

AGREEMENT

By and Between

Ledyard Board of Education

and the

**Ledyard Information Technology Personnel
Local 1303-470 of Council 4 AFSCME, AFL-
CIO**

July 1, 2023 through June 30, 2026

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AGREEMENT

This Agreement is entered into by and between the LEDYARD BOARD OF EDUCATION, hereinafter referred to as the "Board" and LEDYARD INFORMATION TECHNOLOGY PERSONNEL LOCAL 1303 OF COUNCIL 4 AFSCME, AFL-CIO.

ARTICLE 1 RECOGNITION

The Board recognizes LEDYARD INFORMATION TECHNOLOGY PERSONNEL LOCAL 1303 470 OF COUNCIL 4 AFSCME, AFL-CIO, hereinafter referred to as the "Union", as the exclusive representative of all full-time Employees, working thirty (30) hours or more per week, engaged in computer tech, repair and support for staff and students employed by the Board ("Employees"), for purposes of collective bargaining on all matters of wages, hours of work and other conditions of employment.

ARTICLE 2 DUES CHECK-OFF

SECTION 2.1:

Upon receipt of a signed authorization form, the Board shall deduct from the employee's earned wages each payroll such dues as the Union shall determine.

SECTION 2.2:

The amount to be deducted will be specified in writing by the responsible Union official and may be increased or decreased at any time with a thirty (30) day written notice by said Union official to the Board.

SECTION 2.3:

Deductions as provided above shall be remitted to the Council 4 office of the Union not later than thirty (30) days after such deductions have been made along with an initial list of employees from whom the deductions have been made. Thereafter, the Union will be informed in writing on a monthly basis of additions to or deletions from the list.

SECTION 2.4:

Union agrees to indemnify, save and hold the Board harmless from any claims, suits, losses, damages or expenses arising out of, or in any respect related to, the application or operation of this Article.

SECTION 2.5:

The Employer agrees to deduct from the wages of any employee who is a member of the union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the union. The Employer agrees to remit any deductions made pursuant to the provision promptly to the Union together with an itemized statement showing the name of each employee

from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

ARTICLE 3 SENIORITY

SECTION 3.1:

The length of full-time continuous service within the Instructional Technology Department shall constitute seniority. Seniority shall be one factor in the case of vacation preference, layoff, and recall from layoff.

SECTION 3.2:

- A. All new Employees shall serve a probationary period of one hundred eighty (180) calendar days and shall have no seniority rights during this period, but shall be subject to all other clauses of this Agreement, except sick leave credit and the right to file grievances. All Employees who have successfully completed their probationary period shall be eligible for participation in all provisions of this Agreement and the probationary period shall be counted in determining seniority.
- B. All Employees who transfer or are promoted to a new position shall serve a trial period of ninety (90) days worked. If the transferred Employee fails to successfully complete this trial period, the Employee will be returned to the former position if such a position or the equivalent is still available. The Board must provide written reasons supporting the decision that the Employee failed to successfully complete the trial period.
- C. In the event of any transfer or reassignment, the employee affected hereby shall be paid the salary called for in the new position as long as it does not result in a reduction in pay.

SECTION 3.3:

Any Employee who has transferred to a Board position out of the bargaining unit and returns to a bargaining unit position within eighteen months (18) of said transfer shall retain seniority accumulated prior to the date of transfer.

SECTION 3.4:

An Employee's seniority shall cease for any of the following reasons:

1. Voluntary resignation.
2. Retirement.
3. Discharge for just cause.
4. Layoff for lack of work for a period of time equal to the Employee's total length of service in the bargaining unit calculated as of the date of the layoff, but not to exceed eighteen (18) consecutive months in any case, starting with the date of layoff.

5. Failure to return to work on the specified date at the conclusion of an approved leave of absence without authorization from the Superintendent.
6. Failure to return to work within ten (10) working days after receipt of notice of recall.

