

**WORKING AGREEMENT**  
**BETWEEN**  
**THE VERNON BOARD OF EDUCATION**  
**AND**  
**LOCAL 1303-279 OF COUNCIL 4**  
**AFSCME, AFL-CIO**  
**LIBRARY/MEDIA MANAGERS AND LIBRARY ASSISTANTS**

**The duration of this Agreement will be four years**

**July 1, 2023 to June 30, 2027**

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## **PREAMBLE**

This Agreement is negotiated under Section 7-469, 7-470, and 7-471 of the General Statutes of Connecticut, as amended, in order to (a) fix its term the salaries and all other conditions of employment provided herein, and (b) encourage and abet effective and harmonious working relationships between the Vernon Board of Education, hereinafter known as the Board, and the Vernon Library/Media Managers and Library assistants, Local 1303-279 of Council 4, AFSCME, hereinafter referred to as the Union, in order that the cause of education may be best served in the Town of Vernon.

This document contains the full and complete agreement between the Board and the Union. Neither party shall be required during the term of this Agreement to negotiate upon any issue covered or not covered in this Agreement.

The Board recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining on matters of wages, hours, and other conditions of employment for all Library/Media Managers and Library Assistants of the Board of Education, excluding supervisory employees.

### **Management Rights**

Unless expressly and specifically limited, modified, abridged, or relinquished by a specific provision of this Agreement and whether exercised or not, the rights, powers, and authority heretofore held by the Board pursuant to any charter, general or special statute, ordinance, regulation, or other lawful provision over the complete operations, practices, procedures, and regulations with respect to employees of the Board shall remain solely and exclusively in the Board which includes the right to promote to a higher job category.

#### **1.0 Union Security**

1.1 The Board agrees to deduct from the pay of its employees, who provide the Board written authorization for such deductions from their wages, such membership dues, as may be fixed by the Union. Such deductions shall continue for the duration of this Agreement or any extension thereof.

1.3 The deduction for any month shall be made during the first payroll week of said month and shall be remitted to Connecticut Council 4 Office, together with a list of names of employees from whose wages such deductions have been made, not later than the first day of the following month. Authorizations for payroll deductions need to be in writing to be in conformance with wage and hour laws. A signed card authorizing the deduction will be provided to the Board, and the Union agrees to hold the Board harmless from damages arising from the making of authorized deductions.

1.4 At least one bulletin board shall be shared in the vicinity of the administrative office in each school for the posting of official Union notices or announcements.

1.5 The Board agrees that there will be no lockout of any employee or employees during the life of this Agreement. The Union agrees that there will be no strike or other form of work stoppage during the life of this Agreement.

1.6 The Board will provide access to every employee an electronic copy of this agreement within thirty (30) days after the date of the signing of this Agreement.

1.7 A total of not more than two (2) officers or designees shall be chosen by the Union for contract negotiations. These Union members shall be afforded the necessary amount of time without loss of pay for the purpose of attending contract negotiation sessions. During normal working hours, the Union may have two (2) officers or designees who will be paid for time spent in negotiations.

1.8 The Board shall prepare a list of employees showing their seniority in length of service with the Board and deliver the same to the Union on December 1 of each year. Unless the Union files a grievance concerning the list within thirty (30) calendar days of receipt of same, the list will be presumed to be correct for all purposes of this contract. Upon completion of their probationary period, new employees shall be added to this list. Excluded from this position are temporary summer workers and those employed under Work Study programs.

New employees shall serve a probationary period of ninety (90) days worked and shall have no seniority or grievance rights during this period but shall be subject to all other provisions of this Agreement. The purpose of the probationary period is to permit the Superintendent or his/her designee to determine if the employee has the necessary skills and abilities to retain the position. All employees who have completed their probationary period shall be full time employees and shall acquire length of service records as of the date of their employment.

## **2.0 Hours of Work**

2.1 Library/Media Managers and Library Assistants will work all the days school is in session for students performing their library/media duties. The library will be open for student use on all days that school is in session unless approved by the principal. In addition, they shall work 3 additional days (which may include Professional Development) as determined by the Superintendent. The Superintendent will notify the Union President by May 1st prior to the succeeding school year when those three days will be scheduled.

2.2 Library/Media Managers and Library Assistants will be entitled to a duty free 30-minute lunch period for which they will not be paid and will have the option to leave the building after so notifying the principal or designee.

