

**THE HAMDEN BOARD OF EDUCATION
AND
MUNICIPAL EMPLOYEES UNION INDEPENDENT
(MEUI)
LOCAL 506, SEIU, AFL-CIO, CLC**

(SECURITY EMPLOYEES)

Expires June 30, 2028

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PREAMBLE

This Agreement is entered into by and between the Hamden Board of Education (hereinafter referred to as the "Board") and MEUI, Local 506 (hereinafter referred to as the "Union").

ARTICLE I **RECOGNITION**

Section 1.1

The Board recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining pursuant to the municipal employees Relations Act. CGS 7-467 to 7-477 as amended with respect to wages, rates of pay, hours of employment, and other conditions of employment for all Security Guards employed by the Board. This unit was established by a recognition agreement pursuant to a union petition for recognition and designated by the State Board of Labor Relations as case number ME-31,659. In addition, the Residency Officer shall be a member of this unit.

ARTICLE II **NON-DISCRIMINATION**

Section 2.1

The parties agree there shall be no discrimination, coercion, or intimidation of any kind against any bargaining unit employee of the Board based upon marital status, sex, sexual orientation, race, religious belief, creed, color, national origin, ancestry, age, physical or mental disability, genetic information, gender identity, Union activity or other characteristics protected by applicable law by either party to the Agreement. An alleged violation of this Article shall be filed in accordance with the grievance procedure but may not be processed to arbitration.

ARTICLE III **AGENCY SHOP**

Section 3.1

A. The Union shall indemnify and hold the Board harmless from any and all demands, suits, complaints, claims, costs and liabilities including reasonable attorney's fees, caused by or arising out of the administration or enforcement of this Article.

B. The Board agrees to furnish names and addresses of new employees and their assignment within twenty (20) days of the hiring date.

Section 3.2

The Board agrees to deduct monthly dues from the wages of all bargaining unit employees who have signed a written authorization and will continue to deduct such dues monthly and will transmit such dues to the Union on a monthly basis. The monthly dues remittances to the Union shall be accompanied by a list of employees from whose wages dues deductions

have been made. Such monies shall be sent to MEUI, Local 506, 110 Randolph Road, PO Box 1268, Middletown, CT 06457 and made payable to MEUI.

Section 3.3

The Union shall supply to the Board written notice at least thirty (30) days prior to the effective date of any change in the rates of fees or dues. In addition, the Union shall furnish the Board with a statement signed by the employee authorizing the Board to make dues deduction(s).

Section 3.4

No dues or fees will be deducted when an employee has exhausted accumulated sick leave or is collecting workers' compensation.

Section 3.5

The deduction of Union dues for any month shall be made during the applicable month and shall be remitted to the Financial Officer of the Union on a monthly basis. The monthly dues remittances to the Union will be accompanied by the list of employees from whose wages dues deductions have been made.

Section 3.6

Notice of changes in dues will be sent to the Board of Education c/o Director of Finance with sufficient advance notice to permit timely implementation.

ARTICLE IV
NO STRIKE/NO LOCKOUT

Section 4.1

The Union agrees that during the length of this Agreement, there will be no strikes.

Section 4.2

The Board agrees that during the length of this Agreement there will not be a lockout of its employees.

ARTICLE V
BULLETIN BOARDS

Section 5.1

The Union shall be allowed bulletin board space in each school facility where members work for purposes of posting meetings, professional activity, MEUI newsletters and other Union information. Such notices shall not be of a derogatory nature against the Board.

ARTICLE VI
UNION REPRESENTATION

Section 6.1

The Board recognizes and will deal with the designated officers of the Union in all matters relating to grievances and interpretations of this Agreement.

Section 6.2

A written list of the officers shall be furnished to the Board immediately after their designation and the Union shall notify the Board promptly of any change.

Section 6.3

The Board may agree to requests for reasonable arrangements as may be necessary by Union representatives to properly carry on their Union duties provided that such duties cannot be performed during non-working hours and also providing the employee's workload permits their participation.