SECTION 3.5:

If a layoff takes place, temporary, part-time and/or probationary Employees performing bargaining unit work shall be laid off first.

SECTION 3.6:

Advance notice of impending layoffs will be given by the Superintendent to the local Union President as far in advance of the impending layoffs as may be reasonable.

**ARTICLE 4
PROMOTIONS AND TRANSFERS**

SECTION 4.1:

All vacancies within the bargaining unit will be posted for five (5) working days by emailing employees of all vacancies, promotional opportunities and new positions and present Employees shall be given preference for such vacancies if all skills and other qualifications are deemed by the Administration to be equal. The Union president will be notified of all new employees together with their rate of pay.

SECTION 4.2:

When Employees request transfers that involve no change in classification, seniority shall be considered.

SECTION 4.3:

Employees shall have no right to transfer or promotion during their probationary period.

**ARTICLE 5
HOURS OF WORK**

SECTION 5.1:

The normal work week for full-time Employees shall be forty (40) hours per week as determined by the supervisor.

SECTION 5.2:

Overtime shall be paid at the rate of time and one-half (1½) for: all work performed in excess of eight (8) hours, excluding an unpaid one-half hour lunch period, in any one day or forty (40) hours in any one week. All overtime must have advance written approval from the supervisor.

SECTION 5.3:

When an Employee is called in to work at a District building by the Director outside his/her regular scheduled working hours he/she shall be paid a minimum of two (2) hours at time and one half his/her regular hourly rate of pay if the call-in is from Monday through Saturday and double his/her regular hourly rate on Sunday and or holidays. When an Employee is assigned work to be performed at home by the Director outside his/her regular working hours, he/she shall be paid a minimum of one (1) hour at time and one half his/her regular hourly rate of pay if the assignment is from Monday through Saturday and double his/her regular hourly rate on Sunday and or holidays.

ARTICLE 6 GRIEVANCE PROCEDURE

SECTION 6.1:

A grievance, for purposes of this procedure, is hereby defined to be any controversy, complaint, misunderstanding, or dispute by an Employee(s) or the Union ("Grievant") concerning the interpretation or application of any express provision of this Agreement.

SECTION 6.2:

Any grievance shall be processed according to the following procedure:

1. Step 1: Director

The Employee and/or the Union, as authorized by the Employee in writing, shall present in writing to the Employee's supervisor or the designated alternate all facts available pertaining to the problem or incident, along with the specific provisions of the Agreement claimed to have been violated ("Grievance"), within twenty (20) calendar days after the event giving rise to the grievance. The supervisor or alternate shall adjust the problem or notify the Employee and/or the Union of the decision within five (5) calendar days after receipt of the grievance.

2. Step 2: Superintendent

If either party feels there should be further review, the Grievance shall be presented to the Superintendent or alternate, in writing, by the Union and signed by the Employee, within ten (10) calendar days from the time the grievance was responded to in accordance with Step 1. The Superintendent or alternate shall review the problem, discuss it with the Employee and/or the Union representative within fifteen (15) calendar days of receipt of the grievance, and render his/her decision in writing within fourteen (14) calendar days of the presentation of the grievance at Step 2.

3. Step 3: Board

If either party feels further review is necessary, a hearing with the Board must be requested within fifteen (15) calendar days from the time the grievance was answered in Step 2. The Board or designee shall, as soon as practicable, but not later than twenty (20) calendar days after receipt of the request for hearing, conduct an informal hearing at which all parties concerned shall have the right to be present and to present their position. After the hearing, the Board or designee shall render its decision in writing as soon as is practicable, but not later than ten (10) calendar days after the close of the hearing.

