COLLECTIVE BARGAINING AGREEMENT

By and Between

SEYMOUR BOARD OF EDUCATION

and the

UPSEU

UNITED PUBLIC SERVICE EMPLOYEES UNION
LOCAL 424–UNIT 80
SEYMOUR BOE PARAPROFESSIONALS

July 1, 2017 to June 30, 2021
# Table of Contents

<table>
<thead>
<tr>
<th>Item</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognition</td>
<td>1</td>
</tr>
<tr>
<td><strong>Article I - Board Rights</strong></td>
<td>1</td>
</tr>
<tr>
<td><strong>Article II - Work Year</strong></td>
<td>1</td>
</tr>
<tr>
<td><strong>Article III - Employment</strong></td>
<td></td>
</tr>
<tr>
<td>Section 1 - Notice of Vacancies</td>
<td>2</td>
</tr>
<tr>
<td>Section 2 - Seniority</td>
<td>2</td>
</tr>
<tr>
<td>Section 3 - Notification of Employment</td>
<td>3</td>
</tr>
<tr>
<td>Section 4 - Lay-off and Recall</td>
<td>3</td>
</tr>
<tr>
<td>Section 5 - Placement</td>
<td>3</td>
</tr>
<tr>
<td><strong>Article IV - Compensation</strong></td>
<td></td>
</tr>
<tr>
<td>Section 1 - Pay Rate</td>
<td>3</td>
</tr>
<tr>
<td>Section 2 - Pay Date and Direct Deposit</td>
<td>3</td>
</tr>
<tr>
<td>Section 3 - Terms of Employment</td>
<td>4</td>
</tr>
<tr>
<td>Section 4 - Toileting and Diapering Stipend</td>
<td>4</td>
</tr>
<tr>
<td>Section 5 - Workshops and Seminars</td>
<td>4</td>
</tr>
<tr>
<td><strong>Article V - Vacation, Holiday and Other Absences</strong></td>
<td></td>
</tr>
<tr>
<td>Section 1 - Sick Days</td>
<td>4</td>
</tr>
<tr>
<td>Section 2 - Personal Days</td>
<td>5</td>
</tr>
<tr>
<td>Section 3 - Delayed Opening</td>
<td>5</td>
</tr>
<tr>
<td>Section 4 - Unplanned Early Dismissals / School Closings</td>
<td>5</td>
</tr>
<tr>
<td>Section 5 - Absence Due to Death</td>
<td>5</td>
</tr>
<tr>
<td>Section 6 - Paid Holidays</td>
<td>5</td>
</tr>
<tr>
<td>Section 7 - Vacation</td>
<td>6</td>
</tr>
<tr>
<td>Section 8 - Maternity</td>
<td>6</td>
</tr>
<tr>
<td>Section 9 - Child Rearing Leave</td>
<td>6</td>
</tr>
<tr>
<td><strong>Article VI - Fringe Benefits</strong></td>
<td></td>
</tr>
<tr>
<td>Section 1 - Life Insurance</td>
<td>6</td>
</tr>
<tr>
<td>Section 2 - Longevity</td>
<td>7</td>
</tr>
<tr>
<td>Section 3 - Health Insurance</td>
<td>7</td>
</tr>
<tr>
<td><strong>Article VII - Retirement</strong></td>
<td>7</td>
</tr>
<tr>
<td><strong>Article VIII - Confidentiality and General Provisions</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Article IX - Grievance and Arbitration</strong></td>
<td>8</td>
</tr>
<tr>
<td><strong>Article X - Paraprofessional Protection Clause</strong></td>
<td>9</td>
</tr>
<tr>
<td><strong>Article XI - Agency Shop and Dues Check-Off</strong></td>
<td>9</td>
</tr>
</tbody>
</table>
# Table of Contents, Continued

<table>
<thead>
<tr>
<th>Item</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article XII - Probationary Period</td>
<td>10</td>
</tr>
<tr>
<td>Article XIII - Non-Discrimination</td>
<td>10</td>
</tr>
<tr>
<td>Article XIV - Union Meeting on School Property</td>
<td>10</td>
</tr>
<tr>
<td>Article XV - No Strike/No Lockout</td>
<td>10</td>
</tr>
<tr>
<td>Article XVI – Discipline</td>
<td>11</td>
</tr>
<tr>
<td>Article XVI - Duration</td>
<td>11</td>
</tr>
<tr>
<td>Appendix A - Wage Schedule Part-Time Monitor</td>
<td>12</td>
</tr>
<tr>
<td>Appendix A - Wage Schedule Clerical Paraprofessional</td>
<td>13</td>
</tr>
<tr>
<td>Appendix A - Wage Schedule - Instructional Paraprofessional</td>
<td>14</td>
</tr>
<tr>
<td>Appendix B - Summary of Benefits</td>
<td>15</td>
</tr>
<tr>
<td>Memorandum of Agreement - Health Insurance 2014-15</td>
<td>18</td>
</tr>
<tr>
<td>Memorandum of Agreement - Grandfathered Top Step Wages</td>
<td>19</td>
</tr>
</tbody>
</table>
RECOGNITION

This Agreement, between the Seymour Board of Education (hereinafter called the “Board”) and the Seymour Schools Paraprofessionals' Association, UPSEU Local 424, Unit 80 (hereinafter called the “UPSEU”), which the Board recognizes as the exclusive bargaining representative for all Seymour Paraprofessionals in the Seymour Schools in accordance with Municipal Employee Relations Act under Case #ME-30,784.

The UPSEU accepts such recognition and agrees to represent equally all paraprofessionals without regard to membership or participation in, or association with the activities of, the UPSEU or any other paraprofessional organization and to continue to admit to membership without qualifications other than payment of dues and employment by the Board.