Section 6.4

The Steward and any necessary witnesses of the Union required to attend any grievance, or union activity pursuant to MERA, or arbitration hearings shall suffer no loss of pay for such attendance.

Section 6.5

The Steward of the Union and a second Union member shall suffer no loss of pay for time spent in contract negotiations.

Section 6.6

The Board shall make available to the Local the school facilities for the purpose of conducting meetings of the Union. Facilities may be used subject to the following conditions:

- A. The meeting is conducted outside of the normal instructional day;
- B. The meeting is held at a time when the building is normally open and custodial staff is available; and
- C. No meeting will be scheduled in such a way as to cause the Board to expend funds for overtime pay for any school staff member or custodian.

Section 6.7

One employee for up to two days per year shall be relieved of work without pay for attendance at state conventions and conferences of MEUI.

ARTICLE VII
GRIEVANCE PROCEDURE

Section 7.1

Purpose

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems, which may arise affecting the welfare or working conditions of bargaining unit employees.

Both parties agree that these proceedings be kept as informal as is appropriate, at any level; and that at each level the matter shall be kept confidential.

Nothing herein stated shall be construed as limiting the right of any employee having a grievance or dispute to discuss the matter informally with any appropriate member of the administration.

Section 7.2

Definitions

Grievance shall mean a claim by a bargaining unit employee or a group of such employees that there has been violation, misinterpretation or misapplication of the Agreement, or of the rules, regulations, administrative directives or policies of the Board.

Aggrieved Person is the person or persons making the claim, including the Local.

Party in Interest shall mean the person or persons making the claim, including their designated representative as provided for herein, and any person or persons who might be required to take action or against whom action might be taken in order to resolve the problem.

Days shall mean school days as defined by the school calendar.

Section 7.3

Step One – Informal Procedure

A. If an employee feels that he/she may have a grievance, he/she shall first discuss the matter with their principal or their appropriate administrator, stating that the matter is a grievance, in an effort to resolve the matter at issue.

B. If the employee is not satisfied with such disposition of the matter he/she shall have the right to have the Union assist him/her in further efforts to resolve the problem informally with the principal or their appropriate administrator.

C. Time limits as specified in 7.4(A) are unaffected by the use of the informal procedure.

Section 7.4

Step Two — Superintendent or their designee

- A. If the aggrieved person is not satisfied with the disposition of their grievance, he/she may, within fifteen (15) days after the occurrence or when knowledge was first received, file a written grievance with the above.
- B. The Superintendent or their designee shall, within ten (10) days after receipt of the grievance, meet with the aggrieved person and with representatives of the Union for the purpose of resolving the grievance.
- C. The Superintendent or their designee shall within ten (10) days after the hearing, render their decision and the reasons thereof in writing to the aggrieved person with a copy to the Union.
- D. The failure of the Superintendent or their designee to comply with the time requirements set forth herein shall result in the advancement of the grievance to Step Three.

Section 7.5

Step Three — Board of Education

- A. If the aggrieved person is not satisfied with the disposition of their grievance at Step Two, he/she may, within five (5) days after the decision, or the date the decision was due, file a written grievance to the Board of Education. The Board or its designated Committee in such matter shall, within thirty (30) days after receipt of the appeal, meet with the aggrieved person and with representatives of the Union for the purpose of reviewing the grievance.
- B. The Board or its designated Committee shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved person, with a copy to the Union.

Section 7.6

Step Four — Mediation

- A. Within thirty (30) days after receipt of the Board of Education's decision, the Union may with the mutual agreement of the Board submit the grievance to mediation by filing a demand for mediation with the Connecticut State Board of Mediation and Arbitration ("CSBMA"), which shall act as the Administrator of the proceedings. The Union will simultaneously file a copy of the demand for mediation with the CSBMA and the Superintendent or their designee.
- C. Extensions of grievance time limits may be granted by mutual written consent.