4. Step 4: Arbitration

- a. If the grievance is not satisfactorily resolved at Step 3, the Grievant may, within twenty (20) calendar days after submission of the Board's final disposition of the grievance to the Grievant, submit the question for arbitration to either the Connecticut State Board of Mediation and Arbitration. The decision rendered as a result of such arbitration shall be final and binding upon both parties in accordance with law. Any party submitting a question for arbitration shall provide the other party with contemporaneous notice of such submission.
- b. Any costs of the arbitration, except for either party's legal representation, shall be equally shared by the Board and the Union.
- c. The full legal rights of the parties in the courts shall not be restricted in any way by the provisions of this Article.
- d. The arbitrator shall not have the power to alter, amend, add to or deduct from the provisions of this Agreement.

SECTION 6.3:

The Union representative may be called in by the Employee in the handling of any dispute or grievance.

SECTION 6.4:

Any grievance not presented or moved to the next step by the Grievant within the timelines above outlined shall be deemed waived. If at any step in the grievance procedure, the responsible party fails to give its answer within the prescribed time, the grievance will automatically proceed to the next step, unless time is extended by mutual written consent of the parties.

SECTION 6.5:

The time limits contained in, this Article may be extended by mutual agreement of the parties in writing on a case-by-case basis.

SECTION 6.6:

The time limits contained in this Article shall be strictly construed and any previous failure to enforce or an agreement to extend, the time limits herein shall not constitute a waiver of those time limits in any future case.

**ARTICLE 7
VACATIONS**

SECTION 7.1:

Paid vacation shall be provided on an annual basis in accordance with the following formula:

- a. Vacation credits will accrue monthly from date of employment to July 1 of the fiscal year following the date of employment up to a maximum of (10) days, but no days can be used until the employee has completed six (6) consecutive months of employment. Upon reaching June 30, any new employee hired prior to January 1 of that calendar year will be credited with one (1) year of continuous service for purposes of vacation accrual.
- b. Ten (10) vacation days per fiscal year (July 1- June 30) will be accrued monthly for continuous service from one (1) to four (4) full years.
- c. Fifteen (15) vacation days per fiscal year will be accrued monthly for continuous service after four (4) through ninth (9) full years.
- d. Twenty (20) vacation days per fiscal year will be accrued monthly for continuous service after nine (9) full years and thereafter.

SECTION 7.2:

The vacation period shall be between July 1 and June 30 of each fiscal year. Vacation days are not cumulative from year to year and must be taken prior to June 30 of the year following the accrual. Vacations will be determined with approval from the Director of Technology. If the Board causes the cancellation of any vacation days within the last 30 days of the fiscal year, such vacation days shall be available for use in the next year only.

SECTION 7.3:

Choice of vacation dates will be granted whenever practicable, subject to the needs of the District, and subject further to the requirement that all Employees be given the opportunity to schedule up to two (2) weeks' vacation before additional vacation time is scheduled. Accordingly, additional weeks of vacation may or may not be consecutive to each other or to the first two (2) weeks. Any conflict in scheduling vacations will be resolved in favor of the Employee having greater seniority. Any Employee who fails to submit his/her choice of vacation dates by May 15 will forfeit vacation choice by seniority for that year.

SECTION 7.4:

Upon termination of employment, a permanent Employee shall receive any vacation pay which the Employee has earned but not received, pro-rated for each full calendar month of service completed since the previous July 1.

SECTION 7.5:

In the event of the death of an Employee, his/her pro-rated vacation pay shall be paid to the estate.

SECTION 7.6:

In the event of illness during an Employee's vacation period, the Employee shall be given an option of charging the sick days to sick leave, providing a doctor's certificate verifies illness.

SECTION 7.7:

When a holiday occurs during a regular vacation, said holiday shall not be charged against the Employee's earned vacation time. The Employee will be credited with another day of vacation.

SECTION 7.8:

In the event of a weather or other unscheduled school closure, employees may utilize earned leave. Should closure be due to a State of Emergency or if the assigned worksite is closed for access, employees will receive a paid day.

