

COLLECTIVE BARGAINING AGREEMENT

By and Between the
Newtown Board of Education
and the



UNITED PUBLIC SERVICE EMPLOYEES UNION
Local 424 - Unit 147
Newtown BOE Security Officers
July 1, 2025 – June 30, 2029

TABLE OF CONTENTS

ARTICLE 1 RECOGNITION 1
ARTICLE 2 BOARD RIGHTS..... 1
ARTICLE 3 WORK SCHEDULE 2
ARTICLE 4 SICK LEAVE 3
ARTICLE 5 PERSONAL LEAVE 4
ARTICLE 6 BEREAVEMENT LEAVE 4
ARTICLE 7 LEAVE OF ABSENCE 4
ARTICLE 8 HOLIDAYS..... 5
ARTICLE 9 HEALTH, ACCIDENT, AND LIFE INSURANCE 6
ARTICLE 10 VACANCIES AND TRANSFERS 9
ARTICLE 11 REDUCTION IN FORCE..... 9
ARTICLE 12 GRIEVANCE PROCEDURE..... 10
ARTICLE 13 PROBATIONARY PERIOD 12
ARTICLE 14 WAGES 12
ARTICLE 15 UNION RIGHTS AND DUES DEDUCTIONS 13
ARTICLE 16 DISCIPLINE 14
ARTICLE 17 NON-DISCRIMINATION 14
ARTICLE 18 NO STRIKE/NO LOCKOUT..... 15
ARTICLE 19 LABOR-MANAGEMENT 15
ARTICLE 20 MISCELLANEOUS 15
ARTICLE 21 DURATION..... 16
ARTICLE 22 SAVINGS CLAUSE..... 16
APPENDIX A WAGES 17

ARTICLE 1
RECOGNITION

The Newtown Board of Education (hereinafter referred to as the "Board") recognizes UPSEU Local 424 - Unit 147 (hereinafter referred to as the "Union") as the exclusive bargaining representative for all school security officers and armed school security officers employed by the Newtown Board of Education for the purposes of collective bargaining with respect to wages, hours, and other conditions of employment, in accordance with the May 1, 2025 certification by the Connecticut State Board of Labor Relations in Decision No. 5372, Case No. ME-35,600 and in accordance with Section 7-467 et seq. of the Connecticut General Statutes.

ARTICLE 2
BOARD RIGHTS

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 the rights, powers and authority heretofore had by it, and shall have the sole right, responsibility and prerogative of management of the affairs of the Board of Education and direction of the working forces, including, but not limited to those rights provided by Conn. Gen. Stat. § 10-220 and the following:

- A. To determine the care, maintenance, and operation of equipment and property used for and on behalf of the purposes of the Board.
- B. 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, subject to the Union's right to engage in impact bargaining in accordance with the Municipal Employee Relations Act.
- C. To discontinue processes or operations or to discontinue their performance by employees.
- D. To select and to determine the number and types of employees required to perform the Board's operations, and to create, modify, and/or eliminate positions accordingly.
- E. To employ, assign, transfer, promote, or demote employees, or to lay off, terminate, or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Board.
- F. To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board, provided such rules and regulations are made known in a reasonable manner to the employees affected by them. Nothing in the preceding sentence shall be construed to prevent the Board from taking disciplinary action against an employee for conduct not prohibited by a specific rule or regulation if the employee should reasonably have known that such conduct was improper.

G. To create job specifications and revise existing job specifications, subject to the Union's right to negotiate the assigned wage rates.

H. To determine the work year, workday, and work schedules for employees.

ARTICLE 3
WORK SCHEDULE

A. Workday

The workday of all personnel covered by this agreement shall be either seven (7) hours or eight (8) hours, as determined by the Board, inclusive of a thirty (30) minute lunch period with pay.

B. Work Year

The work year shall consist of the following:

1. The student school year.
2. For school security officers, up to two (2) professional development days on days when school is not in session (one of which is Convocation Day).
3. For armed school security officers, Convocation Day plus up to five (5) professional development days on days when school is not in session. Such professional development days shall include annual training provided by the Police Officer Standards and Training Council, as required by statute.

C. School Closings

On days when school is closed by the Superintendent or designee because of weather conditions or other unforeseen circumstances, employees shall not report to work and shall not be paid for the day.