ARTICLE I

BOARD RIGHTS

The Board shall continue to retain its rights, powers and authorities so vested by law, unless specifically limited by the express provisions of this contract. 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 of the rights, powers and authority, whether express or implied, heretofore had by it and, except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole and unquestioned right, responsibility and prerogative of the management of the affairs of the school and direction of the working force.

a. Enumerated Rights: The exclusive functions and rights of the Board include, but are not restricted to, the right to establish or continue policies, practices and procedures for the conduct of Board business and, from time to time, to change or abolish such policies, practices or procedures; to direct the operation of the paraprofessionals in all aspects; to determine the methods and levels of financing and budget allocation; to determine and, from time to time, re-determine the number of paraprofessionals to be employed; to employ, promote, demote, transfer, layoff, terminate for just cause or otherwise relieve paraprofessionals from duty for lack of work or other legitimate reasons; to assign work; to determine shifts, work schedules and hours of work; to discipline, suspend and/or discharge paraprofessionals for just cause; to determine the procedures for promotions and transfers; to select and determine the qualifications of paraprofessionals; to select and employ new paraprofessionals; to determine job descriptions and job classifications; to create, enforce and, from time to time, change rules and regulations concerning discipline and the performance of work.

b. Unenumerated Rights: The listing of specific rights in Section (a) of this provision is not intended to be all inclusive, restrictive or a waiver of any rights of the Board not listed which have not been expressly and specifically surrendered herein, whether or not such rights have been exercised by the Board.

ARTICLE II

WORK YEAR

The work year shall be in accordance with the school year established for the Seymour School System. The work year may include additional in-service days for employees, for which the
employees shall be provided advance notice. Instructional Paraprofessionals may be scheduled to work up to five (5) additional days beyond the school year. Clerical Paraprofessionals may be scheduled to work up to ten (10) additional days beyond the school year. Each employee will be given at least two (2) weeks’ advance notice of the date of his/her last workday of each school year.

ARTICLE III
EMPLOYMENT

Section 1: Notice of Vacancies
Notice of vacancies and/or new positions shall be posted in all schools and on the district website for ten (10) work days. The notice shall include the job classification, the nature of the job requirements in order to qualify, location of assignment, and the date by which the application must be filed.

Transfers
a. Bargaining unit paraprofessionals who wish to apply for a vacancy or to transfer to another position shall file a written statement of such desire with the Superintendent or his/her designee within the time limit provided.

b. When a position becomes available, present paraprofessionals will be given the opportunity to transfer to the open position first before hiring from the outside to fill a vacant position, provided the paraprofessional is qualified to do the job in the opinion of the administration. In making this decision, the IEP (if applicable) of the child(ren) affected will be considered.

c. Where two or more paraprofessionals apply for the same position, the position shall be filled by the most qualified paraprofessional in the opinion of the administration. If two (2) or more paraprofessionals are deemed equally qualified in the opinion of the administration, then seniority shall prevail.

d. In the event that a bargaining unit paraprofessional is denied a transfer, the bargaining unit paraprofessional will be notified in writing of the reason, or reasons, for such denial by either his/her Administrator or the Superintendent, or his/her designee.

e. The opinion of the Administrator, Superintendent or his/her designee as it applies to Article III, Section 1, (a-c) and the contents of the letter as set forth in subsection (d) above, shall not be subject to the grievance and arbitration procedure as provided in Article IX.

Section 2: Seniority
a. A Seniority list will be created each year as of September 1st, with a copy provided to the Unit President and UPSEU Representative no later than September 15th.

b. Seniority is defined as the paraprofessional’s continuing and uninterrupted length of service to the Board from the paraprofessional’s most recent date of hire in the bargaining unit.

c. Any objection to the seniority list shall be reported to the Superintendent within ten (10) work days of the seniority list being provided to the Unit President and UPSEU Representative.
Section 3: Notification of Employment
Paraprostessionals shall be notified in writing of non-employment for the following school
year by April 1st when possible.

Section 4: Lay-off and Recall
a. If the Board deems that layoffs are necessary, the Board, or its designee, will
determine which classification(s) shall be affected by the layoff. Once the classification(s)
is/are determined, paraprofessionals within the affected classification(s) shall be laid off in
inverse order of seniority. Such classifications are the specific classifications set forth in the
wage schedule in Appendix A.

b. Recall of paraprofessionals will be in inverse order of lay-off within the specific
classification that the Board deems a need for a paraprofessional. Paraprofessionals shall
have recall rights for two (2) years from date of lay-off.

c. Any paraprofessional being recalled as a result of lay-off shall retain previous
seniority.

d. Notice of recall will be sent by certified mail to the last address provided to the Board
by the paraprofessional.

e. In the event a paraprofessional refuses to return to work when recalled, or fails to
respond to an offer of recall within ten (10) business days from the date of receipt of the notice
of recall, his/her seniority will be considered lost and he/she will no longer be considered
eligible for recall.

Section 5: Placement
All new paraprofessionals shall be placed on the wage schedule as determined by the Board
or its designee.

a. Full-Time: Defined as any paraprofessional working thirty (30) hours or more per
week on a regular basis in any capacity. Regular defined as five (5) days per week, each week
during the school year.

b. Part-Time: Defined as any paraprofessional working less than thirty (30) hours per
week on a regular basis in any capacity. Regular defined as five (5) days per week, each week
during the school year.

ARTICLE IV
COMPENSATION

Section 1: All paraprofessionals will be paid for hours worked in accordance with the
classifications and step schedules contained in Appendix A, Wage Schedule.

