

**BOZRAH BOARD OF EDUCATION  
CONTRACT**

**AGREEMENT**

**BETWEEN**

**THE BOZRAH BOARD OF EDUCATION**

**AND**

**THE BOZRAH FEDERATION OF EDUCATIONAL PERSONNEL  
AFT, CONNECTICUT AFL-CIO**

**July 1, 2017 to June 30, 2020**

# TABLE OF CONTENTS

<b>MANAGEMENT RIGHTS</b> .....	2
<b>WORKING CONDITIONS</b> .....	2
<b>WORKDAY/WORKYEAR</b> .....	4
<b>MATERNITY AND CHILDREARING LEAVE</b> .....	4
<b>PAID LEAVE</b> .....	5
<b>LAYOFF AND RECALL</b> .....	8
<b>PERSONNEL FILES</b> .....	8
<b>GRIEVANCE PROCEDURE</b> .....	9
<b>FEDERATION RIGHTS</b> .....	11
<b>FRINGE BENEFITS</b> .....	11
<b>LONGEVITY</b> .....	13
<b>SALARY SCHEDULE</b> .....	13
<b>DURATION</b> .....	16

**AGREEMENT**  
**BETWEEN**  
**THE BOZRAH BOARD OF EDUCATION**  
**AND THE BOZRAH FEDERATION OF EDUCATIONAL PERSONNEL**  
**AFT, Connecticut AFL-CIO**

THIS AGREEMENT IS MADE AND ENTERED INTO by and between the Bozrah Board of Education of the Town of Bozrah (herein referred to as the “Board”) and the Bozrah Federation of Educational Personnel (hereinafter referred to as the “Federation”)

**ARTICLE I**  
**MANAGEMENT RIGHTS**

The Board of Education reserves and retains, whether exercised or not, all the lawful and customary rights, powers and prerogatives of public school management. Such rights include, but are not limited to establishing standards of productivity and performance of its employees, determining the mission of the Board and the methods and the means necessary to fulfill that mission, including the discontinuation of services, positions, or programs in whole or in part; the determination of the content of job classification, the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or other discipline of its employees; the establishment of reasonable work rules; and the taking of necessary actions to carry out its mission in emergencies.

These inherent management rights, not restricted by a specific provision of this agreement, are not in any way directly or indirectly subject to any grievance procedure.

**ARTICLE II**  
**WORKING CONDITIONS**

1. No employee shall be suspended without pay or discharged without just cause. Objections to earlier written or verbal discipline or suspensions with pay may be raised at the time of suspension or discharge.

Any employee who has been employed fewer than sixty (60) workdays shall be considered a probationary employee and shall have no recourse with regard to suspension without pay or discharge.

2. Bargaining unit vacancies caused by the creation of new positions or separation from employment shall be posted for ten (10) school days during the school year, and ten (10) business days during the summer. For all paraprofessional vacancies, however, the posting period shall be five (5) school days during the school year, five (5) business days during the summer. During the summer, the Board shall post vacancies on the school bulletin board and forward copies of the postings to the Federation President, or her/his designee.

The Superintendent shall have full authority to transfer or reassign personnel according to the needs of the school district within the policies of the Board of Education. Employees shall not be reduced in salary through any such transfer or reassignment except for cause, which may include the elimination of a position.