D. Scheduled Delayed Opening/Early Dismissal Days

On scheduled delayed opening and early dismissal days, the Principal will determine the level of staffing needed for the time before the delayed opening/after the early dismissal. Any employee authorized by the Principal to work a shortened day on such days shall be paid for hours worked. If the Principal determines that an employee is needed for the employee's full regular shift, the employee will be paid for a full day at their regular hourly rate.

E. Unscheduled Delayed Opening/Early Dismissal Days

In the event that the Superintendent or designee delays the opening of school due to inclement weather or other unforeseen circumstances, employees shall report to work at a time consistent with the announced delay (e.g., in the event of a two-hour delay, employees shall report to work two hours later than their regular start time). In such a case, employees shall be paid for a full day at their regular hourly rate.

In the event that the Superintendent or designee releases employees early due to inclement weather, employees shall remain at work until the building has been cleared of students and closed for the day by the building administrator. In such cases, employees shall be paid for a full day at their regular hourly rate.

In the event that the Superintendent or designee releases employees early due to other unforeseen circumstances and the Superintendent or designee determines that the presence of security personnel is still necessary, employees shall remain at work for the full day and shall be paid for a full day at their regular hourly rate.

If employees have a qualifying reason to use sick leave or personal leave on such days in accordance with the provisions of this Agreement, such leave shall be charged as a full day, and employees shall be paid accordingly.

F. Notification of Building Assignment Modifications

To the extent practicable, employees already employed in the school system shall be notified of any modification of their building assignment by the Board or its designee for the ensuing year no later than August 1st.

ARTICLE 4
SICK LEAVE

- A. All employees covered by this agreement shall be credited with ten (10) sick leave days each year, cumulative to fifty (50) days.

Employees may utilize up to five (5) accumulated days of sick leave annually for purposes of caring for an ill member of the employee's family. Except as otherwise provided by applicable law, for purposes of this section, "family" is defined as an employee's spouse, parent or child.

To the extent that the Paid Sick Leave Law, Conn. Gen. Stat. §§ 31-57r et seq. provides that Board employees may use Connecticut Paid Sick Leave in increments of one (1) hour, employees in the bargaining unit may use the first forty (40) hours of sick leave per year in one (1) hour increments. Upon exhausting the first forty (40) hours of sick leave, all sick leave used during the remainder of that year shall be taken only in half-day or full-day increments.

- B. There shall be no entitlement to compensation for unused sick days upon separation from employment.

- C. If the Superintendent or designee has reason to believe that there has been an abuse of sick leave, the Superintendent or designee shall have the right to require the employee to verify the employee's use of sick leave with a certificate from a physician, or to require an examination by an independent physician, such examination to be at the Board's expense. Verified abuse of sick leave shall be subject to the discipline procedure outlined herein.
- D. An employee who has worked for the Board for at least ten (10) months prior to July 1, and who each year does not use any sick days for a one (1) year period between July 1 and June 30, shall earn one (1) floating holiday for the following contract year.

ARTICLE 5
PERSONAL LEAVE

- A. All employees covered by this agreement shall be credited with three (3) days of absence with pay each year for legal, religious, business, or family matters that cannot be attended to outside of the workday. For purposes of this Article, "family matters" includes matters involving an employee's parent, spouse, or child. Personal leave shall be taken only in half-day and full-day increments. Personal leave shall be prorated for new hires. Personal leave days shall not accumulate from year to year. Leaves of absence for these purposes shall be in addition to any sick leave accumulated. It is expressly agreed that such leaves are not to be used for extension of vacation periods, recreation, or holidays, unless approved by the Superintendent, in the Superintendent's sole discretion, in advance of such leave.
- B. Requests for such leave shall be made in writing to the Director of Security or designee at least twenty-four (24) hours before taking such leave (except in the case of emergency), and the employee shall state the reason for taking such leave as set forth in Section A of this Article. Such requests must not interfere with the operations of the school district, in the determination of the Superintendent or designee.

ARTICLE 6
BEREAVEMENT LEAVE

All employees covered by this agreement shall be granted leave with full pay for a period of up to five (5) days following a death in the employee's household or immediate family. For the purposes of this Article, "immediate family" shall be defined as parents, foster parents, guardians, spouses, children, stepchildren, siblings, in-laws, grandparents, and grandchildren. In special cases, allowance may be made by the Superintendent or designee.