Section 7.7

Step Four – Arbitration

- A. The Union may, within thirty (30) days after receipt of the Board of Education's decision, submit the grievance to arbitration by filing a demand for arbitration with the CSBMA, which shall act as the Administrator of the proceedings. The Union will simultaneously file a copy of the demand for arbitration with the CSBMA and the Superintendent or their designee.
- B. Extensions of grievance time limits may be granted by mutual written consent.
- C. The arbitration costs shall be borne equally by both parties.
- D. The Arbitrator shall be required to render their decision as quickly as possible.
- E. It is the function of the arbitrator to interpret the Agreement. They shall make and issue decisions only regarding matters expressly submitted to her/him within the written terms of this Agreement. Their decision or award, not inconsistent with the terms of this Agreement, shall be final and binding upon the parties hereto. The arbitrator has no authority or power to add to, subtract from, disregard, or alter any of the written terms of this Agreement. The arbitrator's power and authority shall be limited to the application and interpretation of this Agreement as applied to the subject of the particular involved.
- F. The arbitrator shall have the authority to order or deny reinstatement of an employee with or without back pay. In the event there is an award of any back pay, any earnings by the employee during this period of unemployment (including any unemployment insurance) shall be offset and deducted from this award. Employees who have been discharged shall have the duty to seek work to mitigate the claims of back wages. Their failure to do so shall be considered by the arbitrator.

Section 7.8

Rights of Employees to Representation

- 1. No reprisals of any kind shall be taken by any member of the administration against a participant in the grievance procedure by reason of such participation.
- 2. The grievant has the right to representation at any and every stage of this procedure.

ARTICLE VIII **DISCIPLINARY PROCEDURE**

Section 8.1

No employee shall be discharged, suspended or disciplined in any manner except for just cause.

Section 8.2

All disciplinary action shall be applied in a fair and consistent manner.

Section 8.3

All disciplinary action shall include (a) a verbal warning; (b) a written warning; (c) a suspension without pay; and (d) discharge and shall normally follow this order unless the facts of the situation indicate an offense sufficiently serious to eliminate a step or steps listed above.

Section 8.4

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

Section 8.5

In all cases of discharge or suspension the employee and the Union shall be notified in writing stating the reasons.

ARTICLE IX
MANAGEMENT RIGHTS

Section 9.1

Except as is otherwise specifically provided in this Agreement, it is recognized that the Board has, and will continue to retain, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in the Town of Hamden in all respects, including but not limited to the following:

1. All those rights, responsibilities and prerogatives granted to school boards pursuant to the Connecticut General Statutes, as amended;
2. To maintain public elementary and secondary schools and such other education activities as in its judgment will best serve the interest of the Town of Hamden;
3. To determine the need for summer programs; to determine the maintenance and operation of buildings, lands, apparatus and other property used for school purposes;
4. To prescribe rules for management studies, classification and discipline for the public schools;
5. To prepare and submit budgets, and in its sole discretion, expend monies appropriated by the Town for the maintenance of the schools, and to make such transfer of funds within the appropriated budget as it shall deem desirable;
6. To determine whether a vacant position needs to be filled if and when such vacancy occurs;
7. To determine whether positions need to be created or eliminated; and
8. To determine, in addition to the bargaining unit members, the need for and placement of police officers in the school buildings and/or on school grounds.

9. Management retains the right to create and modify job descriptions as necessary.
10. To determine when overtime shall be worked.
11. To set standards and methods of evaluation (the Superintendent or their designee will meet with the Lead Guard to discuss revisions to the current evaluation).
12. To supplement the workforce with part-time, non-bargaining unit employees, as long as said employees are not used to diminish overtime or erode the bargaining unit.

These rights, responsibilities, and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any specific terms and provisions of the Agreement, past practice or state or federal laws, and subject further to the duty to negotiate the impact of any changes as may be appropriate according to law. In the event of conflict between Board policy and the provisions of the Agreement, the provisions of this Agreement shall prevail.

