

THE WATERTOWN BOARD OF EDUCATION
AND
THE WATERTOWN SCHOOL NURSES UNION
LOCAL 1303-262 OF COUNCIL #4
AFSCME, AFL-CIO .
July 1, 2020-June 30, 2024

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INDEX

ARTICLE 1	PREAMBLE	1
ARTICLE2	RECOGNITION	1
ARTICLE 3	MANAGEMENT RIGHTS	1
ARTICLE 4	GRIEVANCE PROCEDURE.....	2
ARTICLE 5	NOTIFICATION OF VACANCIES	4
ARTICLE6	REDUCTION IN FORCE	5
ARTICLE 7	SENIORITY	5
ARTICLE 8	LEAVE PROVISIONS.....	6
ARTICLE 9	SALARY DEDUCTIONS.....	8
ARTICLE 10	WORK YEAR AND HOURS	8
ARTICLE 11	SALARIES	9
ARTICLE 12	INSURANCE BENEFITS.....	10
ARTICLE 13	PENSION.....	12
ARTICLE 14	MILEAGE.....	12
ARTICLE 15	UNION SECURITY	13
ARTICLE 16	MISCELLANEOUS	13
ARTICLE 17	DURATION.....	14
ARTICLE 18	PRIOR AGREEMENTS.....	14
APPENDIX A	16	
APPENDIX B	16

ARTICLE 1
PREAMBLE

Section 1.0

This Agreement entered into by and between the Watertown Board of Education, hereinafter referred to as the "Board" and the Watertown School Nurses, Local 1303-262 of Council 4 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union."

ARTICLE 2
RECOGNITION

Section 2.0

The Board recognizes the Union under the provisions of the Municipal Employee Relations Act, as the sole and exclusive representative for all School Nurses as defined by the Connecticut General Statute 10-212.

ARTICLE 3
MANAGEMENT RIGHTS

Section 3.0

Unless expressly and specifically limited, modified, abridged or relinquished by a specific provision of this Agreement, the rights, power and authority to manage the operations of the Board, whether exercised or not shall remain solely and exclusively vested in the Board. It shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Board and the direction of the working forces, including but not limited to the following:

- A. To determine the organization and standards of each department or division and to manage such operations;
- B. To determine the methods and levels of care, maintenance and operation of equipment used for and on behalf of the purposes of the Board;
- C. To establish or continue policies, practices and procedures for the conduct of Board business, including personnel policies, and from time to time, to change or abolish such policies, practices and procedures;
- D. To establish, modify or discontinue processes or operations or to establish or discontinue their performance by Board employees;
- E. To establish new or improved methods, procedures, practices, technologies or facilities which the Board may deem to be in its best interest and/or advisable for efficiency of operations and to modify any job description to accommodate such new or improved methods, procedures, practices, technologies or facilities;

- F. To determine the standards of selection for employment, and to determine the number and types of employees required or desired to perform the Board's operations;
- G. To employ, direct, schedule, assign, evaluate, appoint, discipline, dismiss, transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work, lack of funds, reorganization or other reason in the best interest of the Board;
- H. To establish, amend, abolish and enforce reasonable rules and regulations for maintenance of discipline and for the performance of work in accordance with Board requirements;
- I. To determine the content of job classifications and/or positions as may or may not be set forth in written job descriptions, to add to, delete from, modify or combine job classifications and/or positions as may or may not be set forth in written job descriptions, and to ensure that incidental duties connected with Board operations, whether enumerated in a job description or not, shall be performed by employees;
- J. To fulfill all of the Board's legal responsibilities;

The Board shall not exercise its right in an arbitrary, discriminatory or capricious manner. When practicable, the Board shall give the Association prior notice of changes to policies, practices, procedures and changes to job descriptions. When required by law, the Board shall negotiate with the Association regarding the impact of changes in policies, practices, procedures and job descriptions that have substantial affect upon the terms and conditions of employment of bargaining unit members.