3. All bargaining unit members working at least six and one-half (6.5) hours per day shall be entitled to at least a twenty-five minute (25) unpaid duty free lunch in addition to the normal work day. The school nurse is entitled to an unpaid duty free lunch, which may only be interrupted by an emergency, which is not included in the normal workday. In circumstances where the nurse's lunch is interrupted, he/she will be paid for the lunch period.
4. Any employee required by the Board to use his/her personal automobile in the discharge of his/her job duties shall be reimbursed for his/her mileage at the IRS approved rate. The Federation shall provide the board with the IRS approved rate.
5. When the opening of school is delayed due to inclement weather, paraprofessionals and secretarial bargaining unit members shall be allowed to come in to work at their normal start time, or permitted to come in at the same time as students. When school is closed early due to inclement weather, bargaining unit members shall be allowed to stay until their normal end time, or leave after student dismissal. Paraprofessional and secretarial bargaining unit members shall be paid for hours actually worked on such days. Other bargaining unit employees shall be required to work their normal shifts on such dates.
6. Bargaining unit members assigned to cover a position with a higher hourly wage shall receive the higher rate of pay for the time worked in that position when they work for more than two (2) consecutive hours.
7. Employees who job share shall split the paid leave on a pro-rata basis, provided that all job share arrangements require the Superintendent's approval.
8. Night Shift custodians shall be granted a paid ½ hour supper break as long as they remain on campus. If a night shift custodian chooses to leave the campus, they must mark the time on their time sheet. Upon return they shall complete the remainder of their shift so that on campus time equals eight (8) hours.
9. Custodians and other 12 month employees who come to work when school is cancelled due to weather conditions shall work until they complete their normal shift unless the Superintendent/Principal makes a decision that conditions pose a safety hazard to return to home. In the case when the Governor announces a state of emergency, all employees shall be required to leave the building and return to home.

**ARTICLE III  
WORKDAY/WORKYEAR**

- A. The ten-month paraprofessional position is five (5) hours or more per day for each full day that students are in attendance. In addition, paraprofessionals will work and additional 2 days beginning in the 2017-2018 school year.
- B. The eleven-month office staff position is at least 207 days per year.
- C. The twelve-month office staff position is no less than thirty-five (35) hours per week for fifty-two (52) weeks per year.
- D. The ten-month school nurse position is six and one-half (6.5) hours per day for each full day that students are in attendance, plus one day.
- E. The twelve-month custodial position is forty (40) hours per week for fifty-two (52) weeks per year.
- F. Part-time position (any position less than twelve month): The work year and workday will be determined by the Superintendent, subject to the provisions of Article II.2. These positions include summer custodians and secretaries. A school year employee who applies for the same summer position which she/he has held during the school year shall be hired and shall be paid at her/his current rate.
- G. Overtime shall be paid for all hours; worked over forty (40) hours in a work week.
- H. All twelve-month custodians shall be compensated at a holiday rate of pay for all hours they are required to work on a holiday. The holiday rate of pay shall be the custodian's regular hourly rate plus time and a half.
- I. Any custodian called in at a time not contiguous to his/her normal working hours to respond to an emergency situation shall be compensated for minimum of two (2) hours at his/her normal rate of pay. Any hours worked above two (2) shall be compensated at his/her normal rate of pay.
- J. All overtime relating to the duties of a building custodian shall be offered to the building custodian prior to seeking help from any outside individual.

**ARTICLE IV  
MATERNITY AND CHILDREARING LEAVE**

Maternity Leave: In conformance with the law, the Board of Education shall provide maternity leave to its employees.

Childrearing Leave: any bargaining unit member shall be entitled, upon approval of the Board of Education, to a leave without pay for the purposes of children rearing, apart from any period of

childbirth disability leave, in addition to leave that the bargaining unit member may be entitled to as a matter of law.

A bargaining unit member may continue to participate in group insurance plans at his/her own expense during the period of leave if the bargaining unit member pays the Board the total cost of the insurance benefit during that period at least two (2) weeks before the Board would regularly make its payment or payments.

Bargaining unit members requesting leave shall submit written notice not less than sixty (60) days prior to the anticipated date of commencing maternity or childrearing leave.

At the expiration of the childrearing leave, the bargaining unit member shall be restored to a position of like nature, fringe benefits, pay, and seniority, based on the number of years at the time childrearing leave commences provided that the bargaining unit member remains eligible for reinstatement under other rules and regulations of the Board.

In the case of an employee's use of paid sick leave after the birth of a child, an employee shall only be eligible for paid sick leave for the period of disability following birth as determined by her physician. The employee will be required to submit the status of her disability prior to the 8<sup>th</sup> week of her leave.