2.3 The regular hours of employment for full time Library/Media Managers and Library Assistants shall be thirty-two and one-half per week, divided equally over five (5) working days of six and one half (6.5) hours each day, Monday through Friday. Part time employees

are those Library/Media Managers and Library Assistants who work less than six and one-half hours per day.

### 3.0 Paid Holidays

Employee will be entitled to the following holidays.

<b>Labor Day</b>	<b>New Years</b>
<b>Columbus Day</b>	<b>Martin Luther King Birthday</b>
<b>Veteran's Day</b>	<b>Presidents' Day</b>
<b>Thanksgiving</b>	<b>Good Friday</b>
<b>Christmas</b>	<b>Memorial Day</b>

All librarians will be entitled to one floating holiday to be taken with prior approval. These 11 holidays are included as part of their regular salary.

### 4.0 Insurance

**4.1 Medical Insurance:** The Board will offer individual, two person, and family membership in the following medical plan to permanent full time employees (new employees shall be eligible for health insurance after sixty (60) calendar days of employment):

4.1.1 All employees are eligible for the HDHP/HSA with a \$2000 single and \$4000 two-person/family deductible. (See Appendix B.)

The Board shall fund 50% of the applicable deductible (into the employees' HSA) and the employee may choose the option of funding the remaining 50% through regular payroll deductions (18 per fiscal year) through the BOE.

The Board shall fund half of the BOE contribution on July 1 each year of the contract and fund the remaining half of the BOE contribution on January 1 each year of the contract. After the applicable annual deductible is reached, all coverage, including prescriptions, shall be covered by the insurance plan one-hundred percent (100%).

Employees who are not eligible for an HSA can participate in a Health Reimbursement Account (HRA) with the Board providing the same contributions towards reimbursement as in the HSA. The parties acknowledge that the Board's contribution toward the funding of the HSA and/or HRA plans is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees.

4.1.2 Premium co-share for the above listed Health Insurance Plans shall be as follows:

Year	Employer	Employee
July 1, 2023 to June 30, 2024	81%	19%
July 1, 2024 to June 30, 2025	80%	20%
July 1, 2025 to June 30, 2026	79%	21%
July 1, 2026 to June 30, 2027	78%	22%

4.1.3 Permanent full-time employees may also participate in the Anthem Basic Co-Pay Dental Plan. The employee shall pay the premium cost share for dental coverage in the amount of 35%, for all dental coverage, including riders A, B, C inclusive.

4.1.4 Retired employees and/or their spouses shall be allowed to carry all health insurance, until Medicare eligible, as provided through the Vernon Board of Education, at the same rate as charged the Board, at their own expense after retirement if the employee qualified for the provisions of the pension plan of the Town of Vernon or would meet the requirements under said retirement plan and has at least ten (10) years of continuous service.

4.1.5 Starting July 1, 2023, the Vernon Public Schools will engage in a Health Enhancement Program. The Health Enhancement Program (HEP) is a wellness program that requires all enrolled employees and their spouses/children to obtain age-appropriate wellness exams and preventive screenings. Some examples of age-appropriate care would include the following services:

- Routine Physical
- Cholesterol Screen
- Mammogram
- Cervical Cancer Screening
- Colon/Rectal Screen

Those households that do not meet the annual HEP requirements will be expected to pay a higher employee contribution. Anyone not meeting the HEP requirements will pay 10 percentage points over the current medical insurance coverage. (For example, if the current medical insurance coverage for employees is 20% and they do not adhere to the HEP, then they will pay 30%.) The program is designed to positively impact the overall health of plan participants.

**4.2 Life Insurance:** The Vernon Board of Education agrees to provide and pay for a Basic Term Life Insurance in the amount of \$30,000.

A retired employee may continue the group life insurance by paying for it at the current Board of Education group rate under the policy, less the accidental death and dismemberment endorsement where applicable, with coverage being reduced to \$7,500.00 at age seventy (70) and \$2,500.00 at age seventy-five (75).

Any changes to the retiree health and life insurance shall be effective upon the actual implementation of the changed coverage after the approval of this Agreement.