ARTICLE 4 GRIEVANCE PROCEDURE

Section 4.0 - Definitions

- 4.0.1 A "Grievance" shall mean an alleged violation, misinterpretation, or misapplication of a specific provision of the Agreement.
- 4.0.2. A "Grievant" is the employee or employees making the claim or the Union.
- 4.0.3. The term, "days", except otherwise indicated, means working days.
- 4.0.4. In instances where reference is made to the Superintendent or to the Board, such reference may mean a designated representative or committee thereof.

Purposes

- 4.0.5. The purpose of this procedure is to resolve grievances at the lowest possible administrative level.
- 4.0.6. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.
- 4.0.7. Nothing herein contained shall be construed as limiting the right of any employee having a problem to discuss the matter informally with his or her immediate supervisor.

Time Limits

- 4.0.8. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement in writing.
- 4.0.9. Failure of the grievant at any step to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the last decision rendered.
- 4.0.10. Failure of the Administration or the Board to render a decision within the specified time limit shall be deemed a denial of the grievance submitted, and the grievant may proceed to the next step within the time limit which 'would apply if a written denial had been rendered on the day on which the time period for response had expired.
- 4.0.11. A written grievance must be filed at Level One of the grievance procedure within ten (10) working days of the event or condition giving rise to said grievance or when the employee knew or should have known of the event or condition giving rise to said grievance. If no action is taken by the employee, said grievance shall be considered waived. The written grievance must contain a brief statement of the basis for the complaint for the contract provision alleged to have been violated, and the remedy requested.

Section 4.1 Association to Union

- 4.1.1 If an employee feels that he or she may have a grievance, he or she shall first discuss the matter with his/her principal.
- 4.1.2 If, after such discussion, the employee is not satisfied with the disposition of the matter, he or she shall have the right to have the Union representative assist him or her in further efforts to resolve the problem informally with the principal or immediate supervisor. Any settlement reached shall be made known to the Union by immediate supervisor.

Section 4.2

Level One-Supervisor

- 4.2.1. The grievant shall submit the grievance in writing to the Supervisor.
- 4.2.2. Within ten (10) working days after receipt of the written grievance, the Supervisor shall meet with the grievant and a representative of the Union. The Supervisor shall render a written decision within ten (10) working days thereafter.

Section 4.3 — Level Two — Superintendent of Schools or Designee

- 4.3. 1. In the event that the grievant is not satisfied with the disposition of his or her grievance at Level One, he or she may appeal in writing to the Superintendent within five (5) working days of disposition of the grievance at Level One.

- 4.3.2. Within ten (10) working days after receipt of the written grievance, the Superintendent shall meet with the grievant and a representative of the Union. The Superintendent shall render a written decision within ten (10) working days thereafter.

Section 4.4- Level Three-Board of Education

- 4.4.1. If the Union is not satisfied with the disposition of the grievance at Level Two, it may appeal in writing to the Board of Education within ten (10) working days of the disposition of the grievance at Level Two.
- 4.4.2. Within fifteen (15) working days of receipt of the written grievance, the Board, or committee thereof, shall meet with the grievant and a representative of the Union. The Board shall render its decision in writing within ten (10) working days thereafter.

Section 4.5 Arbitration

Any grievance not settled at Level Three of the grievance procedure may be taken to arbitration for the purpose of interpreting the contract provisions involved, or determining whether or not there has been any violation of any provision of the contract, and if so, the action to comply with such contract provision, provided that the following procedure is as follows:

- 4.5.1. Upon mutual agreement of the parties, any unresolved grievance may be submitted to mediation to seek settlement. If not successfully resolved at mediation, the arbitration procedure shall be initiated by mailing a written request for arbitration to the Connecticut State Board of Arbitration. The request shall be made by letter postmarked no later than thirty (30) working days after the date of the answer in Level 3 of the grievance procedure, or no later than thirty (30) working days after mediation.
- 4.5.2. The arbitrator shall have no power in any matter to make an award which amends, adds to, subtracts from, or eliminates any provision of this Agreement, and the decision of the arbitrator shall be final and binding on both parties.
- 4.5.3. The expenses of the arbitrator shall be shared equally by the parties, but each party shall be responsible for the costs incurred by it in the presentation of its case in arbitration.