## **ARTICLE V PAID LEAVE**

### **A. Sick Leave:**

1. Bargaining unit members who are scheduled to work thirty-five (35) hours a week or more shall earn one and two-thirds (1 2/3) sick days per month up to twenty (20) days of sick leave per year. Bargaining unit employees who work fewer than thirty-five (35) hours a week shall earn one and one-quarter (1.25) days per month up to twelve and one-half (12.5) days of sick leave per year. Any unused sick days shall accumulate to one hundred sixty days (160)
2. A notification of sick leave accumulated to September 1<sup>st</sup> will be given to each bargaining unit member during the first month of each school year.
3. Bargaining unit members who are to be absent because of illness shall call the principal or his designee as far in advance as is possible to notify him of anticipated days of absence. The administration may require a doctor's certificate when bargaining unit members are habitually or frequently absent because of illness or in cases of absence of greater than three (3) days duration.
4. Bargaining unit members shall notify the Board of their intention to retire by January 1<sup>st</sup> of the year of retirement. Unused sick leave shall be accumulated as to one hundred sixty (160) days, so long as the bargaining unit member remains continuously in the service of the Board. Bargaining unit members shall be compensated for up to one hundred sixty (160) days of unused sick leave at a rate of ten dollars (\$10) per day, upon retirement.

B. Personal Leave:

Personal leave up to four (4) days per year, non-cumulative and without loss of pay, will be permitted to each twelve-month, eleven-month, and ten-month bargaining unit member for personal matters, which cannot take place outside of working hours. These are not to be used as vacation days.

Except in cases of emergency, notice shall be given to the school principal at least forty-eight (48) hours in advance of the need for personal day leave taking. Again, except in case of emergency, absences of the above nature must be approved in advance by the school principal or his/her designee.

C. Educational meetings or conferences:

Each bargaining unit member may be permitted one day each year for attendance at recognized educational meetings or conferences. If the attendance and projected expenses are approved, those costs will be paid by the Board on presentation of receipts. Also, if attendance is required by the Board, mileage will be paid to and from the educational meeting at the IRS rate using Fields Memorial School as the basis for measurement. Mileage reimbursement for required attendance at an educational meeting will be made only to bargaining unit members who can demonstrate that they were actually required to drive an automobile.

D. Funeral Leave:

Up to four (4) funeral leave days per year shall be permitted for all bargaining unit members for the purpose of funeral leave.

E. Jury Duty:

Any bargaining unit member who is called for jury duty shall receive the necessary leave to fulfill this legal obligation. This leave shall not be deducted from sick leave or personal leave. The staff member shall receive a rate of pay equal to the difference between the professional salary and the jury fee.

F. Military Leave:

The Board shall provide military leave as provided by law.

G. Holidays:

Twelve-month employees shall be entitled to the following paid holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Veterans' Day
Presidents' Day	Columbus Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Christmas Day	

Eleven-month employees shall be entitled to the following paid holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Veterans Day
Presidents' Day	Columbus Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Christmas Day	

Ten-month employees shall be entitled to the following paid holidays:

Thanksgiving Day	Day after Thanksgiving
Christmas Eve	Christmas Day
New Year's Day	Presidents' Day
Good Friday	Memorial Day
Columbus Day	Martin Luther King, Jr. Day
Veterans' Day	Labor Day

In addition, eleven month employees shall be entitled to one Administration discretionary day. Twelve month employees shall be entitled to an additional holiday, a floating holiday that can be taken with three days' notice.

#### H. Vacations:

Applies only to twelve-month employees who work thirty-five (35) hours or more per week.

After 1 year	10 days
After 5 years	15 days
After 10 years	20 days

#### I. General Leave:

Extended leaves, with or without salary, may be granted at the discretion of the Board. If the Board has already paid all or a part of the cost of any insurance or other benefit covering the period of such leave, it must be repaid prior to the commencement of such leave. A bargaining unit member may continue to participate in group insurance plans and other available benefits at his/her own expense during the period of leave if the bargaining unit member pays the Board the total cost of the insurance benefit during that period at least two (2) weeks before the Board would regularly make its payment or payments.

#### J. Severance Pay:

Upon termination of employment in good standing, with a minimum of ten (10) years of continuous service with the Bozrah Public Schools, employees shall receive fifty percent (50%) of all accumulated unused sick days based on salary at the time of severance. To be eligible, thirty (30) days advance notice must be provided prior to termination of employment.

Only employees hired on or before June 30, 2010 shall be eligible to receive the benefit described in this paragraph.