**4.3 Disability Insurance:** Full time employees may purchase disability insurance at their cost.

**4.4 Change of Insurance Carrier:** The Vernon Board of Education may provide health insurance coverage for bargaining unit members through alternate carriers or through self-insurance. In no case shall the coverage and benefits provided through alternative insurance carriers, through self-insurance, or through a combination of such alternatives be less than the coverage and benefits available to employees under the group health insurance policies described herein. Should the Vernon Board of Education desire to change insurance carriers and/or self-insure, the Union president shall be first notified and given an opportunity to review the proposed changes. Should the Union and the Board disagree that the alternative coverage proposed will provide equal coverage to those provided by the group plans described herein, binding arbitration as set forth under Article 11.0 of this contract may be immediately implemented at the request of the Union or the Board. Such arbitration shall take place before an impartial arbitrator with expertise in insurance. None of the individual coverage set forth in this section shall be subject to a proposed change in carrier and/or the self-insurance option more than once per year. Should the Board self-insure or change carriers pursuant to this section, the privacy of the members of the unit shall be fully respected.

## **5.0 Leave Provision**

**5.1 Sick Leave:** Each full-time employee shall have credited to their account sick leave at current base pay of fifteen (15) working days during each calendar year. Part time employees working 20 hours or more shall be entitled to ten (10) days sick leave per year. Each employee shall be entitled to use such sick leave with full pay as has accrued to their credit.

\* Sick leave may be accumulated to a maximum of 180 days for full-time employees hired prior to July 1, 2010.

\* Sick leave may be accumulated up a maximum of 120 days for full-time employees hired between July 1, 2010 and June 30, 2016.

\* Sick leave may be accumulated to a maximum of 90 days for full-time employees hired as of July 1, 2016 and thereafter.

Employees shall receive no compensation for unused accumulated sick leave upon resignation, termination or retirement from the Board.

In exceptional cases, the Superintendent may grant, with approval of the Board, additional sick leave with pay. Request for such additional sick leave shall be in writing and must be signed by the employee.

**5.2 Personal Leave:** Up to four (4) days of leave with full pay may be granted annually to each employee for personal reasons when previously approved by the Superintendent. Reasons for personal leave shall be absences due to legal requirements, illness in the immediate family, religious holidays, and/or for family business that cannot be conducted effectively outside scheduled work hours.

5.2.1 Up to three (3) additional days of leave with full pay shall be granted in the event of death within the immediate family. Immediate family for purposes of this clause is defined as parents, grandparents, spouse, brother, sister, child, stepchild, grandchild, son-in-law, daughter-in-law, mother-in-law, father-in-law, great grandparents, great grandchildren, brother-in-law, sister-in-law, and also any relative who is domiciled in the employee's household.

**5.3 Special Leave:** Employees shall be granted special leave of absence with full pay for the following reasons.

5.3.1 Employees shall be entitled to full pay at current base rate for absence due to jury duty in accordance with state and federal law and regulation, provided that payment for same by the Board shall not, when combined with any stipends or reimbursements paid by other entities, exceed employee's regular base wage.

5.3.2 To attend conferences or workshops, all of which will contribute to or increase the knowledge of the employee with regard to the employee's job or position. Attendance must be approved in advance by the Superintendent or designee.

5.3.3 Injury leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident or injury that occurred while the employee was engaged in the performance of their duties. An employee who is eligible for Workers' Compensation under the Workers' Compensation Act shall receive from the Board an amount which, added to the compensation received, shall equal their regular pay for a period not to exceed one (1) year. Said amount shall be payable at the time benefits are paid by the Compensation Carrier.

**5.4 Military Leave:** It is agreed between the undersigned parties that any permanent full-time employee of the Board who is called up for full time active U.S. military service or full time U.S. National Guard duty shall be granted military pay and will be paid a differential between military pay and their Board pay for the period of active duty, not to exceed two years from the start of the leave. Further, the Board will pay the applicable employer medical insurance premiums and make any normally required employer pension contributions for employees absent on military leave under this memorandum for the period of active duty, not to exceed two years



from the start of the leave. Employees on leave will continue to be responsible for making all required employee insurance premium share contributions and all required employee pension contributions during the term of the leave. Seniority rights will continue to accrue during the period of military leave in accordance with legal requirements and the applicable collective bargaining agreement and employees absent on military leave pursuant to this memorandum will have all reinstatement rights provided by law.

**5.5 Maternity Leave:** Temporary disabilities caused or contributed to by pregnancy or childbirth will be treated as any other temporary disabilities. Leave and reinstatement from leave will be in accordance with applicable federal and state laws. Pregnancy or childbirth shall not be the basis for termination of employment or compulsory resignation.

During the period of a leave without pay, except for required military leave, the employee shall not be credited for length of service and shall not be credited with time for purposes of accruing sick leave.

#### **5.6 Child Rearing Leave:**

5.6.1 Librarians wishing to apply for childrearing leave may make application for such leave to the Board through the Superintendent in accordance with established procedures governing all requests for unscheduled leaves of absence other than personal leave, sick leave, or other leaves specifically provided for in this Agreement.

