COLLECTIVE BARGAINING AGREEMENT

between the

NEW LONDON BOARD OF EDUCATION

AND

CHCA DISTRICT 1199
NUHHCE, AFSCME, AFL-CIO
NURSES

JULY 1, 2026 – JUNE 30, 2029

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PREAMBLE

This Agreement is entered into by and between the New London Board of Education (the "Board") and CHCA District 1199, NUHHCE, AFSCME, AFL-CIO (the "Union") in order to encourage a harmonious relationship between the Board and the Union and establish rates of pay, hours of work, working privileges or benefits, or any other matters that come within the general meaning of the terms and conditions of employment.

ARTICLE 1 - RECOGNITION

1.0 The Board recognizes the Union as the exclusive bargaining representative for all full-time, part-time, and per diem nurses employed by the Board for the purposes of collective bargaining with respect to wages, hours, and other conditions of employment, within the meaning of the Municipal Employees Relation Act, Conn. Gen. Stat. § 7-467, *et seq.*

ARTICLE 2 - NEGOTIATIONS

2.0 Negotiations between the Board and the Union shall commence at least one hundred twenty (120) days preceding the expiration of this Agreement. During such negotiations, the parties agree to negotiate in good faith to secure a successor agreement relative to wages, hours and other conditions of employment.

2.1 During the period of negotiations proceedings, the Board and the Union shall make available to each other for inspection such pertinent records and information as are necessary for negotiations.

2.2 If the negotiations described in this article have reached an impasse, the parties agree to follow applicable procedures contained in the Connecticut General Statutes.

2.3 It is agreed that the employees in the unit described in Article 1 above shall be considered a separate entity for purposes of negotiations. Negotiations shall not be contingent on those benefits granted to other units designated as bargaining agents of the Board but shall be based on the merits and needs of the Union.

2.4 If negotiation meetings between the Board and Union are scheduled by agreement during a school day, the representatives of the Union shall be relieved from all regular duties without loss of pay as necessary in order to permit their participation in such meetings.

2.5 For the duration of this Agreement, items shall continue and remain in effect without revision or addenda for the life of the contract, except as both parties to the Agreement mutually consent otherwise or except as discussion is part of the formal negotiation period for settling on a successor contract.

2.6 Any additional agreement reached shall be reduced to writing, shall be signed by the Board Chair or designee and the President of the Union, and shall be an addendum to this Agreement.

ARTICLE 3 – DEFINTIONS

3.0 Unless otherwise indicated, the term "employee" or "nurse," as used in this Agreement, shall refer to any bargaining unit employee.

3.1 The words "Board of Education" or "Board," as used in this Agreement, shall mean the Board or its designee(s), and may include the Superintendent or Superintendent's designee.

3.2 The words "Superintendent of Schools" or "Superintendent," as used in this Agreement, shall mean the Superintendent or Superintendent's designee.

ARTICLE 4 – NONDISCRIMINATION

4.0 The Board agrees to continue its policy of not discriminating against or in favor of any employee on the basis of race, creed, religion, color, national origin, alienage, ancestry, age, sex, sexual orientation, physical or mental disability, marital or parental status, pregnancy, genetic information, gender identity or expression, veteran status, status as a victim of domestic violence or human trafficking, or other classifications protected by applicable law. The provisions of this paragraph are incorporated into the parties' agreement for informational purposes only, and shall not be subject to the grievance procedure.

ARTICLE 5 – GRIEVANCE PROCEDURE

5.0 **Purpose:**

A grievance is a claim of an employee or group of employees which concerns any alleged violation of any provisions of this Agreement and/or which concerns the interpretation, meaning or application of any provision of this Agreement. It is expressly understood that a claim not based upon a violation of any provision of this Agreement, or not based upon the interpretation, meaning or application of any provision of this Agreement, shall not constitute a grievance.

5.1 **Definitions:**

1. An "aggrieved person" is the person making the claim.

2. A "party in interest" is the person making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

3. The term "days", except where otherwise indicated, means working school days.

5.2 **General Provisions:**

1. When an administrative directive allegedly presents a cause for grievance, it will meanwhile be in effect until the grievance is settled.

2. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to grievances which may arise from time to time. Both parties agree that at any level these proceedings shall be kept as informal and confidential as may be appropriate.

3. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level hereinafter specified should be considered as a maximum, and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement. Decisions rendered at all levels of the grievance procedure shall be in writing setting forth the decision and the reasons therefore, and shall be transmitted promptly to all parties in interest and to the President or representative of the Association and the Superintendent of Schools or designee.

5.3 **Steps of the Grievance Procedure:**

1. Step One: Grievant and Designated Administrator

Within ten (10) calendar days of the occurrence which gives rise to the grievance, a written statement of the grievance must be presented to the principal, or, if not supervised by the principal, with the immediate supervisor. The matter shall be discussed and a decision rendered within ten (10) calendar days of receipt of the grievance.

2. Step Two: Superintendent or Designee

If the grieving party is not satisfied with the disposition of the grievance at Level One, the written grievance may be presented to the Superintendent of Schools or designee within ten (10) calendar days of the receipt of the decision at Level One. The Superintendent of Schools or designee shall arrange a meeting with the grievant and/or the grievant's representative to attempt to resolve the grievance. Other administrative representatives may attend. In the event the grievance is not resolved as a result of the meeting, the Superintendent of Schools or the grievant's designee shall render a decision in writing within ten (10) calendar days thereafter.

3. Step Three: Board of Education

If the grieving party is not satisfied with the disposition of the grievance at Level Two, the grieving party may appeal the decision to Level Three by submitting the grievance to the Board of Education within ten (10) calendar days following receipt of the decision from the Superintendent of Schools, or designee. The Board of Education or its designated committee shall arrange a meeting with the grievant and/or the grievant's representative within fifteen (15) calendar days following receipt of the grievance in an attempt to resolve the grievance. The Superintendent or other administrative representatives may be in attendance. In the event the grievance is not resolved as a result of the meeting, the Board of Education or its designated committee shall render a decision in writing within ten (10) calendar days thereafter.

4. Step Four: Mediation

Absent settlement at the level of the Board of Education, the Union may appeal the grievance to the Connecticut State Board of Mediation and Arbitration for mediation within fifteen (15) calendar days.

5. Step Five: Impartial Arbitration.

In the event that the aggrieved party is not satisfied with the disposition of their grievance at Level Three, or in the event no decision has been rendered within fifteen (15) calendar days, the President of the Union may submit the grievance to arbitration to the state board of mediation in accordance with its rules and regulations. The cost for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses shall be borne equally by the Board and the Union.

5.4 At any level, the employee may be represented by representatives of the Union.

5.5 No reprisals, threats or adverse personal action shall be made or taken against any employee by the Board, its Administrators, and other supervisory employees or the Union because of participation in or lack of participation in the grievance procedure or consideration of such conduct, or because of the support of any participants thereto.

5.6 Only the Union shall have the right to request arbitration.

5.7 If, in the judgment of the Union President, a grievance affects a group or class of employees, the President of the Union may submit such grievance in writing to the Superintendent of Schools or designee and the processing of such grievance shall commence at Level Two.

ARTICLE 6 -WAGES

6.0 The salaries of all persons covered by this Agreement are set forth in Appendix A which is attached hereto and made a part of this Agreement.

6.1 Beginning with the first Thursday in September when school is in session and ending no later than the last day of school in June, the nurses' annual salary will be paid as follows:

(a) There shall be twenty-two (22) checks, one issued every other Thursday through the first scheduled biweekly payday of June, during both regular and vacation periods, in the amount of one twenty-sixth (1/26) of the contracted salary.

(b) The remainder shall be paid as close as possible to the last biweekly payday in June. Should it become necessary to adjust the above bi-weekly schedule, it shall be by mutual agreement of the Board and the Union.

6.2 All wage payments will be made via direct deposit to members of the union.

ARTICLE 7 – WORKING CONDITIONS

VACANCIES

7.0 Applicants for vacancies or new positions shall be selected on the basis of training, experience, references, interview, compatibility and demonstrated competency (as by examination) and skills as specified in the job description. Vacancies shall be announced at least five (5) days in advance of being posted or advertised outside of the bargaining unit. Where the Employer determines that an existing employee-applicant is qualified as provided above the most senior qualified employee shall be awarded the position. Transfers within the system should be proposed to the employee by the Superintendent as soon as possible before the transfer is made, and the employee should be given the opportunity to voice an opinion. Seniority is to be considered **as** defined in Article 10. All appointments shall be subject to a probationary period of 90 working days duration, and all transfers shall be subject to a trial period of 90 working days duration. All newly hired employees shall receive two (2) full days of training and shadowing beside a school nurse with at least three (3) years experience with the district, if available, or the Nursing Supervisor.