**ARTICLE 8
SICK LEAVE**

SECTION 8.1:

Each employee shall accumulate paid sick leave at the rate of one and one-fourth (1-1/4) days per month during their first year of service (starting with completion of probationary period). After completion of the first year of service, paid sick leave shall accumulate at the rate of one and one-fourth (1-1/4) days per month up to a maximum level of accumulated sick leave days of ninety (90) days. Employees who successfully complete their probationary period shall receive credit for sick leave retroactive to their first day of employment. Sick leave may be used to care for an individual in the employee's immediate family, which shall mean children, spouse or parent of the employee or for medical appointments. Sick leave may be taken in two (2) hour increments.

SECTION 8.2:

Each Employee shall be entitled to benefits for loss of time due to sickness or disability other than that for which the Employee is entitled to compensation under the Workers' Compensation Act.

SECTION 8.3:

Unused sick leave will not be paid out upon an Employee's death, resignation, retirement or any other method of termination of employment.

SECTION 8.4: Sick Leave Accumulation:

1. Sick leave shall continue to accumulate during leaves of absence with pay and during the time an Employee is on authorized sick leave or vacation time.
2. No credit for sick leave shall be granted for time worked by an Employee in excess of his normal work week.
3. No sick leave shall accrue during a leave of absence without pay.

SECTION 8.5:

Employees absent on sick leave will notify the Director a minimum of two (2) hours prior to the start of their shift.

SECTION 8.6:

Nothing in this Agreement shall be considered as either preventing or requiring the granting of additional sick leave days with or without pay in the event of extended illness, and if the Board in its discretion grants such additional paid sick leave, such action shall not be grievable, construed, claimed, or interpreted as a precedent or as a past practice.

**ARTICLE 9
PERSONAL LEAVE**

SECTION 9.1:

All Employees shall be eligible for a maximum of five (5) days annually with full pay.

SECTION 9.2:

Leave under this Article shall not be used to advance or extend holidays or vacation periods, unless approved by the Director of Information Technology.

SECTION 9.3:

The Superintendent may recommend for approval by the Board, the extension of personal leave days, with or without pay, upon request of an employee. This provision is not subject to the grievance procedure. Partial days may, at the Superintendent's sole discretion, be approved in ½ day increments.

**ARTICLE 10
JURY DUTY**

Employees on jury duty shall be paid in accordance with state and federal statutes and regulations. In no event, however, shall employees suffer a loss in base pay as a result of serving jury duty.

**ARTICLE 11
HOLIDAYS**

SECTION 11.1:

All Employees will receive thirteen (13) paid holidays as listed below:

New Year's Day	Columbus Day
Martin Luther King Day	Veterans Day*
Presidents' Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Independence Day	Christmas Day
Labor Day	Two (2) Floating Holidays**

* Veterans Day will be a paid holiday for Employees when school is not in session; if school is in session on Veterans Day, Employees will receive a third (3rd) floating holiday in accordance with the provisions below.

** Floating holidays must be scheduled with and approved in writing by the Employee's immediate supervisor in advance of taking the floating holiday.

SECTION 11.2:

Whenever any of these holidays shall occur while an Employee is out on paid sick leave, he shall receive holiday pay for such holiday without charge to his sick leave account.

**ARTICLE 12
WAGES**

SECTION 12.1:

Wages shall be paid in the amounts and manner provided for in Appendix A of this Agreement.

SECTION 12.2:

It will be mandatory for all Employees to request, in writing, for the Board to credit to such Employee's account all salary and wages in any bank which has agreed to directly accept direct wage deposits. Employees shall receive pay stub information in a paperless electronic format. Employees will be paid 26 pays per year in accordance with schedules set annually by the Board.

ARTICLE 13 INSURANCE

SECTION 13.1:

The Board shall provide and pay for the following hospital and medical insurance for all Employees and their eligible family members and each Employee will contribute (from check) as follows:

- A. The United Healthcare Block Purchasing Group (the United Plan) and the prescription drug plan offered through the the United Plan. The Summary of Benefits and Coverage is attached.

The dental insurance plan offered shall be the with the United Plan.