Section 2: Paraprofessionals shall be paid bi-weekly on Friday and shall receive pay stub
information in a paperless electronic format. Paraprofessionals hired as of September 30,
2014, shall have the option to annually request a written copy of their bi-weekly payroll
information. A payroll schedule will be provided to each paraprofessional by September 1st
of each year.
The Board agrees to provide “Electronic Money Transfers” in the following capacities:

a. 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.

b. The Board will transmit monies to such agents of record each pay period.

Section 3: Terms of Employment
The Superintendent shall have the final recommendation for the selection of paraprofessionals governed by this agreement and their subsequent terms of employment.

Section 4: Any paraprofessional involved with the changing of diapers and toileting as a regular daily duty will receive $.75 per hour above his/her rate of pay as established in Appendix A, Wage Schedule. If the paraprofessional transfers to a position where these duties are not required, they will cease to receive the above referenced rate effective with the date of the transfer.

Section 5: The Board will pay the full costs associated with non-Board sponsored workshops, seminars and other professional development activities, as applicable to specific assignments and with the prior approval of the Administrator or their designee. In the event that a paraprofessional is denied his/her request, the denial shall not be subject to the grievance and arbitration procedure as provided in Article IX.

The Administrator or their designee may require a paraprofessional to attend Board sponsored workshops, seminars or other professional development activities scheduled for early dismissal/in-service days. The paraprofessional will be compensated for his/her hours of attendance at these Board sponsored events in accordance with his/her rate of pay as established in Appendix A, Wage Schedule.

ARTICLE V
VACATION, HOLIDAY AND OTHER ABSENCES

Section 1: Sick Days (Paraprofessionals working 20 or more hours per week only)

a. Fifteen (15) days shall be allowed annually with full pay for absence due to illness of the employee, cumulative to one hundred (100) working days. During the first year of employment, new employees shall receive a pro-rated number of sick days, based on the number of months remaining in the work year following their first day of work. On June 30th, those paraprofessionals who have 100 sick days accumulated in their bank, shall, on July 1st of that year, be provided with an additional 15 sick days for the next school year; however, under no circumstances shall more than 100 days be carried over.

b. Sick days may not be used to lengthen vacations or holidays.

c. If an employee’s absence exceeds five (5) consecutive work days, it shall be the responsibility of the employee to provide the Superintendent or his/her designee with a doctor’s certificate verifying the need for the absence.
i. The Superintendent or his/her designee may request an acceptable medical certificate from an employee for any leave of any duration if absence from work occurs frequently, habitually, or in a pattern.

ii. When required to provide a medical certificate, the employee may provide a certificate from a doctor of his/her choosing, in which case the employee shall pay the cost. If the Superintendent requires a certificate from a doctor chosen by the Board, the Board shall pay the cost.

Section 2: Personal Days (Paraprofessionals working 20 or more hours per week only)
Three (3) days shall be allowed annually, with full pay, provided reasonable notification has been given, and must be approved by the Superintendent or his/her designee. Personal days are in addition to sick days. Unused personal days cannot be accrued.

Section 3: Delayed Opening
On delayed opening days, the paraprofessionals are expected to make every effort to report to work and shall suffer no loss of pay or leave time, if the paraprofessional reports for that day by the time school opens.

Section 4: Unplanned Early Dismissals and School Closings
a. On unplanned early dismissal days, the paraprofessionals are expected to make every effort to report to work and shall suffer no loss of pay or leave time, if the paraprofessional reports for that day by the time school opens.

b. On school closings for inclement weather and other emergency closings, paraprofessionals are not expected to report to work.

Section 5: Absence Due to Death
Leave shall be granted with full pay for all work days including the five (5) calendar days immediately following a death in the household of the immediate family, specifically a spouse, child, parent, parent-in-law, brother, sister or stepchild; and three (3) days for the death of a brother-in-law or sister-in-law; and one (1) day for the death of a grandparent or grandparent-in-law, aunt or uncle.

Section 6: Paid Holidays (Paraprofessionals working 20 or more hours per week only)

<table>
<thead>
<tr>
<th>Labor Day*</th>
<th>Christmas Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Columbus Day</td>
<td>New Years Day</td>
</tr>
<tr>
<td>Veterans Day **</td>
<td>Martin Luther King Day</td>
</tr>
<tr>
<td>Election Day</td>
<td>Presidents Day</td>
</tr>
<tr>
<td>Thanksgiving</td>
<td>Good Friday</td>
</tr>
<tr>
<td>Day after Thanksgiving</td>
<td>Memorial Day</td>
</tr>
</tbody>
</table>

*Labor Day included only when the school year begins before the Labor Day holiday.
**Veterans Day included only when the holiday is celebrated as a day off by the school system.**

**Section 7: Vacation (Paraprofessionals working 20 or more hours per week and Regular Part-Time Paraprofessionals)**

Eligible paraprofessionals, as defined below, will be paid for five (5) days during the Christmas holiday week, regardless of the length of this holiday vacation. In order to be eligible for such paid days off, paraprofessionals must have three (3) or more years of service as of their date of hire.

After completion of five (5) years of service with the school system, in addition to the Christmas holiday week, eligible paraprofessionals, as defined above, will receive winter vacation with pay. Eligible paraprofessionals will be paid for ten (10) days regardless of the length of these two (2) vacation periods.

After completion of ten (10) years of service with the school system, eligible paraprofessionals, as defined above, will receive the Christmas holiday week, winter vacation and spring vacation with pay. Paraprofessionals will be paid for fifteen (15) days regardless of the length of these three (3) vacation periods.

In the event of the elimination of either the Christmas holiday week, winter vacation or spring vacation, eligible paraprofessionals, as defined above, will receive five (5) days pay in lieu of the eliminated vacation period. Payment will be made in the last paycheck of the school year.