7.1 At the time of first appointment, new employees shall be granted credit for prior experience as determined by the Superintendent or designee.

7.2 The decision to fill an existing vacancy within the unit shall be based on required qualifications, on satisfactory past performance as stated in a letter of recommendation from present supervisor, an interview with prospective supervisor and seniority within the bargaining unit.

INVOLUNTARY TRANSFERS

7.3 Before an involuntary transfer, from building to building, lasting more than thirty (30) calendar days is made, the Employer will first seek volunteers. The Employer will not involuntarily transfer an employee if there is a qualified volunteer (i.e., skills, training, demonstrated experience). For involuntary transfers, from building to building, lasting thirty (30) days or less, the Employer will make a reasonable effort to transfer employees who have expressed a desire to transfer before making an involuntary transfer.

7.4 When an involuntary transfer from building to building is necessary, the Employer will transfer the least senior qualified employee within the bargaining unit. An involuntary transfer will not result in loss of pay, benefits, or scheduled hours. The transfer shall be made only after a meeting between the employee and a designee of the Superintendent at which time the employee will be notified of the reasons for the transfer. The employee may have a Union representative present at such a meeting.

7.5 Reassignments made within a building for five (5) days or less because of staff absences and requirements to prioritize coverage to ensure services and safety of students will not require a meeting.

7.6 Notice of an involuntary transfer shall be given to the affected employee as soon as practicable.

WORKDAY

7.7 The workday of all personnel covered by this Agreement shall be determined by the Board based on the operational needs of the District and the best interests of students. Any changes in total working hours will be subject to bargaining.

The normal work schedule for full-time nurses shall be seven (7) hours per day, inclusive of a 30-minute lunch period.

All nurses shall be entitled to a thirty (30) minute duty free lunch. Nurses shall schedule this lunch with the approval of the building administrator or designee. It is understood that the very nature of the nurse's position may require the school nurse to have the lunch period interrupted. If a nurse is called upon to work through lunch, the building principal will make every reasonable effort to provide the nurse with an equal amount of unscheduled time outside of the assigned lunch on that day. If the nurse is unable to receive thirty (30) minutes of unscheduled time during a work day, they shall notify their building administrator in writing and shall be paid an additional thirty (30) minutes.

WORKYEAR

7.8 The Union recognizes that the employment year is not a mandatory subject of bargaining but can be determined by the Board unilaterally. The Board has determined that the work year shall consist of at least one hundred eighty-six (186) days as determined on an annual basis and shall consist of the following:

a. The student school year, as determined by the Board.

b. Two (2) days of professional development during the student school year.

c. Three (3) days immediately preceding the start of the student school year.

d. One (1) day to be used either immediately preceding or immediately after the student school year, as determined by the nurse, for the individual needs of the school and the nurse's ability to prepare for and/or close out the school year.

7.9 The Board may add days to the work year with at least two (2) weeks written notification to employees. If the Board exercises such right, the Board and the Union will negotiate the impact of the adjusted year.

7.10 Summer Programming

Participation in summer programming shall not be considered part of the mandatory work year, but rather a voluntary acceptance of additional work.

The Board shall notify members of the bargaining unit via email no later than May 15th of each year of the number of available positions and the associated scheduled hours.

Summer positions shall not be offered to individuals outside the bargaining unit unless and until all bargaining unit members have either: (a) submitted a written expression of interest; or (b) affirmatively declined such positions in writing.

Employees shall have fourteen (14) days from the date of notification to indicate their interest or refusal to participate in summer work. An employee's failure to notify the Board of their interest within fourteen (14) days shall be considered a refusal.

Wages for summer programming are outlined under Appendix A – Wages.

7.11 On days when school is closed by the Superintendent or designee because of weather conditions or other unforeseen circumstances, employees shall not report to work and salaried employees shall not receive a reduction in pay. Employees are not entitled to receive additional pay for any school days that are scheduled to make-up days when school is closed by the Superintendent or designee because of weather conditions or other unforeseen circumstances.