The vision rider offered shall be with the United Plan.

Eligible employees will pay through payroll deduction 18.25% of the premium in contract year 2024-24; 18.40% in contract year 2024-25 and 18.55% in contract year 2025-26.

If the cost of medical insurance plan offered herein is expected to result in the triggering of an excise tax under the Patient Protection and Affordable Care Ace (ACA: P.L. 111-148) as amended, inter alia, by the Consolidated Appropriations Act of 2016 (P.L. 114-113) and/or if there is any material amendment to the ACA that would substantially increase the cost of the medial insurance plan offered herein, reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

In any negotiations triggered above as well as negotiations for a successor this collective bargaining agreement, the parties shall consider a High Deductible Health Plan with Health Savings Account to be the baseline for such negotiations and the parties shall consider the following additional factors: trends in health insurance plan design outside of the SPP, the costs of different plan designs including a high deductible health plan structure and a PPO plan structure.

- B. Life insurance in the amount of \$50,000, the cost to be paid by the Board.
- C. The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §49801 the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. Should any Federal statute or regulation pertaining to the IRC §49801 be mandated to take effect in during

this Agreement that triggers the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Municipal Employees Relations Act. During such mid-term negotiations, the parties will reopen this Article of the contract for the purpose of addressing the impact of the excise tax. No other provisions of the contract shall be reopened during such mid-term negotiations.

- D. Family members/dependents shall be defined as per the insurance carrier's Summary Booklet.
- E. Employees shall be eligible to participate in long term disability coverage of 60% of their salary after 180 days with 100% of the premium to be paid by the employees who chose to enroll.
- F. Employees who elected and received an Insurance Stipend during the 2019-2020 contract year may continue to elect to waive health insurance benefits and in lieu of the coverage shall be paid two thousand dollars (\$2000) per year. The sum of \$2000 shall be paid in equal installments twice per year, on or about the first payroll date in November and May of each contract year. No additional employees shall be eligible for such option.

Employees continuing to choose this option shall be able to revoke their option on July 1, for any reason and/or other times during the year if there has been a significant change in the Employee's circumstances, such as divorce, death of a spouse, etc., which warrants such a change in option. Such revocation must be presented, in writing to the Business Manger at least sixty (60) days prior to the beginning of the month in which the change is to take effect. Upon receipt of the revocation of waiver, coverage by the insurer shall be subject to any regulations, including waiting periods, which may then be in effect and the revoking Employee shall cease to be eligible for any future stipends. Waivers under this section are subject to the approval of the applicable insurance carrier.

SECTION 13.2:

- A. The Board may change carriers for any of the above insurance provided that the coverage and benefits are substantially equal to those currently offered, and that no such change shall result in any lapse of benefits. At least sixty (60) days prior to changing of carrier, the Board or its designee shall notify the President of the Union, and the parties will meet to discuss the proposed change.
- B. If the Board and the Union are unable to agree that the changes proposed are substantially equal within sixty (60) days from notice by the Board of its intention to change carriers, the matter, at the request of either party, shall be submitted to binding arbitration. Either party may request that such arbitration be expedited under the Rules of the American Arbitration

Association for expedited arbitration. No change shall be implemented prior to the completion of arbitration, if required.

SECTION 13.3:

The Board shall maintain a "Section 125" salary reduction agreement which will be designed to permit exclusion from taxable income of the employee's share of dependent care and life insurance premiums to the extent allowable under the IRC.

SECTION 13.4:

The Board reserves the right to institute cost containment measures relative to insurance coverage. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, pre-admission and continuing admission review, preferred provider provisions, prohibition on weekend admissions except in emergency situations, mandatory out-patient elective surgery for certain designated surgical procedures and some or all of the requirements of the applicable insurance carrier.