ARTICLE X **PERSONNEL FILE**

Section 10.1

An employee's personnel file shall be defined as that which is maintained in the Personnel Office.

Section 10.2

Any employee covered by this Agreement shall, at their written request, be allowed to review their personnel file after having given three (3) working days' notice to Personnel. The Board shall upon request of the employee, provide a complete copy of said file up to two times per year at no cost.

ARTICLE XI **SENIORITY/ASSIGNMENT/TRANSFER**

Section 11.1

Seniority for purposes of this agreement is defined as the length of service within the bargaining unit. Inverse seniority shall be the determining factor for involuntary transfers, reductions in force and layoffs.

Section 11.2

Employees shall not obtain seniority until they have completed a probationary period of one hundred twenty (120) calendar days. Probationary employees may be terminated at the sole discretion of the Superintendent or their designee during the probationary period. Neither the probationary employee nor the Union shall have recourse to the grievance procedure set forth in this Agreement. Absences of five (5) or more work days shall extend the probationary period for the same period of time. Further, the Superintendent or their designee may extend the probationary period for up to thirty (30) calendar days at their

discretion.

Upon satisfactory completion of the employee's probationary period, seniority shall date back to the original date of employment.

Section 11.3

When a permanent vacancy first occurs in the bargaining unit it shall be posted for a period of five (5) calendar days. It shall be awarded first to employee(s) in the Union based on seniority, skill and ability, and past documented work performance, as determined in the discretion of the Superintendent or their designee. If there are no bidders, then the Board shall seek to fill the vacancy by all appropriate and necessary means. The employee who is denied an opportunity to fill the vacancy reserves their right(s) to thereafter grieve and arbitrate said denial. The Board will attempt to fill positions within a reasonable period of time. Employees selected for lateral reassignment will not be eligible to apply for any subsequent lateral assignments for eighteen (18) months from the date of selection. When a vacancy occurs, the Superintendent or their designee will inform the Union Steward in writing of the vacancy. All postings will include wages, hours, and location. A copy this notice shall go the President of the Union.

Section 11.4

During leaves of absence, seniority will continue to accrue for purposes of bidding and other non-fringe benefits.

Section 11.5

The Board will establish a seniority list and this list shall be brought up to date by October 1, and shall post said seniority list at the Board's Central Office with a copy to the Union. Any errors in said seniority list shall be brought to the Board's attention within thirty (30) calendar days; after which, the list shall be deemed accurate except for those errors of which the Board has been timely notified.

ARTICLE XII **RESIDENCY**

Section 12.1

There shall be no residency requirement for bargaining unit employees.

ARTICLE XIII **PENSION**

Section 13.1

For bargaining unit employees hired before June 30, 2007, the Hamden Employees Retirement Plan ("the Plan") as enacted in 1969 and modified from time to time by collective bargaining agreements is incorporated herein by reference as part of this Agreement as long as the Retirement Plan includes Board of Education non-certified employees. Effective upon ratification and approval of this Agreement that expires on June

30, 2022, the Cost of Living Benefit will be the lesser of the Consumer Price Index or 1.75%, as calculated by the actuaries used by the Town for the Plan. Further, effective upon ratification and approval of this Agreement that expires on June 30, 2022, employees will contribute an additional .5% to the Plan or 8.5%. Effective July 1, 2020, employees will again contribute an additional .5% to the Plan or 9.0%. Bargaining unit employees hired after July 1, 2007 shall not be eligible to participate in the Hamden Employees Retirement Plan, but instead shall, if eligible, participate in the Connecticut Municipal Employees Retirement System ("CMERS").

The Plan will not be negotiated again until July 1, 2027.