ARTICLE 5 NOTIFICATION OF VACANCIES

Section 5.0

The Board shall make provisions for the posting of all vacancies which occur in the Health Services Department. Said postings shall be prominently displayed for five (5) working days. A copy of the posting shall be sent by email to each member of the union with a hard copy mailed to the Union President or his/her designee. Should vacancies occur during the summer months, the notification shall be emailed to each member of the union at their personal email address. A representative from the bargaining unit shall provide a complete list of all bargaining unit members home/personal emails to the Business Manager by June 15th of each year. Union members shall have five (5) working days from receipt of the email to apply in writing to the Superintendent. It shall be the Board's sole determination which applicant is best able to fill the position based, but not limited to, qualifications, experience, ability to perform the job, and seniority.

ARTICLE 6 REDUCTION IN FORCE

Section 6.0

The Board retains all rights related to reduction in force in the Union. If such determination is made by the Board, said reduction will be done according to seniority, the least senior person(s) laid off first.

Section 6.1

The Board shall make a reasonable effort to notify the employee(s) affected by the reduction in force and the Union as soon as possible but no later than fifteen (15) days before the layoff date. Concurrently, the Union President will be notified in writing at least fifteen (15) days prior to the layoff date.

Section 6.2

An employee on layoff shall have recall rights for at least two (2) school years from the date the layoff was effective. Notice of said recall shall be mailed to the employee's last known address via certified mail by the Board.

Section 6.3

If a layoff does occur, the Board will not hire any permanent medical personnel if any school nurse(s) who is covered by this Agreement is on layoff status. There will be no subcontracting of any work performed by bargaining unit members.

ARTICLE 7 SENIORITY

Section 7.0

Seniority shall mean the total length of continuous employment as a school nurse with the Board. Seniority shall not be broken by authorized leaves of absence or promotion or transfer to a new position within the Health Service Department. The Board shall prepare a list by November 1st, of each year of all employees within the bargaining unit. The list will show each employee's date of hire and length of service. Said list shall be made available to the Union.

Section 7.1

Whenever a bargaining unit position is eliminated, or hours of work reduced, the affected employee in said position shall have the right to displace the least senior bargaining unit member in his or her position with the same hours or less.

Section 7.2 Probationary Period

All new hires in the Union shall serve a 90 work day probationary period. Probationary employees may be terminated at the sole discretion of the Board of Education, and such probationary employee shall not have access to the grievance provisions of this contract.

ARTICLE 8 LEAVE PROVISIONS

Section 8.0 Sick Leave

Effective 7/1/99, newly hired employees shall accrue paid sick days at a rate of one and one-half (1.5) days per month to a maximum of fifteen (15) days per year.

All current employees, with a hiring date prior to 7/1/99, shall continue to receive fifteen (15) paid sick days each September. The Superintendent may request verification from a physician for sick leave in excess of three working days duration. An employee may be required to verify sick leave of shorter duration by providing a doctor's certificate at Board expense upon request. All employees shall be notified in writing of the amount of their accumulated sick leave not later than October 15 of each year.

Section 8.1 Use of Sick Leave

Effective 7/1/99 newly hired employees shall be allowed to accumulate sick leave to a maximum of one hundred fifty (150) days.

All current nurse employees with a hiring date prior to 7/1/99 shall be allowed to accumulate unlimited sick leave.

8.1.1 Sick Leave may be used for personal illness or physical incapacity and for dental or medical appointments that cannot be scheduled outside of working hours.