**ARTICLE 14
TUITION REIMBURSEMENT**

SECTION 14.1:

Tuition reimbursement for college courses taken by Employees with advance written approval of the Superintendent will be paid at the rate of one-half ($\frac{1}{2}$) the cost per credit hour, capped at $\frac{1}{2}$ the cost for an in-state credit hour at the University of Connecticut. Only courses that are job related, as determined in the sole discretion of the Superintendent, will be eligible for approval. Such reimbursement is for tuition costs only and does not cover mileage, books or any other related expenses.

SECTION 14.2:

A copy of the receipt for tuition payment and a transcript showing that a grade of "B" or better was received in the course will be a prerequisite to reimbursement.

SECTION 14.3:

Reimbursement is limited to one (1) course per semester, cumulative to no more than two (2) courses per contract year.

SECTION 14.4:

Should an Employee voluntarily leave the employment of the Board within two (2) years of receiving a tuition reimbursement, he/she will be required to repay the Board for such reimbursement and agrees that the repayment can be deducted from his/her final compensation from the Board.

Section 14.5:

Training courses and certifications for reimbursement must be job related and approved in advance by the Superintendent prior to enrollment. The Superintendent's decision on appropriateness of courses and certifications for reimbursement shall be final.

If the employee leaves within one (1) year from the date of reimbursement, he/she will be required to refund to the district any funds received towards training courses and certifications and agrees that such refund can be deducted from his/her final pay.

ARTICLE 15 CONFERENCES

SECTION 15.1:

Upon approval by the Superintendent and subject to funding availability established by the Board, Employees may be permitted to attend job-related conferences or seminars deemed relevant by the Superintendent.

SECTION 15.2:

An employee who attends a conference or seminar shall prepare a written report about the conference or seminar in accordance with the Superintendent's instructions. All conference or seminar materials shall become the property of the Board.

SECTION 15.3:

Upon proof of payment by the Employee acceptable to the Board, the Board shall reimburse the Employee the necessary expenses incurred per approved conference or seminar for tuition and mileage.

SECTION 15.4:

Employees shall be paid for all hours of work required to be missed as a result of attendance at an approved conference or seminar.

SECTION 15.5:

Nothing herein shall be construed to require the Superintendent to approve any particular number of conferences or seminars in any year

ARTICLE 16 NO STRIKE OR LOCKOUT

During the course of this Agreement, there shall be no strike, slowdown, suspension or stoppage of work authorized by the Union; nor shall there be any lockout by the Board.

ARTICLE 17 MANAGEMENT RIGHTS

SECTION 17.1:

It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the

operation of the public schools in the Town of Ledyard in all its aspects including, but not limited to, the following:

SECTION 17.2:

It is recognized that the management of the schools, the control of school property and the maintenance of order and efficiency is solely the responsibility of the Board. Accordingly, the Board retains the right, including, but not limited to, the selection and direction of the working forces, including the right to hire, suspend, discipline or discharge for just cause, to assign, promote or transfer in accordance with the bidding provisions of this Agreement, to determine the amount of overtime to be worked and, to lay off employees because of lack of work, to decide the number and location of its facilities, stations and buildings, to determine the work to be performed within the bargaining unit, to determine maintenance and repair needs and requirements, to select, procure, design and control equipment and material, to purchase services of others, contract or otherwise, and to make reasonable rules which shall not be inconsistent with this Agreement. Except as these rights shall be specifically limited elsewhere in this Agreement, they shall be reserved for the Board and its authorized representatives.

**ARTICLE 18
GENERAL PROVISIONS**

SECTION 18.1:

During the term of this Agreement, the Board will furnish the Union with electronic access to an up-to-date seniority list for the bargaining unit on an annual basis, together with the classification and rates of pay for each Employee on such list.

SECTION 18.2:

If any section of this Agreement shall be held invalid by a court of competent jurisdiction, such holding shall not affect the remainder of this Agreement, nor the context in which the invalidated section or part of a section may be inseparably connected in meaning and effect with the section or part of a section to which such holding shall directly apply.

