applied a maximum of twenty (20) days sick leave, whichever first occurs. The amount an Employee receives in daily sick leave pay will, when added to the per diem benefit the Employee receives as a workers' compensation income replacement benefit, equal only that amount necessary to make the Employee whole for loss of a regular day's pay (net pay after normal payroll deductions are made) due to the injury. For example, if workers' compensation benefits would account for two-thirds of the Employee's net daily pay prior to the injury, then the Employee's unused accumulated sick leave would be charged at the rate of one-third sick leave day for each full day of such absence.

Section 2. Application. In applying the provisions of Section 1 above, the Board and the Employee will continue to follow the practice in effect as of the date of this Agreement whereby, for the period of the absence described in Section 1 hereof, the Board will continue to pay the Employee his or her full regular pay as normally required, less normal deductions, and the Employee will pay to the Board, on a regular basis, an amount equal to the amount which the Employee receives as Workers' Compensation (the "Board Supplement"). The Board Supplement shall end six (6) months after the Employee has applied a maximum of twenty (20) days of sick leave to the absence described in Section 1 hereof. Nothing herein shall prevent the Board from implementing a managed care system and a "light duty" requirement in connection with its Workers' Compensation coverage.

ARTICLE XIX REVIEW BOARD

Section 1. Constitution. A Review Board shall be formed to review proposed classification changes of all Employees covered by this Agreement based on job description and responsibilities. Union board members must be notified, in writing, of said proposed classification changes, when a decision is made to reclassify a position or when an employee requests a reclassification. Upon such notification, the Union shall appoint the three members of the bargaining unit to serve on the Review Board. Members of the Review Board shall be composed of three members of the bargaining unit and three members of the School Administration, and will be empowered to vote on the above classification matters. The Union and the Administration shall notify each other, in writing, regarding the appointments of Review Board members.

Section 2. Procedure of Seeking Review. Review should be sought only when a job has changed significantly and any Employee seeking review must show that the job has so changed. Any Employee may request classification review by submitting a review request to the Review Board with a copy to the Director of Finance. Review requests will be accepted by the Review Board only during September (for changes instituted during the summer) and January for each school year. If a reclassification should arise that needs consideration in months other than those stated above, an additional review may be in order. The Employee submitting a review request shall be

invited to present his/her position to the Review Board. The Employee's supervisor shall be present during any such presentation. The Review Board, after voting on the classification, shall meet with the Director of Finance to present the majority findings to him or her. In the event of a tie, the Director of Finance shall issue the deciding vote. The Review Board's majority vote, or the Director of Finance's deciding vote in the event of a tie, shall be final.

ARTICLE XX SAVINGS CLAUSE

In the event that any provision or portion of this Agreement is invalidated by enactment of statute, decision of a court or administrative agency of competent jurisdiction, the balance and remainder of this Agreement will remain in full force and effect.

ARTICLE XXI AGENCY SHOP AND CHECK-OFF

Section 1. The Board agrees to deduct from the paycheck of each Employee who is a member of the Union and who has voluntarily signed an authorized payroll deduction card a sum certified in writing by an authorized official of the Union as the amount for monthly Union dues. These deductions shall be made on dates agreed to by the Board and the Union and sent directly to the Law Office of Eric R. Brown, P.O. Box 615, Watertown, CT 06795. Such deductions shall be paid to the Union in a single check or single ACH monthly. Other payroll deductions may be provided for, as agreed in cooperation with the Superintendent or designee(s).

Section 2. Indemnification. The Union shall indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability that may arise or be alleged by reason of any action taken by the Board pursuant to this Article.

ARTICLE XXII DURATION AND HOLDOVER

Section 1. Duration. This Agreement will take effect on July 1, 2026, and will remain in full force and effect to and including June 30, 2029.

Section 2. Holdover. In the event proper notice is given pursuant to Section 1 and the Board and the Union fail to secure a successor to this Agreement prior to its scheduled expiration on June 30, 2029 or any succeeding June 30, each provision of this Agreement shall be continued in full force and effect thereafter at their levels in effect on the last day of this Agreement (June 30, 2029), or until a successor is entered into, unless prior to June 30, 2029 or any succeeding June 30, the Board and the Union have mutually agreed not to "holdover".

IN WITNESS WHEREOF, the parties hereto have hereunto caused this Agreement to be executed by their duly authorized representatives this, ___ day of _____, 2026.