ARTICLE XIV **HOURS OF WORK**

Section 14.1

The hours of work of Security Guards will be not less than forty (40) hours per week, Monday through Friday, or eight (8) hours per day on days when school is in session. The Board has the unilateral right to determine work schedules. Employees will be assigned to a shift that may be changed if determined by the Superintendent or their designee to be in the best interest of the Board. The Superintendent's or their designee's decision will not be made in an arbitrary and capricious manner. Assignments to shifts shall be made by seniority. If no person requests a specific shift, the person with the least seniority will be assigned.

Section 14.2

Security Guards will be entitled to a 20-minute paid lunch break from which they may be called upon to perform their duties. Such lunch break will be scheduled at a time approved by the building administrator.

Section 14.3

Hours worked in excess of forty (40) hours per week are paid at time and one-half. In determining if an employee has worked 40 hours in a given week, hours for which the employee is on sick leave will be counted towards overtime unless the employee has been identified as abusing sick time. After being identified in writing as an abuser of sick time, an employee may return to receiving overtime pay upon ongoing review of attendance patterns and approval of the supervisor. Hours worked in excess of eight (8) hours per day will be paid at time and one half (1 ½) if the employee has not been identified as an abuser of sick time.

If an employee has not been identified as an abuser of sick time, time and one half (1 ½) will be paid for all hours worked on Saturday and double time will be paid for all hours worked on Sundays and Holidays. Employees called back to work (after the end of their shift shall receive a minimum' of three (3) hours overtime. All overtime must have the prior approval of the building principal or their designee.

Abuse of sick time will be defined as having no available paid sick time or a reoccurring pattern of sick time use. An extended illness using the majority of allotted sick time will not be counted as abuse for overtime purposes as long as a doctor's note is provided. Abuse

will be determined by the Superintendent or their designee.

Section 14.4

Security Guards will be provided with, and required to attend, an additional day for Professional Development Days; the additional day can either be a full day or two (2) one-half (1/2) days.

Section 14.5

The Board recognizes the importance of maintaining a safe environment for all those attending events on school property. The Board also recognizes the important role that School Security Guards play in protecting both property and persons.

The Board, through its appropriate agent(s), will work in collaboration and consultation with the Lead Guard and, when necessary, the applicable school principal to determine the specific number of Security Guards used for outside events held at Hamden Middle School and/or Hamden High School. In the event that the Board and the Lead Security Guard disagree by more than one Security Guard (i.e. the Lead Security Guard recommends four (4) Security Guards for an event while the Board recommends two (2) Security Guards), the Superintendent or their designee will take both recommendations into consideration and make a determination regarding the assignment of Security Guards. The decision by the Superintendent or their designee to assign a Security Guard(s) will be considered final by both parties.

While the Board and the Union anticipate at least one guard being assigned to outside events, both the Board and the Union agree that the type of event will be considered based upon the number of participants anticipated, the type of event, historical course of conduct of the organization sponsoring the event, and the fiscal condition of the district. As noted above, the decision by the Superintendent or their designee to assign a Security Guard(s) will be considered final by both parties.

Section 14.6

Employees will be ordered-in to work overtime by a rotation based upon inverse seniority after bargaining unit members have declined the overtime assignment and after the Board is unable to fill the overtime assignment with a casual employee. An employee will not be ordered-in if (s)he is on sick leave or personal leave that day for either a full day or the second half of the day of the overtime assignment.

ARTICLE XV
SAVINGS CLAUSE

Section 15.1

In the event that any federal or state legislation, governmental regulation or court decisions cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

ARTICLE XVI
LEAVES OF ABSENCE

Section 16.1

A member who is called for jury duty shall receive the leave necessary to fulfill this obligation.

Such leave shall not be deducted from other leave privileges.

Members shall report to their assignment on any day court is not in session or from which he/she is legally excused.

While on jury duty, a member shall be paid the difference between their salary and the jury reimbursement amount.

Section 16.2

An employee shall be granted three (3) days' leave with pay for a death in their immediate family. Such "immediate family" shall be defined as: employee's father, mother, spouse, brother, sister, child, as well as the mother, father, brother, sister of an employee's spouse, grandparents, grandchildren, or other individual residing with the employee. Additional two (2) days may be granted at the discretion of the Superintendent.