7.12 On delayed opening and early dismissal days, employees shall work a reduced schedule as determined by the Superintendent or designee, and salaried employees shall not receive any reduction in pay.

ARTICLE 8 – LEAVE PROVISIONS

8.0 The following leave provisions are adopted in recognition of the necessity for certain temporary absences from employment. However, such absences should occur only when absolutely necessary. Request for leave must be completed in accordance with district established procedures for any of the following leaves. In the event that any provision of this Article is inconsistent with any applicable state or federal statute concerning leave, the provisions of such statute shall control. The Board shall comply with the requirements of Connecticut Paid Sick Leave, Conn. Gen. Stat. § 31-57r *et seq.*

SICK LEAVE

8.1 All new employees, after successful completion of their probationary period (90 calendar days), shall be credited fifteen (15) sick leave annually, on July 1st of each year. Bargaining unit members who have completed their probationary period shall be permitted to utilize accumulated sick leave.

8.2 Sick leave may be accumulated to two hundred seventy (270) workdays.

8.3 Employees returning from any leave shall retain prior accumulated, unused sick leave, but do not accrue sick leave during unpaid leave of absences.

8.4 Employees may use up to five (5) days of paid sick leave per year to care for an immediate family member, an immediate family member of their spouse or a member of their household. For the purpose of this section, immediate family is defined as spouse, child (natural, foster, step, or adopted), parent, or grandparent.

8.5 There shall be no entitlement to compensation for unused sick days upon separation from employment.

8.6 After three (3) or more consecutive workdays of absence because of illness or in cases of suspected sick leave abuse, an employee may be required to submit to the Superintendent or designee a physician's certification of the staff member's ability to return to work, as a condition of returning to work.

BEREAVEMENT LEAVE

8.7 All employees are entitled to request and receive up to five (5) days bereavement leave each year. Under unusual circumstances, up to an additional five (5) days may be granted at the

sole discretion of the Executive Director of Talent and Human Resources, charged to sick leave, if available.

8.8 Bereavement leave shall be granted upon request for the death of a member of the employee's immediate family, or immediate family of the employee's spouse. For the purpose of this section, immediate family is defined as spouse, parent, parent-in-law, grandparent, child (natural, foster, step, or adopted), sibling, sibling-in-law, grandchild, aunt or uncle, or any other relative living in the household of the employee.

PERSONAL LEAVE

8.9 Each employee who has completed their probationary period shall be allowed a maximum of three (3) personal leave days per year, noncumulative, with no pay deduction. Personal leave is pro-rated during the first year of employment based on the number of months that an employee has been employed by the Board.

8.10 Personal leave may be used for the following reasons:

a. Family reasons (e.g. birth, marriage, illness, or graduation, attendance at a child's school related function or event or a child's non-school related performance or sporting competition);
b. Religious holidays; or
c. Legal matters.

For purpose of this section, family is defined as spouse, parents, grandparents, children (natural, foster, step, or adopted), grandchildren, siblings, and permanent residents of the employee's household.

8.11 Personal leave may be approved only when it is not reasonable for the required activity to have been scheduled outside of working hours.

8.12 Application for leave as provided above shall be made in accordance with district procedures at least forty-eight (48) hours before leave is to be granted, except in cases of illness or emergencies. The Executive Director of Talent and Human Resources is authorized to grant additional days' leave, paid or unpaid, upon request. The decision to grant (or not grant) such days is not subject to the grievance procedure.

8.13 Use of personal days cannot be combined to create an absence of more than one (1) consecutive day. Additionally, personal days shall not directly precede or follow a school vacation or holiday. A nurse may request the permission of the Executive Director of Talent and Human Resources to waive this provision on an individual basis, and the request shall be made with at least 10 working days' notice, except in cases of emergency or illness.

JURY DUTY

8.14 An employee who is called to jury duty shall be granted the necessary leave to fulfill this obligation and shall receive full wage during the period of such service, less the amount received by the court. Employees must notify their Building Principal immediately upon receipt of jury notices.

PARENTAL LEAVE

8.15 Employees shall receive parental leave in conformity with state and federal law.

FAMILY AND MEDICAL LEAVE

8.16 Employees shall be eligible for family and medical leave as provided by law. Accrued sick leave shall supplement the employee's pay during the family and medical leave period up to the amount of unused sick time to the extent required. The remainder of the family and medical leave period shall be unpaid.