Section 8.2 Bereavement Pay

In the event of a death in the immediate family of a regular employee or the immediate family of his/her spouse, such employee will be paid for time lost from scheduled work at his or her daily salary to prepare for and to attend the funeral. Such time shall not exceed four (4) days commencing the date of death may be taken for a period of time up to one year. Immediate family, for the purpose of this clause, is defined as parents, guardians, grandparents; spouse, brother, sister, child, or stepchild, grandchild, son or daughter-in-law, or father or mother-in-law. With the Superintendent's approval one (1) day paid per year may be granted to the employee where the deceased is not in any of the above categories. This time is not to be accumulated. The Board may request verification of the date of the death and funeral and the relationship of the deceased.

Section 8.3 Child-Bearing Leave

To the extent required by law, any period of disability during child-bearing or in conjunction with or because of the birth or adoption of a child shall be treated as a temporary disability, and the employee shall be entitled to use accumulated sick leave, retain fringe benefit coverage, seniority and their position.

Section 8.4 Jury Duty

An employee who is called for jury duty shall notify the Officer of the Superintendent within twenty-four (24) hours of receiving notification. The employee shall receive by the Board the difference in pay between the jury duty fee and the amount of his/her salary.

Section 8.5 Personal Leave

An employee shall be allowed not more than four (4) days of personal leave. This leave will be in addition to leave granted in other provisions of this agreement and is not to be accumulated. The granting of such personal leave is subject to the approval of the Superintendent. Such personal leave days shall be granted for the following reasons only:

- 8.5.1 Because of critical illness in the immediate family of a Union member or absence necessitated by the birth or adoption of an immediate family member's child;
- 8.5.2 To attend one's own wedding or that of siblings or children of the Association member (one day per occurrence);
- 8.5.3 To attend high school or college graduation of a son, daughter or spouse;
- 8.5.4 To enable the Union member to change local residence (one day per occurrence);
- 8.5.5 To attend mortgage closings and other important business that cannot be conducted Outside the regular school day (one day per occurrence);
- 8.5.6 To perform civic duties as required by law;
- 8.5.7 To observe up to two recognized religious holidays. Such leave shall not count against the number of personal leave days;
- 8.5.8 Emergency situations to include one (1) day for a personal non-disclosable urgent matter which cannot be attended to during non-work hours.

The employee shall receive full pay if the personal day is taken for one of that stated reasons.

Section 8.6 Leave Without Pay

- 8.6.1 Leave without pay shall be provided upon approval of the Superintendent and approved by the Board of Education for a period not to exceed one year.
- 8.6.2 Application for such leave of absence must be made in writing stating the reason for the length of time desired. A leave of absence expires automatically at the date of expiration approved for the leave. If an extension is required or requested. it must be approved by the Board.
- 8.6.3 It is expected that, as far as possible, leave will be so arranged as to begin or end at the close of the school year.
- 8.6.4 If approved, the employee may continue insurance coverage at his/her own expense during the leave. and not lose seniority rights, job position or salary step.

Section 8.7

It shall not be required of the School Nurses to obtain substitutes in the event of their absences.

ARTICLE 9
SALARY DEDUCTIONS

Section 9.0

In case of absence in excess of time permitted, per diem salary deductions will be computed by dividing the annual salary by 186 days.

Section 9.1

The Board 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 Board and the Union. The Board agrees to remit any deductions made pursuant to this Section 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. The Union agrees to hold the Board harmless from any claim arising as a result of any deduction made pursuant to this Section.

ARTICLE 10
WORK YEAR AND HOURS

Section 10.0

Employees shall work one hundred eighty six (186) days per year in accordance with the published school calendar. Should the Board of Education increase the length of the student year, the additional days impacted shall be negotiated by the Union. The one hundred eighty six (186) day period shall include a total of three (3) days before the start of the student year and two (2) professional learning days during the school year.

On shortened days for professional development, nurses may be required by the Administration to remain a full work day up to three (3) times per school year to partake in Administration directed professional development trainings. Nurses will receive at least one week's notice of such trainings. On all other shortened days for professional development, nurses will only be expected to work during the hours in which students are in session and shall be paid for a full day's work.

Subject to the approval of a Building Administrator, each school nurse may work over the summer for up to an additional thirty (30) hours at his or her current hourly rate of pay.