The vacation benefits of this section shall not be available to any paraprofessional hired after June 11, 2012.

**Section 8: Maternity Leave**

Disabilities caused by pregnancy, miscarriage, childbirth, and recovery there from, shall be treated as temporary disabilities for all job-related purposes. Accumulated sick leave shall be available for use during periods of such disability. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation. The Board reserves the right to obtain proper medical certification regarding the beginning and termination of such leave and may require examination or consultation by the School Medical Officer. The Board will continue to pay its share of insurance costs during the period of disability.

**Section 9: Child Rearing Leave**

Employees shall be granted child rearing leave in accordance with the Family Medical Leave Act (FMLA).

**ARTICLE VI**

**FRINGE BENEFITS**

**Section 1: Life Insurance**

Paraprofessionals working 20 or more hours per week will be provided with group term life insurance coverage (subject to insurance carrier age restrictions) in the amount of twenty-six thousand dollars ($26,000) effective upon signing; twenty-seven thousand dollars ($27,000) effective July 1, 2018; and, twenty-eight thousand dollars ($28,000) effective July 1, 2019,
with the full premium paid by the Board. This benefit will terminate upon the employee’s cessation of employment with the Board.

Section 2: Longevity
At the completion of Fifteen Years $300.00
At the completion of Twenty Years $600.00

Longevity payments will be paid in a lump sum and will be issued with the first pay check of the school year. Only employees hired on or before January 1, 2009 will be eligible to receive longevity payments.

Section 3. Health Insurance
Effective July 1, 2015, the Anthem High Deductible Health Plan ("HDHP") with Health Savings Account ("HSA") Plan ("HDHP/HSA") for full-time paraprofessionals.

The Board will provide a HDHP/HSA which shall have an annual deductible of $2,000 individual and $4,000 family for in-network and out of network services. Once the deductible is met, the plan will pay 100% for in-network services. Out-of-network services shall be subject to an 80%/20% coinsurance to a coinsurance maximum of $3,000 for individual coverage and $6,000 for aggregate family coverage. The in-network and out-of-network out-of-pocket annual maximum shall be $5,000 for individual coverage and $10,000 for aggregate family coverage. Prescription co-pays of $5 for generic drugs, $25 for listed brand name drugs, and $40 for non-listed brand name drugs made after the annual deductible is satisfied will count towards the out-of-pocket maximum. A summary listing of benefits is provided in Appendix B.

A HSA shall be established by the Board for each eligible paraprofessional who elects the HDHP/HSA option. The Board shall deposit employee pre-tax deductions into the HSA account as directed, in writing, by the paraprofessional.

In contract years 2017-2018, paraprofessionals will pay 5.0% of the premium; in contract years 2018-19 and 2019-20 paraprofessionals shall pay 6.0%; and in 2020-21 paraprofessionals will pay 7.0%.

If a paraprofessional adds their eligible dependents under age 26 to the plan, the paraprofessional shall pay 100% of the cost difference between the single coverage rate and the two person/family rate.

If the cost of the plan should result in the application of the Affordable Health Care Act "Cadillac Tax", the paraprofessional shall be responsible for payment of this amount.

The plan year for the HDHP/HSA option shall be July 1st through June 30th.

ARTICLE VII
RETIREMENT

Eligible full-time paraprofessionals shall participate in Plan B of the Municipal Employee Retirement Fund (MERF).
ARTICLE VIII
CONFIDENTIALITY AND GENERAL PROVISIONS

Section 1: Paraprofessionals shall exercise extreme caution in making statements in public since an unusual amount of weight might be placed upon them because of their position. Further, paraprofessionals shall zealously guard any confidential information for which they might be privy to because of their position.

Section 2: It is understood that this agreement is subject to, and shall operate within, the framework of the Statutes of the State of Connecticut.

Section 3: There shall be no reprisals of any kind taken against any paraprofessional by reason of his or her membership in a professional organization or participation in its activities.

Section 4: Copies of Agreement
The Board shall provide an electronic copy of this Agreement for each member of the bargaining unit.

Section 5: Personnel Records
The official personnel records of Paraprofessionals shall be kept on file by the Central Office. Paraprofessionals may schedule an appointment with Central Office to review their own file and request up to one (1) free copy of relevant documents. Paraprofessionals may do this no more than twice per year. Requests for copies must identify specific documents to be copied.

ARTICLE IX
GRIEVANCE AND ARBITRATION

A grievance is hereby defined to be any dispute concerning the interpretation or application of any provision of this Agreement. All grievances must advise the employer of the specific provisions claimed to have been violated, of the nature of the grievance, and the remedy requested. The following steps are agreed to for formally settling properly established grievances. The time limits set forth may be extended only by mutual agreement.

Level One — Paraprofessionals who have grievances are encouraged to attempt to work the matter out informally with their immediate supervisor and/or principal, with an UPSEU Representative present, if desired by the paraprofessional(s).

Level Two — In the event that such aggrieved member of the unit is not satisfied with the disposition of his/her grievance at Level One, or in the event that no decision has been rendered within five (5) working days after presentation of the written grievance at Level One, he/she may appeal the written grievance to the Superintendent within fifteen (15) workdays after the decision at Level One, or fifteen (15) work days after the grievance was presented in writing at Level One, whichever is sooner.

The Superintendent shall represent the administration at this level of the grievance procedure. Within the five (5) work days after the receipt of the written grievance by the Superintendent, the Superintendent or his/her designee shall meet with the aggrieved paraprofessional and an UPSEU Representative, in an effort to resolve it.
Level Three — In the event that the aggrieved member of the unit is not satisfied with the disposition of his/her grievance at Level Two, or in the event no decision has been rendered within fifteen (15) work days after he/she has first met with the Superintendent, he/she may within five (5) work days after a decision by the Superintendent or fifteen (15) work days after he/she has first met with the Superintendent, whichever is sooner, present a request in writing to the State Board of Mediation and Arbitration for arbitration. One arbitrator shall be mutually chosen by the grievant and the Board. If no agreement can be reached concerning the single arbitrator, then the State Board of Mediation shall appoint an impartial arbitrator. The total cost of the grievance arbitration shall be borne equally by the UPSEU and the Board.