ARTICLE 7
LEAVE OF ABSENCE

Subject to the approval of the Board, an employee may be granted a leave of absence without pay or benefits for no more than one (1) year upon written request for the following reasons:

- A. Health reasons upon written statement from a physician. Upon request, any employee taking such leave shall submit to an examination by a physician retained by the Board for the purpose of verifying the necessity of the leave. Such leave will be granted concurrently with FMLA.
- B. Personal reasons.
- C. For child rearing upon written request to the Board at least ninety (90) days prior to the commencement of the leave, with such leave to end not more than twelve (12) months after the birth or adoption of a child. The ninety (90) day request period may be waived when health or emergency reasons necessitate. Such leave will be granted concurrently with FMLA.

An employee intending to return to work from any leave of absence shall file a notice of such intention with the Superintendent on or before March 1 preceding the scheduled date of return, or on a date established by the Superintendent at the commencement of the leave if the employee is scheduled to return on a date other than at the commencement of a school year. An employee returning from a leave of absence who files such notice by the required date shall be reinstated to their previous position, if available, or to a comparable position for which they are qualified, provided that such reinstatement does not require the Board to violate any other employee's rights under the law. Failure to file a notice of intent to return with the Superintendent by the required date shall cause the employee to be deemed to have resigned effective on the applicable notice of return date.

ARTICLE 8
HOLIDAYS

Employees will be entitled to the following paid holidays:

2025-26	Thanksgiving Day
2026-27	Thanksgiving Day Christmas Day New Year's Day
2027-28	Thanksgiving Day Christmas Day New Year's Day Presidents' Day
2028-29	Thanksgiving Day Christmas Day New Year's Day Presidents' Day Memorial Day

ARTICLE 9
HEALTH, ACCIDENT, AND LIFE INSURANCE

I. Health Insurance

All employees regularly scheduled to work thirty (30) hours or more per week shall be eligible for the health insurance coverage set forth in this section.

- a) High Deductible Health Plan: The following High Deductible Health Plan shall be the sole health insurance plan for the 2025-26 contract year:

Cost Shares Provisions	HDHP	
	In-Network	Out-of-Network (OON)
Annual Deductible (individual/ aggregate family)	\$2,250/\$4,500	
Medical Cost Share	0%/100% (no member copays or coinsurance)	20/80% after deductible, up to co-insurance maximum
Prescription Drug Coverage	Subject to deductible then: \$10 Generic, \$30 Preferred Brand, and \$50 Non-Preferred Brand, up to co-insurance maximum	20/80% after deductible, up to co-insurance maximum
Coinsurance Maximum	\$0 Medical \$1,000/2,000 RX (Includes In-Network Post Ded. RX Copays)	\$2,250/4,500 (Includes OON Medical and OON RX Coinsurance)
Annual Combined In and Out of Network Out-of-Pocket Maximum ⁽¹⁾	\$5,500 individual coverage/\$11,000 family coverage (includes deductible and in-network and out-of-network cost shares)	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible not applicable	20% after deductible, subject to co-insurance limits

- (1) Note: If a participant incurs no out-of-network services after the deductible the total Out-of-Pocket Max would be limited to \$3,250/\$6,500.

Effective July 1, 2026, the High Deductible Health Plan shall be modified as follows:

HDHP		
Cost Shares Provisions	In-Network	Out-of-Network (OON)
Annual Deductible (individual/aggregate family)	\$2,500/\$5,000	
Medical Cost Share	0%/100% (no member copays or coinsurance)	20/80% after deductible, up to co-insurance maximum
Prescription Drug Coverage	Subject to deductible then: \$10 Generic, \$30 Preferred Brand, and \$50 Non-Preferred Brand, up to co-insurance maximum	20/80% after deductible, up to co-insurance maximum
Coinsurance Maximum	\$0 Medical \$1,000/2,000 RX (Includes In-Network Post Ded. RX Copays)	\$2,500/\$5,000 (Includes OON Medical and OON RX Coinsurance)
Annual Combined In and Out of Network Out-of-Pocket Maximum ⁽¹⁾	\$6,000 individual coverage/\$12,000 family coverage (includes deductible and in-network and out-of-network cost shares)	
Lifetime Maximum	Unlimited	Unlimited
Preventive Care	Deductible not applicable	20% after deductible, subject to co-insurance limits

(1) Note: If a participant incurs no out-of-network services after the deductible the total Out-of-Pocket Max would be limited to \$3,500/\$7,000.