Effective July 1, 2021, additional work scheduled by the Administration that is required to be done other than during the normal school year, shall be compensated at the nurse's hourly rate.

Section 10.1

The required hours of work for employees shall be seven (7) hours per day including one-half (1/2) hour for lunch.

Building principals shall establish the work day, beginning and ending, to coincide with this seven (7) hour period. The building principal shall also meet and confer with the employee for the purpose of establishing the employee's lunch schedule. Where practical, the lunch period shall be

uninterrupted of duty free. It is understood that the very nature of the School Nurses' position may require the School Nurse, in emergency situations, to have the lunch period interrupted. In this case, the building principal will make every reasonable effort to provide the employee an equal amount of unscheduled time outside of the assigned lunch on that day.

Section 10.2

On days the school is closed for emergency reasons, Nurses will be allowed to leave the building after all the buses have left without loss of pay.

ARTICLE 11 SALARIES

Section 11.0 Salaries

The Superintendent, with input from the union, shall have the discretion to hire new employees at a rate of 5% above the hiring rate based on qualifications and experience

The salary schedules for the term of this Agreement shall be as follows:

	<u>7/1/20</u>	<u>7/1/21</u>	<u>7/1/22</u>	<u>7/1/23</u>
Hiring Rate	\$45,498	\$48,718	\$53,523	\$57,424
Five Year Rate	\$50,015	\$53,303	\$58,223	\$62,241
Eight Year Rate	\$50,880	\$54,181	\$59,123	\$63,164
Ten Year Rate	\$51,682	\$54,995	\$59,957	\$64,018

Employees shall be eligible for the five year rate on their anniversary date immediately following five full years of service.

Employees shall be eligible for the eight year rate on their anniversary date immediately following eight full years of service.

Employees shall be eligible for the ten year rate on their anniversary date immediately following ten full years of service.

Section 11.2 Severance Pay

All employees, with a hiring date prior to 7/1/99 who determine to resign or retire, said employee shall be paid the equivalent of one-half (1/2) of his/her accumulated sick leave up to 150 days at his/her existing daily rate, and 10% of those days in excess of the 150 days at his/her existing daily rate over and above his/her regular compensation. Days exceeding 150 shall be maintained at the level achieved as of 7/1/99, and if used during the course of the contract, may be replaced.

Employees hired between 7/1/99 and 6/30/02 (inclusive)-who determines to resign or retire, said employee shall be paid the equivalent of one-half (1/2) of his/her accumulated sick leave up to 150 days at his/her existing daily rate.

In the event of the death of an employee after 20 years of service, the severance pay shall be paid to the employee's estate.

Employees hired on or after July 1, 2002, shall not be eligible for the above benefits.

Section 11.3

Nurses may elect to receive salary on an annualized basis (ex. 26 pay periods).

Section 11.4

A School Nurse who elects to attend and work the Swift Middle School Washington D.C. field trip will receive a stipend of Six Hundred dollars (\$600). If none of the bargaining unit members agree to work the field trip, the Board may hire an outside contractor.

Section 11.5

Effective upon execution of this agreement, school nurses who attend and work overnight field trips on weekdays (Monday-Friday) will receive a stipend of \$200 per night in addition to his/her normal rate of pay. School nurses who attend and work overnight field trips on a Saturday and/or Sunday shall receive a stipend of \$350 per day. Such nurses shall not receive his/her normal rate of pay on Saturdays and Sundays.

Section 11.6

All employees shall be paid on a bi-weekly basis.

Section 11.7

All employees shall be paid via direct deposit.

ARTICLE 12 INSURANCE BENEFITS

Section 12.0 The following coverage for all employees and their enrolled dependents shall be as follows:

The Board shall provide a High Deductible/HSA Plan as the sole insurance plan. For each year of the collective bargaining agreement, the deductible for the High Deductible/HSA Plan shall be \$2,000 for single coverage and \$4,000 for family coverage.