The authority of the arbitrator shall be limited to the terms and provisions of this Agreement and the question or questions submitted. The arbitrator shall be bound by this Agreement and he/she shall not have the power to add to, delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitrator shall be final and binding on the parties.

ARTICLE X
PARAPROFESSIONAL PROTECTION CLAUSE

The Board shall protect and save harmless any paraprofessional from financial loss and expense, including legal fees and costs, if any, arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other act resulting in accidental bodily injury or destruction of property within or without the school building, provided such paraprofessional at the time of the accident resulting in such injury, damage or destruction was acting in the discharge of duties within the scope of employment or under the direction of the Board.

ARTICLE XI
AGENCY SHOP AND DUES CHECK-OFF

a. During the life of this agreement, a paraprofessional retains the freedom of choice whether or not to become or remain a member of the UPSEU.

b. UPSEU dues shall be deducted by the Board from the paycheck of each paraprofessional who signs and remits to the Board an authorization form. Such deduction shall be discontinued upon written request of a paraprofessional thirty (30) days in advance.

c. Any paraprofessional who, within thirty (30) days after initial employment in the bargaining unit covered by this Agreement, fails to become a member of UPSEU or any paraprofessional whose UPSEU membership is terminated for any reason or any paraprofessional who resigned from UPSEU membership, shall be required to pay an agency service fee under Section (d).

d. The Board shall deduct the agency service fee from the paycheck of each paraprofessional who is required to pay such fee as a condition of employment each month toward the cost of the administering and negotiating of this agreement and servicing of grievance provisions. Objections to this section by any non-union paraprofessional may be made in writing to UPSEU for review.
e. The amount of dues or agency service fee deducted under this provision, together with a list of paraprofessionals, shall be remitted to UPSEU in the month in which such deductions are made together with a list of paraprofessionals and their addresses for whom any such deductions are made.

f. The UPSEU shall indemnify the Board for any liability or damages incurred by the employer in compliance with these provisions.

ARTICLE XII
PROBATIONARY PERIOD

Except as otherwise specifically provided in this Agreement, the first sixty (60) work days of employment of a paraprofessional shall constitute such paraprofessional's probationary period during which no layoff, suspension, discipline or discharge shall be construed as a violation of any of the provisions of this Agreement or cause for or subject to the grievance and arbitration procedure as provided in Article IX. In the event that a paraprofessional is absent from work during his/her probationary period, or for those days for which work is not scheduled, the paraprofessional’s probationary period shall be extended for each day the paraprofessional was absent from work.

ARTICLE XIII
NON-DISCRIMINATION

There shall be no reprisals of any kind taken against any paraprofessional by reason of his/her membership in a professional organization or participation in its activities. All provisions of this Agreement shall apply equally to all paraprofessionals without discrimination in regard to political or labor organization affiliation, age, race, creed, color, religion, national origin, sex, marital status or physical disability. Any alleged violation of this provision of the contract shall not be subject to the grievance and arbitration procedure as provided in Article IX. The use of masculine or feminine pronouns in this Agreement shall apply to paraprofessionals of either sex.

ARTICLE XIV
UNION MEETING ON SCHOOL PROPERTY

Upon approval of the Superintendent or his/her designee, after a request at least twenty-four (24) hours in advance, UPSEU may call meetings in each school before or after school or during the lunch hour whenever necessary, provided such meetings do not conflict with other scheduled activities.

ARTICLE XV
NO STRIKE/NO LOCKOUT

UPSEU agrees it will not authorize, instigate, sanction or condone any strike, work stoppage, concerted refusal to render services or interference with the orderly operation of the Board at any time. Any paraprofessional who engages in such activity shall be subject to disciplinary action, up to and including discharge. The Board agrees that it shall not lockout its employees at any time.
ARTICLE XVI
DISCIPLINE

No employee shall be disciplined or discharged by the Board without just cause.

ARTICLE XVII
DURATION

This Agreement contains the full and complete agreement between the Board and UPSEU on all bargainable issues. The Agreement shall be binding upon the Board and the UPSEU for the period of four (4) years from the first day of July 2017 to and including the 30th day of June 2021. This Agreement will automatically extend itself for a period of one year according to state statute, unless either party gives notice within the designated time period that they wish to open negotiations for modifications to said Agreement.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this _____ day of March, 2018.

By: [Signature]
Seymour Schools Paraprofessionals
UPSEU, Unit 80 President

By: [Signature]
Seymour Board of Education

Witness

By: [Signature]
Kevin E. Boyle, UPSEU President

Witness

Page 11 of 19
APPENDIX A
WAGE SCHEDULE

Section 1: This wage scale applies to positions classified as Part-Time Monitor Paraprofessional.