UNPAID LEAVE

8.17 An employee who has completed their probationary period may request unpaid leave upon exhaustion of all accumulated paid leave. Employees may not take unpaid leave without prior approval by the Executive Director of Talent and Human Resources. Such leaves will only be granted for exigent circumstances. Any requests for unpaid leave must be submitted to the Superintendent at least thirty (30) days in advance, except in emergencies. The denial of any such request shall not be subject to the grievance procedure. It is not appropriate to take unpaid leaves of absences for vacations, trips, or other such matters.

ARTICLE 9 - HOLIDAYS

9.0 Employees shall be granted each of the following holidays, if the date of the holiday falls between the start and end of the student school year (as determined by the Board) and school is not in session.

New Year's Day
Three Kings Day
Martin Luther King Day
President's Day (2x)
Good Friday
Memorial Day
Juneteenth
Fourth of July
Labor Day

Indigenous People Day
Veterans' Day
Thanksgiving Day
The day after Thanksgiving
Christmas Day

ARTICLE 10 – INSURANCE COVERAGE

10.0 **Eligibility**. All employees regularly scheduled to work thirty (30) hours or more per week shall be eligible for the health insurance coverage set forth in this section.

10.1 **Plan.** The health and dental insurance plan shall be the Connecticut State Partnership Plan.

10.2 **Premium Contribution**. The employee shall pay the following percentage of the premium for health and dental coverage for themselves and any eligible dependent as listed below by payroll deduction.

Year	Employee Premium Contribution
2026-2027	19%
2027-2028	20%
2028-2029	21%

10.3 **Waiver of Coverage**. Employees who are eligible for insurance coverage under this section may voluntarily elect to waive such coverage, in whole or in part, provided that such waiver does not conflict with the rules, regulations or requirements of the appropriate insurance carrier(s).

Members electing such wavier shall receive case payments from the New London Board of Education for an amount equal to 25% of the premium cost, which would have been incurred by the Board on their behalf had the insurance not been waived.

To exercise this waiver option, members must apply in writing to the Superintendent or designee, not later than June 20 in any year covered by this Agreement with such waiver to be effective the following September 1. All waiver applications must be completely voluntary on the part of the staff member and must be accompanied by the signed waiver of coverage document acceptable to the Board.

Members who elect the insurance waiver will receive quarterly cash payments from the Board of Education in September, November, February and June, during the period in which their waiver is in effect.

In the event a member who has obtained a voluntary waiver of insurance coverage pursuant to this section wishes to reinstate insurance for which they are eligible by revoking the waiver, there shall be an annual open enrollment window of May 20th through June 20th of each year. At this time the employee may choose to reinstate or waive their insurance for the following fiscal year commencing September 1.

There shall be no reinstatement other than the May 20th through June 20th period. However, there shall be no lapse of coverage if an employee rescinds their waiver due to:

- Coverage was waived by the employer because another group health insurance plan provided coverage for the employee; and
- Coverage is lost under that plan due to employment termination, death of spouse, divorce, or aged out of parents' plan; and
- The employee applied for coverage under this contract within thirty (30) days after the loss of coverage under the former plan.

All such reinstatements shall be subject to all requirements of the applicable carrier(s), including but not limited to, any mandatory waiting periods. This and all future language contained within this section shall conform with all applicable State and Federal COBRA laws.

10.4 **Change in Carrier**. The Board may provide insurance benefits required under this agreement through one or more insurance carriers other than those identified herein during the term of this Agreement, so long as the benefits provided by the new carrier are substantially equivalent to the existing coverage when viewed as a whole. Before any change is made, the Board shall advise the Union of the proposed change(s), and the Union shall promptly review the matter and advise Board within two (2) weeks whether it accepts or objects to the proposed change(s). If the Union objects to the proposed change(s), the Board may appeal the matter to expedited arbitration under the rules of the American Arbitration Association on the question as to whether the proposed new insurance coverage(s) provide benefits that are substantially equivalent to current benefits when viewed as a whole.

ARTICLE 11 - RETIREMENT

11.0 All nurses shall be members of a 401(a) Plan. The City shall contribute to each nurse's account an amount equal to 9.5% of the nurse's base pay. The nurse shall contribute 7% of their base pay but is permitted to contribute additional amounts up to the maximum allowed by law. Nurses will become 100% vested after five (5) years of service.