Section 16.3

Personal Days

a. Employees shall be entitled to three (3) personal days with pay per year. Personal days may be used in ½ day increments. Every reasonable effort shall be made to provide prior notice five (5) days in advance of the personal day.

Personal days may not be used the day before or after a holiday or a school vacation without the permission of the Superintendent or their designee.

Personal days may not be used during the first two (2) weeks of the school year or during the last two (2) weeks of the school year without the permission of the Superintendent or their designee.

b. Additional Service Related Personal Leave (for use on foul weather days when school is cancelled only). Employees who meet the necessary qualifications specified below are eligible for the following:

5 Years of Service	2 Days
10 Years of Service	3 Days

In years which there are no foul weather cancellations there will be no payout or carryover to the next year. Employees hired after November 8, 2016, shall be capped at 5 Years of Service and 2 Days.

Employees hired on or after November 6, 2016, shall not be eligible for additional service-

related personal leave.

Section 16.4

Employees shall be entitled to childbearing/family leave in accordance with the Federal Family and Medical Leave Act.

Section 16.5

Employees shall not be precluded from using accrued vacation or personal leave during periods of childrearing or family leave.

Section 16.6

In the event of the employee's disability, he/she shall provide a physician's statement that the employee is physically unable to return to work. Should the Board dispute the employee's physician's conclusion, it may require the employee to be examined by a physician of the Board's choice at its cost.

Employees shall not be precluded from using accrued sick leave during periods of disability related to childbearing, but such sick leave time shall be part of the period of eligibility for childbearing/Family and Medical Leave as set forth in Article XVI, Section 16.4. If an employee is eligible for FMLA leave, they may use up to ten (10) accrued sick days for care of the newborn child of the employee or for the placement with the employee of a child for adoption or foster care.

ARTICLE XVII **MEDICAL INSURANCE**

Section 17.1

1. The Board will offer one (1) insurance plan, a \$2,000/\$4,000 HDHP. For employees enrolled in the HDHP, the Board will contribute 50% of the applicable deductible to an employee's HSA for either single coverage or single plus one or family coverage in July of each fiscal year. Employees must be enrolled in the HDHP for the entire plan year. The Board's contribution towards the applicable deductible for new employees entering the HDHP will be prorated based on the month in which the employee begins employment. Employees who choose to be covered by the HDHP, but legally cannot have an HSA, will be covered by an IRS approved Health Reimbursement Arrangement ("HRA"), meaning they will be reimbursed up to 50% of the applicable deductible for out-of-pocket medical expenses incurred when utilizing the HDHP. The parties acknowledge that the Board's contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan but rather relates to the manner in which the deductible shall be funded for actively employed employees.

2. Effective July 1, 2024, all participating employees will pay, on a pre-tax basis, 18.5% of the annual premium for the HDHP. Effective July 1, 2025, all participating employees will pay, on a pre-tax basis, 18.5% of the annual premium for the HDHP. Effective July 1, 2026, all participating employees will pay, on a pre-tax basis, 18.5% of the annual premium for the HDHP. Effective July 1, 2027, all participating employees will pay, on a pre-tax basis, 19.0% of the annual premium for the HDHP.

3. The Board will provide dental insurance under the same plan as currently provided. The choice of the dental plan carrier will be the Board's decision and is subject to change from time to time.

4. Upon retirement, employees may participate at their own expense in the health insurance plan offered to active employees, which plan may change from time to time as negotiated between the parties.

5. The Board reserves the right to change insurance carriers provided that the new coverage and administration are substantially equivalent to the previous plan. Also, the Board shall provide thirty (30) days prior notice to the Union of any such plan change prior to implementation.