<table>
<thead>
<tr>
<th>G.W.I.</th>
<th>1.0%</th>
<th>1.0%</th>
<th>1.0%</th>
<th>1.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$10.10</td>
<td>A</td>
<td>$10.20</td>
<td>$10.30</td>
</tr>
<tr>
<td>2</td>
<td>$10.30</td>
<td>B</td>
<td>$10.40</td>
<td>$10.50</td>
</tr>
<tr>
<td>3</td>
<td>$10.51</td>
<td>C</td>
<td>$10.62</td>
<td>$10.73</td>
</tr>
<tr>
<td>4</td>
<td>$10.72</td>
<td>D</td>
<td>$10.83</td>
<td>$10.94</td>
</tr>
<tr>
<td>5</td>
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<tr>
<td>6</td>
<td>$11.15</td>
<td>F</td>
<td>$11.26</td>
<td>$11.37</td>
</tr>
</tbody>
</table>

Examples of step progression

The wage increases for the 2017-18 contract year will be effective and retroactive to July 1st. All wage increases for the 2018-19, 2019-20 and 2020-21 contract years will be effective July 1st. Step movement will occur in each year of the Agreement.

If a paraprofessional is hired prior to April 1st of the then current school year, he/she will receive a wage increase in accordance with the wage schedule/wage schedule language at the commencement of the ensuing school year.

If a paraprofessional is hired after April 1st of the then current school year, he/she will remain on the same wage step at the commencement of the ensuing school year.

Part-Time Monitor paraprofessionals will not be eligible for any benefits as outlined in this Agreement.
## APPENDIX A
### WAGE SCHEDULE, CONTINUED

**Section 2:** This wage scale applies to positions classified as Clerical Paraprofessional.

<table>
<thead>
<tr>
<th>Step</th>
<th>G.W.I. 1.0% Step</th>
<th>1.0% Step</th>
<th>2017-18</th>
<th>1.0% Step</th>
<th>2017-18</th>
<th>1.0% Step</th>
<th>2018-19</th>
<th>1.0% Step</th>
<th>2019-20</th>
<th>1.0% Step</th>
<th>2020-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$12.68</td>
<td>A</td>
<td>$13.21</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>2</td>
<td>$13.48</td>
<td>B</td>
<td>$13.61</td>
<td>A</td>
<td>$13.75</td>
<td></td>
<td></td>
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<tr>
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<td>$14.22</td>
<td>C</td>
<td>$14.83</td>
<td>B</td>
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<td>A</td>
<td>$14.50</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>3</td>
<td>$15.28</td>
<td>E</td>
<td>$15.43</td>
<td>D</td>
<td>$15.58</td>
<td>C</td>
<td>$15.74</td>
<td>B</td>
<td>$15.90</td>
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</tr>
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<td>E</td>
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<tr>
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<td>$17.09</td>
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<td>$17.26</td>
<td>F</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>5</td>
<td>$17.52</td>
<td>I</td>
<td>$17.70</td>
<td>H</td>
<td>$17.88</td>
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<td>$18.06</td>
<td>F</td>
<td>$18.24</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>$18.35</td>
<td>J</td>
<td>$18.53</td>
<td>I</td>
<td>$18.68</td>
<td>H</td>
<td>$18.72</td>
<td>G</td>
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<tr>
<td></td>
<td>$19.01</td>
<td>K</td>
<td>$19.20</td>
<td>J</td>
<td>$19.40</td>
<td>I</td>
<td>$19.50</td>
<td>H</td>
<td>$19.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>$19.48</td>
<td>L</td>
<td>$19.67</td>
<td>K</td>
<td>$19.87</td>
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<td>I</td>
<td>$20.27</td>
<td></td>
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<tr>
<td>GF</td>
<td>$20.66</td>
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<td>$20.86</td>
<td>GF</td>
<td>$20.96</td>
<td>GF</td>
<td>$21.06</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Examples of step progression**

The wage increases for the 2017-18 contract year will be effective and retroactive to July 1st. All wage increases for the 2018-19, 2019-20 and 2020-21 contract years will be effective July 1st. Step movement will occur in each year of the Agreement.

If a paraprofessional is hired prior to April 1st of the then current school year, he/she will receive a wage increase in accordance with the wage schedule/wage schedule language at the commencement of the ensuing school year.

If a paraprofessional is hired after April 1st of the then current school year, he/she will remain on the same wage step at the commencement of the ensuing school year.
APPENDIX A
WAGE SCHEDULE, CONTINUED

Section 3: This wage scale applies to positions classified as Instructional Paraprofessional

<table>
<thead>
<tr>
<th>Step</th>
<th>G.W.I.</th>
<th>1.0%</th>
<th>1.0%</th>
<th>1.0%</th>
<th>1.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2016-17</td>
<td>2017-18</td>
<td>2018-19</td>
<td>2019-20</td>
<td>2020-21</td>
</tr>
<tr>
<td>1</td>
<td>$13.24</td>
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<td></td>
</tr>
<tr>
<td></td>
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<td>$13.79</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
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<td>$14.20</td>
<td>A</td>
<td>$14.34</td>
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<td>$14.92</td>
<td>A</td>
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<td>$15.90</td>
<td>D</td>
<td>$16.06</td>
<td>C</td>
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<tr>
<td></td>
<td>G</td>
<td>$17.06</td>
<td>F</td>
<td>$17.23</td>
<td>E</td>
</tr>
<tr>
<td></td>
<td>H</td>
<td>$17.64</td>
<td>G</td>
<td>$17.82</td>
<td>F</td>
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<td>$18.23</td>
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<td>K</td>
<td>$19.58</td>
<td>J</td>
<td>$19.78</td>
<td>I</td>
</tr>
<tr>
<td>6</td>
<td>$20.06</td>
<td>L</td>
<td>$20.26</td>
<td>K</td>
<td>$20.46</td>
</tr>
<tr>
<td>GF</td>
<td>$20.66</td>
<td>GF</td>
<td>$20.76</td>
<td>GF</td>
<td>$20.86</td>
</tr>
</tbody>
</table>

Examples of step progression

The wage increases for the 2017-18 contract year will be effective and retroactive to July 1st. All wage increases for the 2018-19, 2019-20 and 2020-21 contract years will be effective July 1st. Step movement will occur in each year of the Agreement.