SECTION 18.3:

The Board shall provide to each Employee with electronic access to a copy of the contract.

SECTION 18.4:

Employees desiring to review their official personnel folders (excepting letters of reference or recommendations from third parties including former employers) will be permitted to do so by making an appointment through the Superintendent of Schools.

SECTION 18.5:

If an employee receives notice of adverse personnel action, he/she shall be afforded the opportunity to put on record in his/her personnel folder a statement in response to the notice of adverse personnel action.

SECTION 18.6:

The Union may call meetings in any school building before or after regular working hours, provided such meetings do not conflict with other scheduled activities or programs. Prior approval for use of said building shall be obtained from the building principal.

SECTION 18.7:

The Union staff representative who services the bargaining unit may be allowed access to any of the Employer's buildings and/or property where bargaining unit employees are working at any time during regular working hours provided that, during the regular school day, he/she shall first notify the building office of his/her presence in the building and request permission to be in the building.

SECTION 18.8:

During the life of this Agreement there shall be no strike, slowdown, suspension or stoppage of work in any part of the Board's operation by the employees of this bargaining unit, nor shall there be any lockout by the Board in any part of the Board's operation affecting employees within this bargaining unit.

Section 18.9:

Employees who utilize their own vehicles on school business with prior authorization shall be reimbursed at the IRS allowable rate. Employees shall submit for reimbursement on a quarterly basis.

**ARTICLE 19
PENSION PLAN**

SECTION 19.1:

Employees hired prior to July 1, 2013 will continue to participate in the Town Retirement plan (defined benefits). Employees hired after July 1, 2013 will only be eligible to participate in the Town of Ledyard defined contribution plan.

**ARTICLE 20
CONTRACT INTERPRETATION**

SECTION 20.1:

This Agreement may be altered or modified only by mutual written agreement signed by the parties hereto, and neither party shall request or demand any provision which will in any manner abrogate the understanding set forth herein.

SECTION 20.2:

As used in this Agreement, the term "Superintendent of Schools" refers to the Superintendent or his/her designee.

**ARTICLE 21
DISCIPLINARY PROCEDURE**

No employee shall be discharged or otherwise disciplined without just cause.

**ARTICLE 22
DURATION**

SECTION 22.1:

This Agreement shall be effective upon signing and shall continue and remain in full force and effect until June 30, 2026.

SECTION 22.2:

Negotiations for a successor agreement will be conducted in accordance with the Municipal Employees Relations Act, as from time-to-time amended.

IN TESTIMONY THEREOF, the parties hereunto have executed this Agreement this day and year first above written.

LEDYARD BOARD OF EDUCATION

LEDYARD INFORMATION
TECHNOLOGY PERSONNEL
LOCAL 1303 OF COUNCIL #4
AFSCME, AFL-CIO



Date: 9/7/23



Date: 9/25/23


S.T.K.F Rep ATT 7

APPENDIX A

Wage Schedule

Position	2023-24	2024-25	2025-26
Network Administrator	\$33.16	\$34.15	\$35.17
Data Specialist	\$27.13	\$27.94	\$28.78
IT Tech/Network Technician	\$27.13	\$27.94	\$28.78
IT Tech II	\$24.47	\$25.20.	\$25.96.
IT Technician I	\$18.09	\$18.63	\$19.19
GW	3.00%	3.00%	3.00%

The Board may hire new employees at a wage up to ten percent (10%) above or below the wage listed above. However, in no event shall a new employee earn more than an existing employee in the same classification. If the new employee shall be earning less than the rates above, in the second year of employment, the newly hired employee will receive a wage that is two-thirds the original reduction below the current wage for the position. In the third year of employment, the newly hired employee will receive a wage that is one third the original reduction below the current wage. In the fourth year of employment, the employee will receive the current wage. The parties agree that the movement of an employee towards the wage listed in the wage schedule in accordance with this provision shall not be considered as an "increment" cost in calculating future wage schedules.