DARIEN BOARD OF EDUCATION

NUTMEG INDEPENDENT LABOR UNIONS DARIEN BOARD OF EDUCATION SECRETARIES' UNION

BY: _____

Eric R. Brown

BY: _____

Board President

BY: _____

JoAnn Sawitsky, Co-President

BY: _____

Heather Shea, Co-President

APPENDIX A ANNUAL RATES OF COMPENSATION

Administrative Assistant Classification — Hired Prior to January 1, 2024

FY27				
Administrative Assistant Classification				
3.50%				
FY27	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$43.48	$44.32	$44.42	$44.59
Group 2	$42.76	$43.56	$43.70	$43.82
Group 3	$41.86	$42.68	$42.81	$42.96
3.50%				
FY28	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$45.00	$45.87	$45.97	$46.15
Group 2	$44.26	$45.08	$45.23	$45.35
Group 3	$43.33	$44.17	$44.31	$44.46
3.50%				
FY29	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$46.58	$47.48	$47.58	$47.77
Group 2	$45.81	$46.66	$46.81	$46.94
Group 3	$44.85	$45.72	$45.86	$46.02

Administrative Assistant Classification — Hired After January 1, 2024

FY27				
Administrative Assistant Classification				
3.50%				
FY27	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$38.26	$39.00	$39.09	$39.24
Group 2	$37.62	$38.34	$38.45	$38.56
Group 3	$36.84	$37.56	$37.67	$37.81
3.50%				
FY28	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$39.60	$40.37	$40.46	$40.61
Group 2	$38.94	$39.68	$39.80	$39.91
Group 3	$38.13	$38.87	$38.99	$39.13
3.50%				
FY29	**1-9 Years**	**10 Years**	**15 Years**	**20 Years**
Group 1	$40.99	$41.78	$41.88	$42.03
Group 2	$40.30	$41.07	$41.19	$41.31
Group 3	$39.46	$40.23	$40.35	$40.50

Pay increases based on years of service shall take effect on the first day following the Employee's completion of the final year of service at the lower hourly rate of pay. Specifically, Employees shall advance to the "10 years" rate on the first day following the completion of their ninth year of service; to the "15 years" rate on the first day following completion of their fourteenth year of service; and to the "20 years" rate on the first day following completion of their nineteenth year of service.

All employees shall be required to participate in a direct deposit payroll.

Pay advices will be delivered to Employees electronically.

APPENDIX B SUMMARY OF INSURANCE BENEFITS

[To be updated with current Anthem Summary of Benefits and Coverage reflecting deductible changes ($3,000 single / $6,000 two person & family) effective July 1, 2026.]

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, https://eoc.anthem.com/eocdps/aso. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms, see the Glossary. You can view the Glossary at www.healthcare.gov/sbc-glossary/ or call (833) 899-7070 to request a copy.

Important Questions	Answers	Why This Matters:
What is the overall deductible?	$3,000/person or $6,000/family for In-Network Providers. $3,000/person or $6,000/family for Out-of-Network Providers.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the policy, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Preventive Care. Children's eye exam. For more information see below.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	$6,000/person or $6,000/person on a family or $12,000/family for In-Network Providers. $6,000/person or $6,000/person on a family or $12,000/family for Out-of-Network Providers	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billing charges, health care this plan doesn't cover, and Out-of-Network Transplants.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.anthem.com/find-care/?alphaprefix=AZL or call (833) 899-7070 for a list of network providers. Benefits and	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an Out-of-Network Provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an Out-of-Network

	costs may vary by site of service and how the provider bills.	Provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No.	You can see the specialist you choose without a referral.

⚠ All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	0% coinsurance	30% coinsurance	Virtual visits (Telehealth) benefits available.
	Specialist visit	0% coinsurance	30% coinsurance	Virtual visits (Telehealth) benefits available.
	Preventive care/screening/ immunization	No charge	30% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for.
If you have a test	Diagnostic test (x-ray, blood work)	0% coinsurance	30% coinsurance	--------none--------
	Imaging (CT/PET scans, MRIs)	0% coinsurance	30% coinsurance	--------none--------
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at http://www.anthem.com/pharmacyinformation/	Typically Generic (Tier 1)	$5/prescription (retail) and $10/prescription (home delivery)	30% coinsurance (retail) and Not covered (home delivery)	For more information, refer to "National Drug List" at http://www.anthem.com/pharmacyinformation/ *See Prescription Drug section.
	Typically Preferred Brand (Tier 2)	$35/prescription (retail) and $70/prescription (home delivery)	30% coinsurance (retail) and Not covered (home delivery)	
	Typically Non-Preferred Brand and Generic drugs (Tier 3)	$40/prescription (retail) and $80/prescription (home delivery)	30% coinsurance (retail) and Not covered (home delivery)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	0% coinsurance	30% coinsurance	--------none--------
	Physician/surgeon fees	0% coinsurance	30% coinsurance	--------none--------
If you need immediate medical attention	Emergency room care	0% coinsurance	Covered as In-Network	--------none--------
	Emergency medical transportation	0% coinsurance	Covered as In-Network	--------none--------
	Urgent care	0% coinsurance	30% coinsurance	--------none--------