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If a paraprofessional is hired after April 1st of the then current school year, he/she will remain on the same wage step at the commencement of the ensuing school year.
### Lumenos HSA Plan Summary

The Lumenos HSA plan is designed to empower you to take control of your health, as well as the dollars you spend on your health care. This plan gives you the benefits you would receive from a typical health plan, plus health care dollars to spend your way. And, you can earn rewards by taking certain steps to improve your health.

<table>
<thead>
<tr>
<th>Your Lumenos HSA Plan</th>
<th>Contributions to Your HSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>First - Use your HSA to pay for covered services:</td>
<td>For 2012, contributions can be made to your HSA up to the following:</td>
</tr>
<tr>
<td>Health Savings Account</td>
<td>$3,100 individual coverage</td>
</tr>
<tr>
<td>With the Lumenos Health Savings Account (HSA), you can contribute pre-tax dollars to your HSA account. Others may also contribute dollars to your account. You can use these dollars to help meet your deductible responsibility. Unused dollars can be saved or invested and accumulate through retirement.</td>
<td>$6,250 family coverage</td>
</tr>
<tr>
<td>Plus - To help you stay healthy, use:</td>
<td>Note: These limits apply to all combined contributions from any source.</td>
</tr>
<tr>
<td>Preventive Care</td>
<td></td>
</tr>
<tr>
<td>100% coverage for nationally recommended services included are the preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations, and physician visits.</td>
<td></td>
</tr>
<tr>
<td>Then -</td>
<td>Preventive Care</td>
</tr>
<tr>
<td>Your Bridge Responsibility</td>
<td>No deductions from the HSA or out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-of-network provider, your deductible or Traditional Health Coverage benefits will apply.</td>
</tr>
<tr>
<td>The Bridge is an amount you pay out of your pocket until you meet your annual responsibility. Your bridge amount will vary depending on how many of your HSA dollars, if any, you choose to spend to help you meet your deductible responsibility. If you contribute HSA dollars up to the amount of your deductible and use them, your Bridge will equal $0. HSA dollars spent on covered services plus your Bridge Responsibility add up to your deductible responsibility. Health Account + Bridge = Deductible.</td>
<td>Bridge</td>
</tr>
<tr>
<td>Deductible Responsibility</td>
<td>Your Bridge responsibility will vary.</td>
</tr>
<tr>
<td>$2,000 individual coverage</td>
<td></td>
</tr>
<tr>
<td>$4,000 family coverage</td>
<td></td>
</tr>
<tr>
<td>If Needed -</td>
<td>Traditional Health Coverage</td>
</tr>
<tr>
<td>Traditional Health Coverage begins after you have met your Bridge responsibility.</td>
<td>After your bridge, the plan pays:</td>
</tr>
<tr>
<td>100% for in-network providers</td>
<td>80% for out-of-network providers</td>
</tr>
<tr>
<td>Additional Protection</td>
<td>Out-of-Pocket Maximum</td>
</tr>
<tr>
<td>For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the plan pays 100% of the cost for covered services for the remainder of the plan year.</td>
<td>In-Network and Out-of-Network Providers</td>
</tr>
<tr>
<td></td>
<td>$10,000 family coverage</td>
</tr>
<tr>
<td>Earn Rewards</td>
<td>Your out-of-pocket maximum consists of funds you spend from your HSA, your Bridge responsibility, and your coinsurance amounts.</td>
</tr>
</tbody>
</table>

### Earn Rewards

If you do this: You can earn

- Complete the MyHealth Assessment online $50
- Enroll in the MyHealth Coach Program $100
- Graduate from the MyHealth Coach Program $200
- Complete our Tobacco Free Program $50
- Complete our Healthy Weight Program $50

Some eligibility requirements apply. See page 2 for program descriptions.

If you have questions, please call toll-free 1-888-224-4896.
APPENDIX B
(continued)

Lumenos HSA Plan Summary

Healthy Rewards
You can earn reward dollars to redeem for gift cards at select retailers. Earn rewards for the following:
- MyHealth Assessment: You and your family members can complete the MyHealth Assessment, our online tool designed to help measure your overall health. One adult family member is eligible to earn $50 per plan year. The health information you provide is strictly confidential.
- MyHealth Coach: If you qualify for the MyHealth Coach Program, you’ll receive one-on-one assistance from a specially trained registered nurse to help you manage a health condition. Health conditions may include but are not limited to diabetes, asthma, depression, high blood pressure, heart disease and pregnancy. You’ll receive $100 for enrolling in the MyHealth Coach Program (one reward per covered person per year). You’ll receive $200 for achieving your health goals and graduating from the MyHealth Coach Program (one reward per covered person per year).
- Tobacco Free Program: This program helps you manage withdrawal symptoms, identify triggers and learn new behaviors and skills to remain tobacco free. Participation is open to you and your covered family members age 18 or older, and includes counseling support and tools, including nicotine-replacement therapy coverage. You and your spouse are eligible to receive $50 (one reward per person per lifetime) for completing this program.
- Healthy Weight Program: Our Healthy Weight Program is a personalized phone course designed to help you adopt lifestyle changes necessary to lose weight and maintain weight loss. A team of counselors (a registered dietitian and health educator) with expertise in weight management will help you address healthy eating, physical activity and exercise, stress management, and more. You and your covered family members age 18 and older who have a Body Mass Index (BMI) of 25 or higher are eligible for this program. You and your spouse are eligible to receive $50 (one reward per person per lifetime) for completing the program.

Summary of Covered Services
Anthem’s Lumenos HSA plan covers preventive services recommended by the U.S. Preventive Services Task Force, the American Cancer Society, the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics. The Preventive Care benefit includes screening tests, immunizations and counseling services designed to detect and treat medical conditions to prevent avoidable premature injury, illness and death.