Following exhaustion of the applicable deductible, prescription drugs shall be subject to post-deductible co-payments of \$10/30/50 (2X Copay for mail order 90 day supply).

Prescription Coverage: A Prior Authorization utilization management edit will be in place effective 7/1/26. Grandfathering Provision: Any member with an active prescription as of March 1, 2026 for a medication that would otherwise be subject to prior authorization may continue to receive that medication without a prior authorization requirement, as long as the medication is taken as prescribed with no interruption.

- b) **Board Contributions into HSA Accounts:** For each eligible employee, the Board will contribute the following amounts into the employee's HSA, as applicable:

Individual coverage: \$1,125
 Family coverage (includes Single + 1 coverage): \$2,250

The Board shall deposit one-half of its contribution into the employee's HSA in September and the remaining one-half of its contribution in January.

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.

- c) **Wellness Incentive:** The HSA plan set forth in this Article shall include a wellness incentive program, designed to provide early diagnosis and appropriate information to patients so that they and their health care professionals can determine appropriate, timely courses of treatment as needed. The wellness program will include preventive physical examinations. If the employee and the employee's spouse (if applicable) complete one (1) preventive physical examination during the term of the contract, the Board will make a one-time contribution into the employee's HSA, in the following amounts, as applicable:

Individual coverage: \$100
 Family coverage (includes Single + 1 coverage): \$200

For purposes of this paragraph, the measurement period for completing the physical examination will be the period of July 1, 2025 through December 31, 2028. The Board will make its additional HSA contributions by June 30, 2029.

- d) **Health Reimbursement Account:** A Health Reimbursement Account ("HRA") shall be made available for any employee who is precluded from participating in a Health Savings Account ("HSA") because the employee receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for employees participating in the HRA shall not exceed the applicable dollar amount of the Board's annual HSA contribution for employees enrolled in the HSA.
- e) **Premium Contributions:** Employees will contribute the following premium contributions toward the costs of coverage for health insurance:

July 1, 2025 (retroactive to)	July 1, 2026	July 1, 2027	July 1, 2028
18.5%	18.5%	19.0%	19.5%

2. Dental Insurance

All employees regularly scheduled to work thirty (30) or more hours per week may elect to purchase current Board dental coverage. Such employees shall pay the following percentages of the premium costs for such coverage:

July 1, 2025 (retroactive to)	July 1, 2026	July 1, 2027	July 1, 2028
18.5%	18.5%	19.0%	19.5%

3. Accidental Death and Dismemberment and Life Insurance

All employees regularly scheduled to work thirty (30) or more hours per week shall have accidental death and dismemberment and life insurance in the amount of Thirty Thousand Dollars (\$30,000).

4. The Board shall have the right to self-insure for any of the insurance benefits described in this Article and/or to change administrators/carriers/plans for any of the insurance benefits, provided the overall level of benefits, when considered as a whole, remains substantially comparable to the overall level of benefits in effect immediately preceding any such change.

ARTICLE 10
VACANCIES AND TRANSFERS

When the Board decides to fill a vacancy or new position within the school security officers' bargaining unit, it shall post notice of the vacancy or new position on the District's website for a period of five (5) business days. Such notification shall indicate that interested candidates shall apply for the position using the district's electronic process. The notice of such vacancy or new position shall clearly set forth the responsibilities, qualifications, and wage rate. Qualified bargaining unit applicants shall be granted an interview. The Superintendent or designee shall make the appointment decision based on the qualifications of the applicants. Qualifications include but are not limited to previous work experience, educational background, evaluations, and interview. The Superintendent or designee will also consider each applicant's seniority.

ARTICLE 11
REDUCTION IN FORCE

The Board has the sole and exclusive prerogative to eliminate staff positions. Elimination of staff positions may result from decreases in student enrollment, economic conditions, or other circumstances as determined by the Board.