11.1 **Sick Leave Incentive**

Upon retirement a nurse will be given a one (1) time bonus and an additional percentage above and beyond their retirement benefit, as determined by the 401(a) Plan, for unused sick leave as defined below:

Number of Days	Percentage of sick days paid as a bonus
90	5%
135	7.5%
180	15%
225	20%
270	25%

The Board contributes 0.5% of the nurse's base pay for participation in the sick leave incentive program.

ARTICLE 12 – SENIORITY

12.0 Seniority is determined by the total length of continuous employment within the bargaining unit.

12.1 Seniority shall be broken by:

a. Voluntary resignation;
b. Discharge for cause;
c. Retirement;
d. Overstaying a leave of absence and/or taking a leave of absence for the purpose of working at another occupation without the prior written permission of the Superintendent or designee; or
e. Layoff of more than eighteen (18) months.

REDUCTION IN FORCE

12.2 When it becomes necessary to reduce the number of employees in the bargaining unit, or the number of hours worked by members of the bargaining unit, the Board of Education shall determine the classification(s) to be affected by the reduction and the number of employees or hours to be reduced in the classification(s). Within the identified classification(s), employees will be laid off or have their hours reduced according to seniority, provided that the senior employee

in the identified classification(s) is fully qualified and holds the necessary qualifications to perform the duties of a less senior employee within the classification(s). An employee laid off or whose hours were reduced within the identified classification(s) as provided above may bump a less senior employee in a lower classification, provided the senior employee is fully qualified to perform the work. For all layoff or reduction of hours and bumping purposes, unbroken bargaining unit seniority shall be used in the determination of seniority unless affected employees have identical unit seniority, in which case unbroken system-wide seniority shall be used.

12.3 In the event of a tie in seniority within the bargaining unit, seniority shall be determined based on the total length of employment with the District, including time served as a contracted nurse.

12.4 Any employee who is laid off will automatically be placed on the recall list for a period of eighteen (18) months, provided the employee provides the Board with their mailing address, and shall update the Human Resources Department, and the union with any changes in their mailing address during the period the employee is on the recall list, for:

a. The job classification from which the employee was laid off.
b. Any other job classification for which the employee is qualified and such classification is at a pay grade equal to or lower than the job classification from which the employee was laid off.

In the event it becomes necessary to secure substitute support for any bargaining unit job function(s), the bargaining unit shall be notified as soon as possible.

ARTICLE 13 – PROBATIONARY PERIOD

13.0 Newly hired employees shall be considered probationary for a period of ninety (90) calendar days from the start of the date of hiring, excluding summer break unless extended in writing by mutual agreement of the parties. Such employee may be discharged at the will of the Board during the probationary period, and such action of the Board shall not be subject to recourse by either the employee or the Union under the just cause, grievance or arbitration provisions of this agreement. The seniority date for employees will be established, after the successful completion of the probationary period, as the date hired into the bargaining unit.

ARTICLE 14 – UNION SECURITY AND PAYROLL DEDUCTION

14.0 The employer shall honor employees' individually authorized deduction forms and make such deductions in the amounts certified by the Union for Union dues, assessments, or fees. Authorized deductions shall be irrevocable except as in accordance with the terms under which an employee voluntarily authorized said deductions. All monies shall be forwarded to the Union monthly via ACH or wire transfer with a list of names of the employees from whose wage dues deductions have been made. Dues revocations are processed by the Union. In the event that an

employee revokes their dues, the Union will notify the Board of Education after the close of the revocation period.

14.1 The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees, in both their individual and official capacities, from and against any and all claims, demands, actions, complaints, suits, or forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above payroll deduction provisions, or in reliance on any list, notice, certifications of deductions revocations.

14.2 Annually, by June 1, the amount for the subsequent fiscal year will be certified by a responsible Union officer in writing. The amount may be raised or lowered by the Union upon written notification by the Union to the Employer. Written notification for change must be received by the first day of the month prior to the month said change in deduction is to be instituted.

14.3 **Labor Management Meetings.** There shall be quarterly labor management meetings outside of the normal workday of a committee consisting of members selected by the Superintendent or designee and members selected by the Union. There shall be an agenda provided by the Union forty-eight (48) hours in advance of the meeting. The meeting may be cancelled by agreement of both Management and the Union.