**ARTICLE VI  
LAYOFF AND RECALL**

A. Layoffs:

In the event layoffs become necessary, the bargaining unit member whose position is affected shall have the right, in order of his/her seniority, to replace the least senior bargaining unit member in their category.

All employees who have been laid off will be placed on our recall list for one (1) year and must be recalled for any position within their categories before any new people can be hired to fill the vacant positions. Notification of recall shall be mailed, return receipt requested, to the last address given by the employee. Seniority is defined as a bargaining unit member's last date of hire; approved leaves and layoffs do not create a break in seniority.

In no event, may a part-time replace a greater part-time or a full-time employee.

B. Temporary Paraprofessional:

When there is a need for a temporary paraprofessional to be hired for work with a special education student and the student's educational program has not been determined by the district the following will govern the length of employment of the temporary employee:

- a. If a paraprofessional is assigned to a student on a temporary or substitute basis the Superintendent will notify the Federation after five days of the temporary assignment.
- b. At notification, the Superintendent will estimate the length of the assignment.
- c. The Superintendent will post the position after three weeks (15 school days) or until the student's PPT has been completed. The Superintendent will then determine the length of the assignment.
- d. If the Union has any questions during the temporary placement, the Union is free to discuss the length of the assignment with the Superintendent and/or the Director of Student Services.
- e. The posting requirement may be extended upon mutual agreement of the Administration and the Federation.

**ARTICLE VII  
PERSONNEL FILES**

- A. Bargaining unit members shall have access to their personnel files in accordance with the General Statutes of the State of Connecticut. Each bargaining unit member shall be permitted to file a brief written statement concerning any item in the bargaining unit member's own personnel file with which the bargaining unit member disagrees. Bargaining unit members shall within reason be able to make copies of the contents of their personnel files.

Bargaining unit members shall be notified by the Board when there has been a request for information from their personnel file.

## **ARTICLE VIII GRIEVANCE PROCEDURE**

### **A. Purpose**

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to problems, which may arise affecting the welfare or working conditions of bargaining unit members not in conflict with the welfare of students. Both parties agree that proceedings shall be kept as confidential as appropriate.

### **B. Definitions**

1. A “grievance” is any complaint by a bargaining unit member or the Federation that his or her rights have been violated by the misapplication or misinterpretation of a specific provision of this collective bargaining agreement.
2. “Grievant” shall mean the bargaining unit member or bargaining unit members or the Federation making the claim.
3. “Days” shall mean calendar days.

### **C. Time Limits**

1. Since it is important that the grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered as the maximum. The time limits specified may, however, be extended by written agreement of the parties in interest.
2. If a bargaining unit member does not file a grievance in writing within fifteen (15) days after he/she knew, or should have known, of the act or condition on which the grievance is, then the grievance shall be considered to have been waived.
3. Failure by the bargaining unit member at any level to appeal a grievance to the next level within the specific time limits shall be deemed to be acceptance of the decision rendered at that level.

### **D. Informal Procedures**

1. If a bargaining unit member feels that he/she may have a grievance, he/she will first discuss the matter with the school principal in an effort to resolve the problem informally. If the individual bargaining unit member so desires, a Federation representative may accompany him/her as an observer. The Federation, as the recognized representative of the bargaining unit member, has the right to grieve any violation of the negotiated contract. It is understood that the Federation has the right to represent a bargaining unit member(s), who so wishes, in any grievance procedure.
2. If the bargaining unit member is not satisfied with such disposition of the matter, he/she shall have the right to have the Federation assist in further efforts to resolve the problem informally with the principal or other administrator.

## E. Formal Procedures

### 1. Level One Assistant Principal

If the bargaining unit member or Federation is not satisfied with the outcome of the informal procedures, it may present its claim as a written grievance to the principal within fifteen (15) days after it knew or should have known of the act or condition upon which the grievance is based. The principal shall, within five (5) days after the receipt of the written grievance, render his or her decision in writing, stating that the grievance is either upheld or denied, with copies given to the bargaining unit member, the Superintendent of Schools, and the Federation.