5.6.2 Requests for childrearing leave shall be considered by the Board in good faith in a manner identical to other requests from Librarians for unscheduled leaves of absence.

### **6.0 Retirement**

**6.1 Retirement Bonus:** Upon retirement or death of a permanent full time Library/Media Manager or Library Assistant, such Library/Media Manager or Library Assistant or survivor shall be paid an amount equivalent to three (3) days compensation established by the individual's current daily wages at time of retirement or death for each year of service to the Town of Vernon. Daily rate will be based upon days worked. Employees hired after July 1, 2016 are entitled to two (2) days of said compensation for retirement bonus. Employees will inform the Board of retirement by December 31<sup>st</sup> of the year preceding.

**6.2 Pension Plan:** Employees hired prior to July 1, 2016, and eligible for the Town Pension, are required to participate in the Town's Defined Benefit Plan (See Appendix A.) Employees hired on or after July 1, 2016 and eligible for the Town Pension, are not eligible for the Defined Benefit Plan and shall be enrolled in the Town's Defined Contribution Plan. (See Appendix A.) Employees currently enrolled and contributing to the Town's Defined Benefit Plan are not eligible for the Town's Defined Contribution Plan.

## 7.0 Reduction in Force

7.1 Reduction in work force can occur when sufficient funds do not exist in the budget, when other than Town funds supporting subsidized programs are decreased or terminated, or when student enrollment decreases or school reorganization occurs resulting in the need for fewer staff members.

The criteria to determine a reduction in force will be an employee's seniority within a classification.

Layoffs shall take effect as follows:

1	Probationary employees
2	Part time employees

The employees within job categories with the least seniority first, etc. The job categories are Library/Media Managers and Library Assistants.

7.2 In the event that an individual who is covered under this agreement is involuntarily terminated and is not eligible for the retirement bonus or the Town pension plan referenced, such individual shall receive the following compensation for any of their unused sick leave up to the accumulated limits stated in 5.1.

7.2.1 \$3.00 per day after five years of continuous service to the Vernon school system.

7.2.2 \$5.00 per day after ten years of continuous service to the Vernon school system.

7.3 Recall: Employees who are laid off shall have recall rights within their job classification. Permanent full-time employees with the most seniority within a classification shall be recalled first for a period of one year beginning with the effective date of the layoff. If any employee with recall rights rejects any appointment offered or does not respond in writing to the superintendent WITHIN TEN (10) CALENDAR DAYS, the employee's name shall be removed from the recall list and said employee shall forfeit all recall rights. The Board of Education or its designee shall notify a laid-off employee of any available job vacancy by registered mail sent to the employee's last known address. If recalled, an employee will have the option to repay the Board any compensation received for unused sick days. Deductions for repayment may be spread out over the work year. Sick days will only be reinstated when the employee has reimbursed the Board.

## 8.0 Vacancies/Promotions

8.1 All vacancies created through resignations, retirements, permanent transfers and new positions, shall be posted, on Union bulletin board for a period of five (5) working days prior to any action taken by the Superintendent filling such vacancy or new position.

Employees wishing to fill such vacancy or new position may personally, or through a Union official, submit their request to their supervisor in writing. The positions shall be filled by employees of the same job categories who have sufficient skill and ability to perform the work, in the order of their seniority. The job categories are Library/Media Manager and Library Assistant. Employees expressing a desire to fill the vacancy or new position and who are not given the assignment may, in accordance with the provisions of this Agreement, appeal the action through the grievance procedure.

8.2 All vacancies shall be filled where possible with the greatest expedience after a position is vacated or a new position is established. The supervisor, with the approval of the Superintendent and the Board of Education, shall establish a minimum requirement of personnel and shall maintain at least this minimum at any time during the term of this Agreement.

8.3 Nothing prohibits the Board of Education from filling a position with an applicant from outside the system if there are no qualified applicants as determined by the Superintendent from within the bargaining unit.

**9.0 Salary Schedule:**

		2023-24	2024-25	2025-26	2026-27
<b>LIBRARY</b>					
Manager	Step 1	\$22,884	\$23,570	\$24,278	\$25,006
	Step 2	\$23,460	\$24,164	\$24,889	\$25,635
	Step 3	\$24,112	\$24,835	\$25,580	\$26,348
Assistant	Step 1	\$18,247	\$18,794	\$19,358	\$19,939
	Step 2	\$18,898	\$19,465	\$20,049	\$20,651
	Step 3	\$19,550	\$20,136	\$20,740	\$21,362

9.1 An employee’s hourly rate will be determined by dividing the annual salary by 185 days divided by the maximum hours per day (6.5 hours) an employee may work (Example:  $\$15,000 / 185 / 6.5 = \$12.15$ ). At the Superintendent’s discretion, if there is a need for additional work in the school library, employees may work on vacation days or professional development days. Compensation will be at the employee’s determined hourly rate.