14.4 The Board of Education shall inform the Union of all newly hired bargaining unit employees within two (2) weeks of the employee's hire date. Such notification will include the newly hired employee's name, location of work, and salary.

14.5 The Board shall protect and save harmless any employee from financial loss or expense, including legal fees and costs, if any, arising out of any claim, demand, suit or judgment reason of alleged negligence or other acts resulting in accidental bodily injury to or death of any person, or in accidental damage or destruction of property, within or without the school building or other acts, including, but not limited to the infringement of any person's civil rights, resulting in any injury, which acts are not wanton, reckless or malicious, provided such employee, at the time of the acts resulting in such injury, damage or destruction, was acting in the discharge of the employee's duties or within the scope of employment under the direction of such Board, as set forth in Connecticut General Statutes § 10-235, as amended. The provisions of this paragraph are incorporated into the parties' agreement for informational purposes only, and shall not be subject to the grievance procedure.

14.6 **Personnel File.** Employees shall have the right to review their personnel files by appointment at a mutually agreed upon time and shall have electronic access to all evaluation reports.

Employees shall have the right to respond, in writing, to any material placed in their personnel file.

ARTICLE 15 – MANAGEMENT RIGHTS

15.0 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Board has and will continue to retain whether exercised or not, all the rights, powers and authority heretofore had by it, and shall have the sole right, responsibility and prerogative of management of the affairs of the Board of Education and direction of the working forces, including, but not limited to those rights provided by Conn. Gen. Stat. § 10-220 and the following:

a) To determine the care, maintenance, and operation of equipment and property used for and on behalf of the purposes of the Board.

b) To establish, continue, change, or abolish policies, practices, and procedures for the conduct of Board business.

c) To discontinue processes or operations or to discontinue their performance by employees.

d) To select and to determine the number and types of employees required to perform the Board's operations, and to create, modify, and/or eliminate positions accordingly.

e) To employ, assign, transfer, promote, or demote employees, or to lay off, furlough, terminate, or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Board.

f) To create job specifications and revise existing job specifications.

g) To establish contracts or subcontracts for the Board's operations

h) To determine the work year, workday, and work schedules for employees.

i) To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board and to discipline employees as determined to be appropriate by the Board.

ARTICLE 16 – NO STRIKE

16.0 Neither the Union nor any employee shall engage in, induce, support, encourage, or condone a strike, sympathy strike, work-stoppage, slowdown, concerted withholding of service, sick-out, or any interference with the mission of the Board.

ARTICLE 17 – SAVINGS CLAUSE

17.0 If any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, such provision or portion shall be severed from the Agreement, and the balance and remainder of the Agreement shall remain in full force and effect.

ARTICLE 18 – NOTICE OF ARREST

18.0 If an employee is charged with a crime after the initial background check, that person is expected to notify the Executive Director of Talent and Human Resources immediately. This information shall be kept confidential.

ARTICLE 19 – COMPLETE AGREEMENT

19.0 This Agreement contains the complete agreement of the Board and the Union. The Agreement may only be amended by the parties' mutual written agreement.

ARTICLE 20 – DURATION

20.0 This Agreement shall become effective upon signing and shall remain in effect through June 30, 2029.

20.1 Under the Municipal Employee Relations Act (Connecticut General Statutes § 7-475), in the event this Agreement expires before a new agreement has been reached between the parties, the terms of this Agreement shall remain in effect until a new agreement has been reached and approved by the parties, in accordance with the Municipal Employee Relations Act.

20.2 Any policies, regulations, or procedures of the Board presently in force and not hereby revised and amended by mutual agreement or not herein referred to shall remain in effect.

NEW LONDON BOARD OF EDUCATION	CHCA DISTRICT 1199 NUHHCE, AFSCME, AFL-CIO
7/1/2026	7/1/26
Date	Date

APPENDIX A –WAGES

WAGES				
2026-27		**2027-2028**		**2028-29**
$78,438.03		$80,791.17		$83,214.91

HOURLY RATE				
2026-27		**2027-2028**		**2028-29**
$60.24		$62.05		$63.91

SUMMER HOURLY RATE				
2026-27		**2027-2028**		**2028-29**
$66.27		$68.26		$70.30