- A. Prior to reducing the number of employees through layoffs, the Board shall give due consideration to its ability to effectuate position elimination and/or reduction in staff through:
1. Voluntary retirements
 2. Voluntary resignations
 3. Transfer or reassignment of existing staff members
- B. If the Board determines that layoffs are necessary, the Board shall determine which employees will be laid off based on the employees' qualifications and performance. In the event that the qualifications and performance of two employees are equal in the determination of the Superintendent or designee, seniority shall be the determining factor. For the purposes of this Agreement, seniority shall be defined as the employee's continuous length of service as a school security officer employed by the Board. The Union shall be notified of the reduction in force no later than fourteen (14) calendar days before the effective day of the reduction in force.
- C. An employee relieved of duty because of a reduction in force shall be eligible for reassignment to a vacant position within the bargaining unit, provided that the employee is qualified for that position.
- D. A laid off employee shall be placed on a recall list and shall remain on such list for a period of one (1) year. Laid off employees shall be recalled to positions for which they are qualified, as determined by the Superintendent or designee, in inverse order of layoff. Offers of reappointment shall be sent electronically. Employees are responsible for providing the school district with an appropriate and updated email address.
- E. The offer of reappointment shall be accepted or rejected in writing within seven (7) calendar days of the date of electronic mailing to the individual on the recall list and the Union President. If an employee on the recall list declines to return to work when offered a position or fails to respond to an offer of a position within seven (7) calendar days, the individual shall be removed from the recall list.

ARTICLE 12
GRIEVANCE PROCEDURE

A. Definitions:

1. A "grievance" is a claim based upon the interpretation, meaning, or application of any of the provisions of this agreement.
2. A "grievant" is the person or person(s) making the claim.
3. A "party in interest" is the person or persons making the claim and any person whom might be required to take action, or against whom action might be taken in order to resolve the claim.
4. "Days" as used in this article shall mean business days on which Central Office is open.

B. Purpose

The purpose of this procedure is to secure solutions, at the lowest possible administrative level, to any grievance that may from time-to-time arise. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure. Nothing herein contained shall be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate member of the administration.

C. Time Limit

1. Any grievance not presented in writing for disposition within fifteen (15) days of the occurrence of the event or condition on which the grievance is based shall be forfeited and shall not be subjected to the procedure set forth in this article.
2. Failure by the grievant at any level to appeal a grievance to the next level within the specified time period shall be deemed acceptance of the decision rendered at that level.

D. General Provisions

1. Any written grievance must set forth the specific article and section of this Agreement that has allegedly been misinterpreted or misapplied.
2. The Union shall be provided with a copy of each written answer to the employee's grievance.
3. If no written response to the grievance is rendered by the deadline at any level, the grievance may proceed to the next level.
4. If any meetings under the grievance procedure are held during work hours, the grievant and the Union President or designee shall be excused to attend the meeting without loss of pay.
5. No reprisals of any kind shall be taken by either party against any participant(s) in the grievance procedure by reason of such participation.

E. Procedure

Level One - Director of Security:

The grievant shall present the grievance in writing to the Director of Security within fifteen (15) days of the event giving rise to the grievance. Within five (5) days after receipt of the written grievance, the Director of Security shall meet with the grievant and a representative of the Union in an effort to resolve it. The Director of Security shall provide the grievant with a written response within ten (10) days of such meeting.

Level Two - Superintendent of Schools:

In the event that the grievant is not satisfied with the disposition of the grievance at Level One, the grievant may file a grievance with the Superintendent of Schools or designee within ten (10) days of the Level One response. Within five (5) days after receipt of the written grievance, the Superintendent or designee shall meet with the grievant and a representative of the Union in an effort to resolve it. The Superintendent or designee shall provide a written response to the grievance within ten (10) days of such meeting.

Level Three - Arbitration:

If a grievance is not settled at Levels One or Two, the Union may submit the grievance to final and binding arbitration before an arbitrator selected in accordance with the voluntary Rules of Labor Arbitration of the American Arbitration Association, provided that such submission is made within ten (10) days after the decision was rendered, or should have been rendered, at Level Two.

1. The arbitrator shall hear only one (1) grievance at a time. The arbitrator shall have no authority to add to, subtract from, or modify the terms of the agreement. The fees and expenses of arbitration shall be borne equally by the parties.
2. If any arbitration proceeding is held during work hours, the grievant and any witness who testifies and the Union President or designee will be excused for such proceeding without loss of pay.