(a) Additional plan features shall be as follows:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2000/4000	\$2000/4000
Co-insurance Maximum (Individual/Aggregate Family)	Not applicable	\$2,000/4,000
Cost Share Out of Pocket Maximum (Individual/Aggregate Family)	\$2,000/\$4,000	\$4,000/6850

(b) The Board will fund fifty percent (50%) of the applicable HSA deductible amount in two equal installments on or about April 1 and on or about October 1 for each full-time employee who elects coverage under the High Deductible/HSA plan (with pro-rated funding of the deductible for part-time employees).

(c) The parties acknowledge that the Board's contribution toward the funding of the HSA 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. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. If the High Deductible/HSA plan is implemented after the start of the contract year. The Board's contribution toward the funding shall be pro-rated for that year.

(d) Anthem Century Preferred or a comparable plan shall be provided to employees for retirees as currently in effect. When Medicare eligible, a supplemental plan (Blue Cross 65 Low and Blue Shield 65-83), or a comparable plan, will be provided.

The Employer may, after notice to and consultation with the Union, change the carrier of any of the above benefits provided that the coverage is the same as or better than those listed above.

Effective upon ratification of this Agreement, employees shall contribute 10.0% toward the cost of the HSA Plan. Effective July 1, 2022, the employee contribution rate toward the cost of the HSA plan shall increase to 10.5%. Effective July 1, 2023, the employee contribution rate toward the cost of the HSA plan shall increase to 11.0%. Biweekly deductions shall be made from each employee's payroll on a pro-rata basis.

An HRA shall be made available for any active employee who is precluded from participating in the HSA because the individual is enrolled in Medicare and/or receives veterans' medical benefits through the VA. The annual maximum reimbursement by the Board shall not exceed the Board's annual deductible contribution for those in the HSA

Section 12.0

The Board shall provide for Dental insurance for the employee, spouse and dependents. The employee shall pay the following percentages of the costs for coverage in the dental plan:

2021-22	2022-23	2023-24
10.0%	10.5%	11.0%

Section 12.1

Retirees shall receive the same health insurance plan that is provided to active employees pursuant to this and successor collective bargaining agreements until Medicare eligible and then a Medicare supplemental plan, Blue Cross 65 (\$560) and Blue Shield 65 (Plan 82). Such coverage shall be provided in accordance with the terms under which active employees participate in any such plan.

Section 12.2

Fifty Thousand Dollars (\$50,000.00) Term Life Insurance plus an equal amount of coverage for accidental death and dismemberment for each employee subject to the conditions imposed in the policy between the Board and the agency of date. Upon retirement, employee coverage shall be reduced to \$5,000.00 Term Life Insurance; employees hired on or after July 1, 2002, shall not be entitled to life insurance upon retirement.

Section 12.3

To receive the above benefits or any other employee paid benefits, the employee must be employed for thirty (30) hours or more per week.

Section 12.4

The Board reserves the right to change insurance carriers or plans provided that the benefits are equal to or better than those provided in the existing plan. The Board further reserves the right to offer an HMO or another PPO (Health Maintenance Organization or Preferred Provider Organization) option in lieu of the existing plan.

ARTICLE 13 **PENSION**

Section 13.0

Because nurses do not qualify for the teachers' retirement plan, they will be included under the Town Pension Plan. This is in addition to the coverage under the Social Security Act. Final average compensation for pension benefit purposes shall be calculated as the average of the highest three (3) years.

Section 13.1

If the Board makes improvements in any of its pension programs, the Board will reopen negotiations with the Union.

Section 13.2

The Board shall have the employees provided with a summary of their pension status (i.e. normal retirement date, pension benefits, etc.) annually.

Section 13.3

For employees retiring on or after July 1, 2018 the Social Security offset provided for in the Town of Watertown Retirement Income Plan document (the "Plan") shall be decreased to 17.5%, with the multiplier at 1%.

Section 13.4

Employees hired after January 1, 2017 will be not eligible for the Town of Watertown Retirement Income Plan. Employees hired after that date must enroll in the defined contribution retirement plan offered by the Town. The annual contribution by the Town will be 4% of base pay.