9.2 Wage scales and classification covering members of the bargaining unit are subject to negotiations and where reduced to writing shall be made a part of this Agreement. The rates of pay and classifications of the present employees are reflected in section 9.0.

9.3 All members of the bargaining unit shall move up one step on the salary schedule on July 1 of each year.

9.4 The Board shall provide employees covered by this Agreement coverage under the Unemployment Compensation laws of the State.

9.5 Employees will receive their pay in 26 equal bi-weekly installments.

9.6 Employees shall receive salary through direct deposit.

## **10.0 Evaluation**

10.1 Each year the Board shall give a written evaluation to each employee. Such evaluation shall be done by the direct non-union supervisor of the employee, but input may be received and considered from any supervisory employee of the Board who has direct contact with the employee. The evaluation will be discussed with each employee who will have the right to respond in writing to it. Both the evaluation and any response will be placed in the employee's personnel file.

10.2 The evaluator and/or the supervising staff member who has concerns about any aspect of any employee's performance should discuss this with the individual at the time the concern arises. The employee should not hear that there is a concern for the first time at the evaluation conference if the circumstances occurred weeks or months prior to the evaluation. A supervising staff member who has a concern and is uncertain how to proceed should discuss the situation promptly with the designated evaluator. Input from identified supervising staff should provide specific examples that illustrate employee job performance.

## **11.0 Grievance Procedure**

11.0 The Superintendent or designee and the Union may meet periodically at a time mutually convenient for the purpose of discussing matters of mutual interest, performance of work, employee behavior, and working conditions with the intent to avoid the necessity for individual recourse to the formal grievance procedure and to generally promote a satisfactory relationship.

11.1 Grievances arising out of matters covered by this Agreement and disputes and consultations of any questions arising out of the employer/employee relationship will be processed in the following manner at the request of either party.

11.2 Time Limits: Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the Board and the Union.

If an employee does not file a grievance within thirty (30) working days after they knew, or should have known, of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

Failure by the aggrieved employee at any step to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision at that level.

11.3 Informal Procedure: If an employee feels that they may have a grievance, they must first discuss the matter with their Union representative and the principal in an effort to resolve the problem informally. The principal shall adjust the grievance at once or notify the Union representative of his/her decision WITHIN TWO (2) WORKING DAYS from the day the grievance was presented.

If the employee is not satisfied with the disposition of the matter, they shall, with the assistance of the Union representative, proceed to Step 1 of the Grievance Procedure.

11.4 Grievance Step Procedure:

Step 1: If the grievance is not resolved informally, the Union representative may reduce the grievance to writing and present it to the principal WITHIN FIVE (5) WORKING DAYS after receipt of the decision. The principal shall arrange a meeting with all those concerned to review the facts and shall adjust the grievance at once or so notify the Union representative of their decision in writing WITHIN THREE (3) WORKING DAYS from the day the grievance was submitted to them.

Step 2: If the Union is not satisfied with the principal's decision, the Union may WITHIN FIVE (5) WORKING DAYS after receipt of the decision ask the Superintendent of Schools or his designee for a meeting to discuss the grievance further. Such meeting shall be held WITHIN THREE (3) WORKING DAYS after the day of the Union's request and may be attended by the Steward, the aggrieved employee, the Council 4 representative, the Superintendent of Schools or designee, and the building principal. The Superintendent or designee shall give written decision to the Union President with a copy to the Council 4 representative WITHIN TEN (10) WORKING DAYS after the day of the meeting.

Step 3: If the Union is not satisfied with the Superintendent's decision, the Union may WITHIN FIVE (5) WORKING DAYS after receipt of the decision ask the Board of Education or its designated committee for a meeting. Such meeting shall be held WITHIN FIFTEEN (15) WORKING DAYS after the request and may be attended by the Steward, the building principal, the Superintendent or designee the aggrieved employee and the Council 4 representative. The Board or its designated committee shall give a written decision to the Union President and a copy to the Council 4 representative WITHIN FIFTEEN (15) WORKING DAYS after the day of the meeting.