ARTICLE 13
PROBATIONARY PERIOD

New employees shall be in a probationary status for a period of ninety (90) calendar days. The probationary period shall be extended up to an additional ninety (90) calendar days at the request of the Superintendent or designee. Probationary employees may be disciplined or terminated by the Director of Security or his/her designee, and such discipline or termination shall not be subject to the grievance procedure herein.

ARTICLE 14
WAGES

- A. All employees shall be paid in accordance with the wage scale as set forth in Appendix A.
- B. All employees shall be paid bi-weekly via direct deposit in accordance with the Board's payroll schedule. A payroll voucher shall be sent via email.
- C. Employees are required to submit their electronic time records at the completion of the pay period. The designation of personal days and sick days on time records is binding and cannot be changed after the next payroll period.

D. Overtime

Any additional compensation must be authorized specifically by the Director of Security or designee in advance of the work to be performed. Overtime shall be paid on the following schedule:

1. On days when school is in session and during school vacation periods, time worked in excess of eight (8) hours shall be paid at one and one-half (1.5) times the employee's regular hourly rate.
2. On Saturdays, any time worked shall be paid at one and one-half (1.5) times the employee's regular hourly rate.
3. On Sundays, any time worked shall be paid at two (2) times the employee's regular hourly rate.
4. On the holidays set forth in Article 8 of this Agreement, any time worked shall be paid at two (2) times the employee's regular hourly rate.
5. If security officers are assigned to work a high school football game on the Wednesday before Thanksgiving and there is no school on that day, they shall be compensated at one and one-half (1.5) times the employee's regular hourly rate.
6. If security officers are assigned to work an event on Christmas Eve and there is no school on that day, they shall be compensated at two (2) times the employee's regular hourly rate.
7. Security officers shall be compensated for a minimum of two (2) hours for overtime assignments that are not contiguous with the employee's regular work shift.
8. Overtime opportunities will first be offered to security officers within the building, on a voluntary first-come, first-served basis. If there are no volunteers within the building, the overtime opportunity will be offered to security officers district-wide. If there are no volunteers district-wide, the Director of Security will assign the overtime on a mandatory basis, in inverse seniority order. Subsequent mandatory overtime assignments shall be assigned to the next least senior security officer on the seniority list and will continue in that manner through the seniority list, in inverse seniority order.

ARTICLE 15 UNION RIGHTS AND DUES DEDUCTIONS

- A. The Board shall honor members' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues or fees. The Union shall indemnify and hold the Board harmless from any and all demands, suits, complaints, claims, costs, and liabilities, including reasonable attorneys' fees, caused by or arising out of the administration or enforcement of this Article.

- B. All Union activities, other than grievance meetings and negotiations, shall be held before or after school hours. Requests for Union meetings on school property shall be made to the Superintendent or designee.
- C. The Board shall provide a list of all employees covered by this agreement to the Unit President and UPSEU Labor Representative by October 31st of each year. The list will show each employee's date of hire, school assignment, rate of pay and such additional information as required by applicable law.
- D. Within ten (10) days of the date of hire, the Board shall provide the UPSEU Labor Representative with the following information: Name, job title, work location, work telephone number and the home address.
- E. The Union President, or his/her designee, who is required to attend grievance hearings during the employee's working hours shall suffer no loss of earnings.

ARTICLE 16
DISCIPLINE

- A. Disciplinary action, including dismissal, shall be for just cause only.
- B. All disciplinary actions must be documented by the building or district administrator. A copy of any disciplinary action shall be given to the Unit President at the time it is given to the employee.
- C. Discipline shall be progressive and corrective in nature and may include verbal warnings (notation to employee's file), written warnings, suspensions without pay, and/or dismissal. Notwithstanding the foregoing, an employee may be subject to immediate suspension or dismissal for serious offenses.
- D. Employees shall have the right to grieve any disciplinary actions.

ARTICLE 17
NON-DISCRIMINATION

The Board and the Union agree that there shall be no discrimination against any security officer because of age, race, creed, color, religion, sex, nationality, marital status, disability, ancestry, genetic information, sexual orientation or gender identity or expression or membership or non-membership in the union.

ARTICLE 18
NO STRIKE/NO LOCKOUT

Pursuant to Connecticut General Statute, Section 7-467, employees included in this Agreement shall not hinder the Board's operation by strike or withholding of services and the Board shall not pursue lock-out tactics of bargaining unit employees in any part of its operation.