* For more information about limitations and exceptions, see the plan or policy document at https://eoc.anthem.com/eocdps/aso

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In-Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have a hospital stay	Facility fee (e.g., hospital room)	0% coinsurance	30% coinsurance	100 days/benefit period for Inpatient rehabilitation.
	Physician/surgeon fees	0% coinsurance	30% coinsurance	--------none--------
If you need mental health, behavioral health, or substance abuse services	Outpatient services	Office Visit 0% coinsurance Other Outpatient 0% coinsurance	Office Visit 30% coinsurance Other Outpatient 30% coinsurance	Office Visit Virtual visits (Telehealth) benefits available. Other Outpatient --------none--------
	Inpatient services	0% coinsurance	30% coinsurance	--------none--------
If you are pregnant	Office visits	No charge	30% coinsurance	Cost sharing does not apply for preventive services. Maternity care may include tests and services described elsewhere in the SBC (i.e., ultrasound).
	Childbirth/delivery professional services	0% coinsurance	30% coinsurance	
	Childbirth/delivery facility services	0% coinsurance	30% coinsurance	
If you need help recovering or have other special health needs	Home health care	0% coinsurance	25% coinsurance	--------none--------
	Rehabilitation services	0% coinsurance	30% coinsurance	*See Therapy Services section.
	Habilitation services	0% coinsurance	30% coinsurance	
	Skilled nursing care	0% coinsurance	30% coinsurance	220 days/benefit period for skilled nursing services.
	Durable medical equipment	0% coinsurance	30% coinsurance	*See Durable Medical Equipment section.
	Hospice services	0% coinsurance	30% coinsurance	--------none--------
If your child needs dental or eye care	Children's eye exam	No charge	30% coinsurance	*See Vision Services section.
	Children's glasses	Not covered	Not covered	
	Children's dental check-up	Not covered	Not covered	--------none--------

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Children's dental check-up
- Glasses for a child
- Routine foot care unless you have been diagnosed with diabetes
- Cosmetic surgery
- Long-term care
- Weight loss programs
- Dental care (Adult)
- Non-emergency care when traveling outside the U.S.

* For more information about limitations and exceptions, see the plan or policy document at https://eoc.anthem.com/eocdps/aso.

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Acupuncture
- Hearing aids 1 unit every 24 months
- Routine eye care (Adult) 1 exam/benefit period
- Bariatric surgery
- Infertility treatment
- Chiropractic care 50 visits/benefit period combined with all other therapies
- Private-duty nursing in a Home Setting only

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for those agencies is: Connecticut Department of Insurance, 153 Market Street, 7th Floor, Hartford, CT 06103, (860) 297-3000, (800) 203-3447, Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, 1-877-267-2323 x61565, www.cciio.cms.gov, or contact Anthem at the number on the back of your ID card. Other coverage options may be available to you, too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information on how to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact:

ATTN: Grievances and Appeals, P.O. Box 1038, North Haven, CT 06473-4201

Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, 1-877-267-2323 x61565, www.cciio.cms.gov

Additionally, a consumer assistance program can help you file your appeal. Contact Connecticut Office of the Health Care Advocate, P.O. BOX 1543, Hartford CT 06144, (866) 466-4446, https://portal.ct.gov/oha, healthcare.advocate@ct.gov

Does this plan provide Minimum Essential Coverage? Yes/No.
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet the Minimum Value Standards? Yes/No.
If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

To see examples of how this plan might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost-sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	**$3,000**
Specialist coinsurance	**0%**
Hospital (facility) coinsurance	**0%**
Other coinsurance	**0%**

This EXAMPLE event includes services like:

Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$3,000
Copayments	$10
Coinsurance	$0
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$3,070**

Managing Joe's Type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	**$3,000**
Specialist coinsurance	**0%**
Hospital (facility) coinsurance	**0%**
Other coinsurance	**0%**

This EXAMPLE event includes services like:

Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$3,000
Copayments	$500
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$3,520**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	**$3,000**
Specialist coinsurance	**0%**
Hospital (facility) coinsurance	**0%**
Other coinsurance	**0%**

This EXAMPLE event includes services like:

Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$2,800
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$2,800**

The plan would be responsible for the other costs of these EXAMPLE covered services.

We're here for you – in many languages

The law requires us to include a message in all of these different languages. Curious what they say? Here's the English version: "You have the right to get help in your language for free. Just call the Member Services number on your ID card." Visually impaired? You can also ask for other formats of this document.

Spanish
Usted tiene derecho a obtener asistencia en su idioma sin cargo. Llame al número de Servicios para Miembros que figura en su tarjeta de identificación ¿Tiene alguna deficiencia visual? También puede solicitar este documento en otros formatos.