6. Employee may elect to waive health and dental coverage and, in lieu thereof, to receive a payment of \$1,000.00. Payment to those employees waiving coverage will be made on a pro-rated basis each month during the school year. Employees whose spouses are employed by the Hamden Public Schools or the Town of Hamden are not eligible for this option.

Where there is a change in an employee's status such as, but not limited to, change in the spouse's employment or changes in the spouse's benefit program, the waiver may, by written notice to the Board of Education, be revoked. Upon receipt of revocation of the waiver, health coverage and dental coverage shall be subject to any regulations or policy restrictions, including waiting periods which may then be in effect. Depending upon the effective date of coverage, appropriate financial adjustments shall be made between the employee and the Board so as to insure that the pro-rated basis above was accurate.

Notice per above must be sent by June 15th of the school year prior to the one in which implementation must occur.

Section 17.2

Life Insurance

The Board agrees to provide for each employee a \$10,000 term life policy.

ARTICLE XVIII HOLIDAYS

Section 18.1

Holidays falling on a Sunday shall be celebrated on Monday provided there is no school on such days. In the event there is no school the Friday preceding a holiday falling on Saturday, such Saturday holiday shall be celebrated on the preceding Friday. If school is in session on such holidays, employees will be given a compensatory day off in lieu of the holiday within thirty (30) days of the date of the holiday at a time mutually agreeable with the immediate supervisor.

Section 18.2

When school is in session on a day upon which a holiday is celebrated another day mutually agreed upon will be substituted on an individual employee basis, such compensatory day to be taken within ninety (90) days.

Section 18.3

Whenever any holiday occurs on a day when an employee is out on paid leave, the day shall be charged as a holiday and not charged against the paid leave accrual, regardless of the reason for the paid leave.

Section 18.4

In order to qualify for holiday pay, an employee must work the last full day scheduled before the holiday and the first full day scheduled following such holiday, unless otherwise prevented for good cause.

Section 18.5

All employees shall be granted the following holidays with pay:

Yom Kippur	Christmas Day
Rosh Hashanah	Good Friday
Thanksgiving Day	Memorial Day
Day After Thanksgiving	New Year's Day
Martin Luther King Day	Juneteenth*
President's Day	Independence Day (12-month employee)
Labor Day	

All employees shall be granted either Rosh Hashanah or Indigenous Peoples' Day, but not both. If both occur during a workweek, the Board will designate one of the two days as a holiday. If Rosh Hashanah falls on a Saturday or a Sunday, employees shall be granted Indigenous Peoples' Day as a holiday.

Any additional holiday designated by the Board each school year for ten (10) month employees, which may change each school year at the discretion of the Board. For example, the additional holidays approved by the Board for the 2025-2026 school year, for which bargaining unit members will be paid, are: Christmas Eve, Three Kings' Day, President's Day, and Eid al-Fitr.

*For twelve-month employees.

Ten-month employees shall receive the holiday only if the holiday occurs during and prior to the end of the school year.

ARTICLE XIX
SICK LEAVE

Section 19.1

Sick leave is to be used only for the purpose of compensating an employee who is unable to attend to their regular schedule because of bona fide illness. A detailed doctor's statement may be requested by the Superintendent or their designee after five (5) days of illness or when abuse of sick leave is suspected. When abuse is suspected the Superintendent or their designee will notify the employee that they will be required to submit a detailed doctor's statement prior to returning to work from sick leave.

The sick leave plan shall be one (1) and one-half (1 ½) days per month to accumulate to one hundred (100) days.

Upon retirement, all employees will receive the following payment for any unused sick day, less any days contributed or otherwise used for credit by the employee for pension purposes:

10 years —10%
15 years —15%
20 years — 23%
25 years — 25%

If an employee dies while employed, the payment shall be to their estate. Employees hired on or after November 8, 2016, will not be entitled to a payout of accumulated sick leave.