ARTICLE 19
LABOR-MANAGEMENT

To help achieve and promote a harmonious relationship and effective communication, the Union and the Board agree to meet periodically (as mutually agreed) to discuss matters of mutual concern. Such meetings will be carried out by the Superintendent and the Unit President. The Superintendent and the Unit President shall develop an agenda prior to each meeting.

ARTICLE 20
MISCELLANEOUS

- A. **Jury Duty**: An employee who is called for jury duty shall receive the necessary leave to fulfill his/her legal obligations. The employee shall receive a rate of pay equal to the difference between his/her applicable wages and the jury duty fee. The employee called for jury duty shall notify the Director of Security in writing as soon as he/she has received either a notice from the court indicating that he/she has been selected for service on the jury panel, or notice to appear in court for service on the jury panel.
- B. **Mileage Reimbursement**: When an employee is required to use his/her personal vehicle to perform his/her job, he/she shall be reimbursed at the established IRS rate. Mileage driven to and from home and work is not eligible for reimbursement.
- C. **Evaluations**: Evaluations shall be conducted once annually. The Director of Security, in consultation with the principal shall perform such evaluations.
- D. **Employee Protection**: The Board will comply with the provisions of Sections 10-235 and 10-236a of the Connecticut General Statutes.
- E. **Workers' Compensation**: Whenever an employee is absent from work as a result of personal injury caused by an accident arising out of and in the course of their employment, they shall be paid their full wages (less the amount of any Workers' Compensation payment award made for the temporary disability due to said injury) for a period of such absence up to six (6) months from the date of injury. The prorated portion of payment made by the Board of Education will be charged against the employee's sick leave.

ARTICLE 21
DURATION

This agreement shall become effective upon signing and shall remain in effect through June 30, 2029.

The following provisions shall be retroactive to July 1, 2025:

- a) Insurance premium contribution percentages, as set forth in Article 9, Section 1(e) and Section 2;
- b) Wage rates, levels and differentials for 2025-26, as set forth in Appendix A.

ARTICLE 22
SAVINGS CLAUSE

If any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, such provision or portion shall be severed from the Agreement, and the balance and remainder of the Agreement shall remain in full force and effect.

NEWTOWN
BOARD OF EDUCATION

Alison Plante
Alison Plante, Chairperson

March 17, 2026
Date

UPSEU

[Signature]
Kevin Boyle, President

3/24/2026
Date

Richard Faraci
Richard Faraci, President, Local 424-Unit 147

3/23/2026
Date

APPENDIX A
WAGES

Note: The wage rates, levels and differentials for 2025-26 shall be retroactive to July 1, 2025.

Position	Level	2025-26	2026-27	2027-28	2028-29
GW			3.00%	3.00%	3.00%
School Security Officer (SSO)	1	\$23.50	\$24.21	\$24.93	\$25.68
	2	\$24.50	\$25.24	\$25.99	\$26.77
Armed School Security Officer (ASSO)	1	\$26.88	\$27.69	\$28.52	\$29.37
	2	\$27.63	\$28.46	\$29.31	\$30.19

Levels:

After completing four (4) years of service (i.e., after the employee reaches the fourth (4th) anniversary date), the employee will advance to Level 2, effective on the July 1st following that anniversary date.

Traffic Officers:

The following hourly rate differential shall apply to Traffic Officers:

2025-29: \$3.06 per hour

If an employee's assignment includes traffic officer responsibilities, the employee shall continue performing such responsibilities as part of the employee's assignment unless and until: 1) the employee applies for and is appointed to a vacant position; or 2) the Board exercises its right to reassign the employee to a different position; or 3) the employee separates from service.

For the purposes of this section, traffic officer responsibilities shall be defined as the responsibility for directing traffic on the public roads adjacent to school property.

Lead Position:

The following hourly rate differential shall apply to the Lead:

2025-29: \$3.25 per hour

The following provisions shall apply:

- 1) The Lead shall be an armed school security officer.
- 2) The Lead shall be assigned to work at the high school. Notwithstanding the foregoing, if there is a vacancy in the position of Lead, any armed school security officer (regardless of the employee's current school assignment) can apply for the vacancy.