Step 4: If the Union is not satisfied with the Board of Education's decision, the Union may, WITHIN FIFTEEN (15) WORKING DAYS of the decision, submit the grievance in writing to arbitration by the State Board of Mediation and Arbitration. . The arbitrator shall be confined by the submission of the issue and the express terms and conditions of this Agreement. The Arbitrator shall have no power to modify, add to, or subtract from the terms of the Agreement. The decision of the Arbitrator shall be final and binding upon all

parties in accordance with law. The cost of arbitration shall be split equally between the Union and Board.

11.5 The Union Steward and the aggrieved employee and one officer of the Union shall be afforded the necessary amount of time without loss of pay for the purposes of attending grievance meetings as listed in Step 1 through Step 5 of the grievance procedure.

11.6 If the Board or its representative fails at any step of the grievance procedure to respond to any grievance within the applicable time limits where no written extension has been agreed to by the parties, the grievance shall be automatically appealed to the next step and all additional time limits incumbent upon the Union or the grievant shall be waived for that particular step.

### 12.0 Savings Clause

Should any article, section, or portion thereof of this Agreement be held unlawful or unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section, or portion thereof directly specified in the decision. Upon the issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated article, section, or portion thereof.

### 13.0 Duration

13.1 This Agreement shall be effective as of July 1, 2023 and shall continue and remain in full force and effect to and including June 30, 2027. It shall be automatically renewed from year to year thereafter, until a successor agreement is negotiated. This agreement shall remain in full force and be effective during the period of negotiations and/or until notice of termination of this Agreement is provided to either party in the manner set forth in the following paragraph:

13.2 In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than thirty (30) days prior to the desired termination date which shall not be before the termination date set forth in the preceding paragraph.

**For the Vernon Board of Education**

*David H. Davis*  
9/11/23

**For the Local 1303.279 AFSCME**

*Susan Simmons*  
9/8/23

## Appendix A

### **A) Defined Benefits Plan for Employees hired prior to July 1, 2016**

The Board will continue, without change, the existing Defined Benefits Plan, presently in effect, covering bargaining unit members as follows;

Normal Retirement: Age 62 and ten (10) years of services or Age 60 and thirty-two (32) years of service.

Multiplier: Two percent (2%)

Average Earnings: Monthly salary or wage received averaged over a five (5) year consecutive period which results in the highest average

Benefit: The monthly benefit rate is calculated as two percent (2%) of average monthly earnings times (x) credited service to a maximum of thirty-five (35) years and a maximum of seventy percent (70%).

Vesting: Five (5) to ten (10) year sliding scale, one hundred percent (100%) vesting at ten (10) years of credited service.

Employee Interest: Employees are guaranteed two percent (2%) interest on all their contributions

Employee Contribution: Effective July 1, 2016, employees shall contribute seven percent (7%) of base wages to the pension plan.

### **B) Defined Contribution Plan for Employees hired on or after July 1, 2016**

Employees hired on or after July 1, 2016 are not eligible for the Defined Benefits Plan but will automatically be enrolled in the Defined Contribution Plan provided the employees have the option to opt-out of the plan. The Board will contribute 2% of the employee's base wages for all employees who elect to participate in the Defined Contribution Plan. If an employee contributes 7.5% or more of his or her wages to this plan the Board will contribute an additional 2% for a total contribution by the Board of 4% of the employee's annual base wages. Final payout of sick and vacation time will not be added to the final average earnings of the pension calculation. The Board will establish such Defined Contribution Plan as soon as administratively possible.

Vested Board contributions for the employee shall be as follows with no minimum age:

5 years of service	25%
6 years of service	40%
7 years of service	55%
8 years of service	70%

9 years of service	85%
10 years of service	100%

C) This change shall not affect any employee who is in the employ of the Vernon Public Schools and a participant of the Town of Vernon Pension Plan prior to the signing of this Agreement from participating in the Town of Vernon Pension Plan program upon transfer to this bargaining unit.

No employee hired prior to July 1, 2016 may participate in the Defined Contribution Plan

At any time, should employees in this bargaining unit subject to the Pension Plan represent less than a majority of the bargaining unit; such employees will be permitted to maintain their Pension Plan benefits as listed in this Article, throughout their employment with the Vernon Public Schools.



## **APPENDIX B**

### **Health Insurance Plan Summary**

Please click on the link below to visit the Vernon Public Schools website  
for current health plan information:

<https://www.vernonpublicschools.org/departments/human-resources/insurance>