All preventive services received from an in-network provider are covered at 100%, are not deducted from your HSA, and do not apply to your deductible. If you see an out-of-network provider, then your deductible or out-of-network coinsurance responsibility will apply.

The following is a list of covered preventive care services:

- Well Baby and Well Child Preventive Care
- Office Visits through age 18; including preventive vision exams
- Screening Tests for vision, hearing, and lead exposure. Also includes pelvic exam, Pap test and contraceptive management for females who are age 18, or have been sexually active.
- Immunizations:
  - Hepatitis A
  - Hepatitis B
  - Diphtheria, Tetanus, Pertussis (DtaP)
  - Varicella (chicken pox)
  - Influenza – flu shot
  - Pneumococcal Conjugate (pneumonia)
  - Human Papilloma Virus (HPV) – cervical cancer
  - H. Influenza type b
  - Polio
  - Measles, Mumps, Rubella (MMR)
  - Adult Preventive Care
  - Office Visits age 18; including preventive vision exams.
  - Screening Tests for vision and hearing, coronary artery disease, colorectal cancer, prostate cancer, diabetes, and osteoporosis. Also includes mammograms, as well as pelvic exams, Pap test and contraceptive management.
  - Immunizations:
    - Hepatitis A
    - Hepatitis B
    - Diphtheria, Tetanus, Pertussis (DtaP)
    - Varicella (chicken pox)
    - Influenza – flu shot
    - Pneumococcal Conjugate (pneumonia)
    - Human Papilloma Virus (HPV) – cervical cancer

If you have questions, please call toll-free 1-888-224-4896.

CGHSA605 w GC Rx copays NGF PY

Page 16 of 19
APPENDIX B
(continued)

Lumenos HSA Plan Summary

Summary of Covered Services (Continued)

Medical Care
Anthem’s Lumenos HSA plan covers a wide range of medical services to treat an illness or injury. You can use your available HSA funds to pay for these covered services. Once you spend up to your deductible amount shown on Page 1 for covered services, you will have Traditional Health Coverage with the coinsurance listed on Page 1 to help pay for covered services listed below.

- Physician Office Visits
- Inpatient Hospital Services
- Outpatient Surgery Services
- Diagnostic X-rays/Lab Tests
- Durable Medical Equipment
- Emergency Hospital Services (network coinsurance applies both in-network and out-of-network)
- Inpatient and Outpatient Mental Health and Substance Abuse Services
- Maternity Care
- Chiropractic Care
- Prescription Drugs
- Home health care and hospice care
- Physical, Speech and Occupational Therapy Services

Some covered services may have limitations or other restrictions. * With Anthem’s Lumenos HSA plan, the following services are limited

- Skilled nursing facility services limited to 120 days per member per calendar year.
- Home Health care services limited to 200 visits per member per calendar year.
- Inpatient rehabilitative services limited to 100 days per member per calendar year.
- PT/OT/ST and chiropractic services limited to a combined total of 50 visits per member per calendar year.
- Inpatient hospitalizations require authorizations.
- Your Lumenos HSA plan includes an unlimited lifetime maximum per member per calendar year for in- and out-of-network services.

* For a complete list of exclusions and limitations, please reference your Certificate of Coverage.

Prescription Drugs – copay after deductible (when purchased from a network pharmacy*)

<table>
<thead>
<tr>
<th>Rebill (30 day supply)</th>
<th>Mail Order (90 day supply)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$10 Tier 1 copayment</td>
<td>$10 Tier 1 copayment</td>
</tr>
<tr>
<td>$25 Tier 2 copayment</td>
<td>$50 Tier 2 copayment</td>
</tr>
<tr>
<td>$40 Tier 3 copayment</td>
<td>$80 Tier 3 copayment</td>
</tr>
</tbody>
</table>

* For the out-of-network benefit, refer to the Traditional Health Coverage section.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

If you have questions, please call toll-free 1-888-224-4896.
MEMORANDUM OF AGREEMENT

The Board and UPSEU Local 424-Unit 80 hereby agree to the following:

Full time paraprofessionals in the bargaining unit represented by UPSEU Local 424 - Unit 80 may elect to purchase, at the paraprofessional's expense, the health insurance benefit plan(s) offered by the Board to other Board employees.

Notwithstanding the above, the Board agrees to pay ten percent (10%) of the cost of the Blue Care POE plan for up to a total of six (6) paraprofessionals for the 2014-15 plan year only, with seniority within the bargaining unit utilized as the criteria for participation in the plan.

The annual cost of the plan shall be paid in equal installments during the paraprofessional's work year.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals:

By: [Signature]
Seymour Schools Paraprofessionals'
UPSEU Local 424 - Unit 80

Date: 3/14/18

By: [Signature]
Seymour Board of Education

Date: 3/5/2018
MEMORANDUM OF AGREEMENT

The Board and UPSEU Local 424 - Unit 80 hereby agree to the following:

1. Due to the change in job descriptions/wage schedules starting in 2005-06, the following paraprofessionals will be grandfathered for wage schedule purposes at the previous top step and will receive an hourly pay rate increase of one-half (0.5) of the agreed upon G.W.I. in each year. This clause shall apply only to the individual paraprofessionals noted below, and shall individually cease upon their retirement or severance of employment with the Board:

   Linda Souza and Wendy Sebas

IN WITNESS WHEREOF, the parties hereunto set their hands and seals:

By: [Signature]  
Seymour Schools Paraprofessionals
UPSEU Local 424 - Unit 80  
3/14/18  
Date

By: [Signature]  
Seymour Board of Education  
3/5/2015  
Date