Chinese
您有權免費獲得使用您的語言提供的協助。只需撥打印於您的 ID 卡上的會員服務部電話號碼即可。視力障礙？您也可以索取本文件的其他格式。

Vietnamese
Quý vị có quyền nhận trợ giúp bằng ngôn ngữ của mình, miễn phí. Quý vị chỉ cần gọi đến số điện thoại của Ban Dịch vụ Thành viên trên thẻ ID của quý vị. Quý vị bị khiếm thị? Quý vị cũng có thể yêu cầu các định dạng khác của tài liệu này.

Korean
귀하는 귀하의 언어로 된 도움을 무료로 받을 권리가 있습니다. 귀하의 ID 카드에 있는 가입자 서비스 번호로 전화하십시오. 시각 장애인이신가요? 다른 형식으로 된 이 문서를 요청하실 수 있습니다.

Tagalog
May karapatan kang makakuha ng tulong na nasa iyong wika nang libre. Tawagan lang ang numero ng Member Services na nasa iyong ID card. May kapansanan sa paningin? Maaari ka ring humingi ng iba pang mga format ng dokumentong ito.

Russian
У вас есть право на бесплатное получение помощи на вашем родном языке. Просто позвоните в отдел обслуживания участников по номеру, указанному на вашей идентификационной карте. У вас проблемы со зрением? Вы также можете запросить этот документ в других форматах.

French Creole
Ou gen dwa jwenn èd nan lang ou gratis. Jis rele nimewo Sèvis Manm ki sou Kat ID ou a gratis Gen pwoblèm vizyèl? Ou ka mande tou pou lòt fòma nan dokiman sa a.

Arabic
لك الحق في الحصول على هذه المعلومات والحصول على المساعدة بلغتك مجانًا. فقط اتصل برقم خدمات الأعضاء الموجود على بطاقة هويتك. هل تعاني من ضعف البصر؟ يمكنك أيضًا طلب تنسيقات أخرى لهذه الوثيقة.

French
Vous avez le droit d'obtenir de l'aide dans votre langue gratuitement. Appelez simplement le numéro du Services membres figurant sur votre carte d'identité. Vous êtes une personne malvoyante ? Vous pouvez également demander à accéder à ce document dans d'autres formats.

Persian
شما حق دارید به زبان خود به صورت رایگان کمک بگیرید. فقط با شماره خدمات اعضا مندرج در کارت عضویت خود تماس بگیرید. آیا دچار اختلال بینایی هستید؟ همچنین می‌توانید فرمت‌های دیگر این سند را درخواست کنید.

Armenian
Դուք իրավունք ունեք անվճար օգնություն ստանալու ձեր լեզվով: Պարզապես զանգահարեք ձեր ID քարտի վրա գտնվող Անդամների սպասարկման համարին: Տեսողության խանգարում ունեցո՞ղ եք: Կարող եք նաև խնդրել այս փաստաթղթի այլ ձևաչափեր:

Japanese
あなたにはあなたの言語で無料で支援を受ける権利があります。ID カードに記載されている会員サービス番号にお電話ください。視覚障害をお持ちですか？他の形式でこの文書を要求することもできます。

Italian
Hai il diritto di ricevere assistenza gratuita nella tua lingua. Basta chiamare il numero del Servizio Membri presente sulla tua tessera identificativa. Hai problemi di vista? È possibile richiedere anche altri formati di questo documento.

German
Sie haben das Recht, kostenlose Hilfe in Ihrer Sprache zu erhalten. Rufen Sie einfach die Nummer des Mitgliederservices auf Ihrer ID-Karte an. Sehbehindert? Sie können dieses Dokument auch in anderen Formaten anfordern.

Polish
Masz prawo do bezpłatnej pomocy w swoim języku. Wystarczy zadzwonić pod numer Biura Obsługi Klienta podany na karcie identyfikacyjnej. Masz wadę wzroku? Możesz również poprosić o inne formaty tego dokumentu.

Pennsylvania Dutch
Du hoscht's Recht fer Hilf griege in dei Schprooch fer nix. Duh yuscht die Member Services Number uffrufe uff dei ID Card. Hoscht Druwwel fer sehne? Du kannscht des do Schreiwes in en differnter Weg griege so as du's besser sehne kannscht.

TTY/TTD:711

It's important we treat you fairly

We follow federal civil rights laws in our health programs and activities. Members can get reasonable modifications as well as free auxiliary aids and services if you have a disability. We don't discriminate, on the basis of race, color, national origin, sex, age or disability. For people whose primary language isn't English (or have limited proficiency), we offer free language assistance services like interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711) or visit our website. If you think we failed in any areas or to learn more about grievance procedures, you can mail a complaint to: Compliance Coordinator, P.O. Box 27401, Richmond, VA 23279, or directly to the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201. You can also call 1-800- 368-1019 (TDD: 1-800-537-7697) or visit https://ocrportal.hhs.gov/ocr/portal/lobby.jsf