ARTICLE 14 **MILEAGE**

Section 14.0

A Nurse who is required to use his/her personal vehicle in the performance of duty shall be reimbursed at the General Service Administration (GSA) rate.

Section 14.1

No member of this bargaining unit shall be required to provide transportation for students.

ARTICLE 15 UNION SECURITY

Section 15.0

The Board agrees to deduct Union dues required to be paid pursuant to this Article, provided however, that no deductions hereunder shall be made without written authorization of the employee. The Union will provide the Board with signed authorizations of employee from whose wages dues are to be deducted.

Section 15.1

The Union agrees to indemnify and save the Employer harmless against any and all claims, demands, suits or proceedings arising out of, or by reason of, any action taken or not taken by the Employer in reliance upon the check-off provisions of the Agreement or on the correctness of any dues deduction authorization furnished by the Union to the Employer.

The Board shall call upon the Union to defend any suits or proceedings arising out of the foregoing indemnity, and the Union shall promptly defend such suits or proceedings without cost to the Board, and in the event the Union fails to defend such suits or proceedings, the Board shall undertake such defense and all costs thereof shall be charged to the Union.

ARTICLE 16 MISCELLANEOUS

Section 16.0

The Board shall continue to provide the existing Long Term Disability Income Plan with application and administration as provided for in the Summary Plan Description.

Section 16.1

The Board shall pay the annual cost required for each school nurse to have malpractice insurance coverage. Requests for such payments shall be submitted through the District's purchase order protocols.

The Board shall offer CPR training internally at least every two (2) years.

The Board shall pay the annual costs necessary for maintaining a valid Connecticut RN license. Requests for such payments shall be submitted through the District's purchase order protocols.

Section 16.2

The Health Service Coordinator shall be a Registered Nurse and shall receive an annual stipend of Three Thousand Five Hundred Dollars (\$3,500.00) in addition to his or her annual base salary. Prior to the end of each school year the Board shall post the position of Health Service Coordinator for the subsequent school year.

Section 16.3

Nurses may request, through the District's purchase order protocols, payment for attending a conference or seminar not to exceed one hundred and twenty-five dollars (\$125.00) annually.

Section 16.4

The Board will pay an annual stipend of \$600 for nurses who possess a bachelor's degree.

Section 16.5

Effective upon execution of this agreement, the Board shall set aside an annual amount of up to \$500 for school nurses within their first five years of employment with the WPS to attend nursing orientation conferences. Such conferences are subject to the approval of the Superintendent of Schools. At no time shall more than two school nurses attend such conferences on the same day/time.

Section 16.6

The Board will provide computer training for the School Nurses and develop software for the School Nurses' use. The computer training and programs will be utilized to assist in storing and maintaining student records, records of visits, health care plans and individual medical histories. Paid training will be provided during regular school hours to implement the training and programs.

ARTICLE 17 DURATION

Section 17.0

This Agreement shall become effective retroactive to July 1, 2020 and shall remain in full force and effect through June 30, 2024 and shall automatically be renewed for additional one year periods from year to year unless written notice, given by either party to the other party, is served by certified mail or intent to modify or terminate the agreement at least on hundred fifty (150) days in advance of the expiration date of any subsequent anniversary date.

ARTICLE 18 PRIOR AGREEMENTS

Section 18.0

This Agreement contains the full and complete contract between the parties on all negotiable issues and neither party shall be required during the term hereof to negotiate on any issue except by mutual agreement.

IN WITNESS WHEREOF, THE PARTIES HAVE HERETO SET THEIR HANDS AND SEALS THIS 14 DAY OF OCT 2021.

WATERTOWN BOARD OF EDUCATION


Chairman Board of Education


Superintendent of Schools

LOCAL 1303-262 OF COUNCIL #4, AFSCME, AFL-CIO


Local Union President


Staff Representative, Council #4, AFSCME

APPENDIX B - NEED TO INSERT CLEAN COPY OF PLAN SUMMARY

1 - 1000 x 1000