ARTICLE XX
UNIFORMS

Section 20.1

The Board will provide two sets of uniforms each school year for each security guard. Each Security Guard shall receive a summer uniform including five (5) summer shirts and pants and a winter uniform including five (5) winter shirts and pants. The wearing of these uniforms shall be considered a condition of employment and must be worn at all times. It will be the responsibility of each employee with a uniform to keep the uniform clean. Replacement of uniform articles such as winter coats, umbrellas and uniform articles shall be on an as needed basis as approved by the Superintendent or their designee.

ARTICLE XXI
WAGES

Section 21.1

The wage scales for Security Guards shall be those specified in Appendix A of this Agreement.

The wage scale specified in Appendix A will be modified as follows:

For employees on the payroll as of execution, and retroactive to July 1, 2025 - 2.5%

July 1, 2026 – 2.5%

July 1, 2027 – 2.6%

Section 21.2

One of the employees shall serve as the Lead Security Guard and shall assume such responsibilities as are assigned in accordance with their job description. The Lead Security Guard shall receive an annual stipend as outlined below:

<u>Effective Date</u>	<u>Rate</u>
July 1, 2018	\$4,100

The annual stipend shall be added to the base salary and paid out proportionately in each paycheck. An employee assigned to perform the duties in the absence of the Lead Security Guard shall receive the stipend on a pro-rata basis, commencing on the fifth consecutive day. Such payment will be deducted from the lead's wages.

In addition, the Lead Security Guard shall receive an on-call stipend of \$750.

Effective upon execution of this Agreement that expires on June 30, 2025, the Residency Officer shall receive a monthly stipend in the amount of \$265 to be payable in the first paycheck of the month.

ARTICLE XXII
SAFETY AND HEALTH

Section 22.1

The district safety committee meets regularly throughout the school year.

ARTICLE XXIII
MILEAGE REIMBURSEMENT

Section 23.1

Employees shall be compensated for the use of their personal vehicle for work-related travel, at the current IRS rate, if approved by the Superintendent or their designee.

ARTICLE XXIV
WORKERS' COMPENSATION

Section 24.1

Workers' compensation payments shall be supplemented after ten (10) workdays' absence and continuing for six (6) months from the date of the injury such that an employee suffering a workplace injury shall receive no loss of pay during said period.

The Board's light duty program is subject to the availability of a light duty work assignment, as determined in the sole discretion of the Superintendent or their designee. An injured employee may be assigned to light duty work for a period of up to ninety (90) calendar days, unless the Superintendent or their designee determines, in their sole discretion, to extend the light duty assignment beyond the ninety (90) day period.

A determination that light-duty work is not available will not be subject to the grievance procedure set forth in Article VII.

ARTICLE XXV
DURATION

Section 25.1

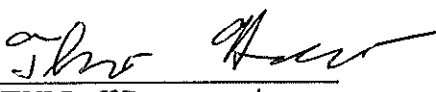
The provisions of this Agreement shall become effective upon execution and shall continue and remain in full force and effect to June 30, 2028.

HAMDEN BOARD OF EDUCATION

MEUI, Local 506



Gary Highsmith, Superintendent



MEUI Staff Representative

8/19/2025
Date

8/19/2025
Date

APPENDIX A

APPENDIX A - WAGES

		2.50%	2.50%	2.60%
	2024-2025	2025-2026	2026-2027	2027-2028
New Hire	\$ 19.05	\$ 19.53	\$ 20.01	\$ 20.53
After 1 Year	\$ 25.40	\$ 26.04	\$ 26.69	\$ 27.38

Employees hired after September 1, 2025

		2.50%	2.50%	2.60%
	2024-2025	2025-2026	2026-2027	2027-2028
New Hire	\$ 19.05	\$ 19.53	\$ 20.01	\$ 20.53
After 1 Year*	\$ 25.40	\$ 22.78	\$ 23.35	\$ 23.96
After 2 Years		\$ 26.04	\$ 26.69	\$ 27.38

*** Represents the hourly rate that is halfway between the New Hire Rate and the rate after 2 Years**