### 2. Level Two Superintendent/Principal of School

If the bargaining unit member or the Federation is not satisfied with the disposition of the grievance at Level One, it may, within ten (10) days after the receipt of the principals decision, file an appeal in writing to the Superintendent and such writing shall set forth specifically the act or condition on which the grievance was based on Level One, the section of the contract alleged to be involved, its disposition at Level One, the grounds on which the appeal is based, and the remedy requested.

The superintendent and/or his/her representative shall meet with the bargaining unit member or Federation within fifteen (15) days after receipt in writing by him/her of such appeal and shall give his decision in writing to the bargaining unit member or Federation within ten (10) days of such meeting stating that the grievance is either upheld or denied.

### 3. Level Three Board

In the event that the bargaining unit member or Federation is not satisfied with the disposition of the grievance at Level Two, it may, within ten (10) days after the decision, field a written grievance indicating such dissatisfaction with the Board of Education, via the secretary of the Board.

Within twenty (20) days after receiving the written grievance, the Board or a committee of the Board shall schedule a meeting with the grievant for the purpose of resolving the grievance. The decision shall be given in writing to the grievant within fifteen (15) calendar days of said meeting stating that the grievance is either upheld or denied.

Nothing contained above shall be construed as preventing the Superintendent at Level Two or the Board at Level Three from requiring the involved principal and/or immediate supervisor to be present.

### 4. Level Four Arbitration

In the event that the Federation is not satisfied with the disposition of the grievance at Level Three, it may, within twenty (20) days, refer the matter to the American Arbitration Association for beginning arbitration. The costs of arbitration shall be shared equally by the Federation and the Board of Education.

**ARTICLE IX  
FEDERATION RIGHTS**

All members of the bargaining unit, shall, as a condition of continued employment, join the Federation or pay to the Federation an agency fee equal to the proportion of Federation dues uniformly required of Federation members to underwrite the costs of collective bargaining, contract administration, and grievance adjustment. The Federation shall notify the Board thirty (30) days before the start of school.

The Federation agrees to indemnify and hold the Board of Education harmless against any and all claims, demands, suits, damages and costs, including attorney's fees or any other form of liability that may arise out of, or by reason of, actions taken by the Board of Education for the purpose of complying with the provisions of this Article.

**ARTICLE X  
FRINGE BENEFITS**

All employee who work 30 hours or more and work 12-months, 11-months or the student calendar (commonly referred to as 10-months) shall be entitled to participate in the Board's health care program affixed hereto as Appendix A.

- A. The Board's share of premium costs for such insurance shall be eighty-five percent (85%) for 2017-2018 and the eligible employee shall pay the remaining fifteen (15%) through payroll deduction
- B. The Board's share of premium costs for such insurance shall be eighty-four percent (84%) for 2018-2019 and the eligible employee shall pay the remaining sixteen (16%) through payroll deduction.
- C. The Board's share of premium costs for such insurance shall be eighty-three percent (83%) for 2019-2020 and the eligible employee shall pay the remaining seventeen percent (17%) through payroll deduction.
- D. In the event that the Partnership Plan administrators impose a HEP non-participation penalty on the basis of an employee's non-compliance with the terms of the HEP or any non-compliance on the part of an individual covered under the employee's insurance, any such penalty shall be fully paid by the non-complaint employee, by payroll deduction. The employee will also be charged an apportioned fee that may have been assessed to the Board of Education. That fee will be determined by the number of employees that have been non-complaint and pro-rated by the employee's level of coverage.
- F. The Board shall provide Bargaining unit members with \$30,000 term life insurance at no cost to the employee.
- G. The Board of Education reserves the right to change insurance carriers at any time so long as it gives prior notice to the Federation and so long as the coverage under the substituted insurance carrier's policy is substantially similar considering administration and benefits. Once the Federation is notified that the Board intends to change insurance carriers, the Federation has fifteen (15) calendar days to examine the new insurance carrier's proposal. If the Federation feels that the coverage under the new proposal is not substantially similar, it must object to the change in writing during those fifteen (15) days. If the parties are unable to informally resolve the matter within the following thirty (30) days, an arbitrator with expertise in the field of insurance shall be mutually selected or, if the parties cannot agree, shall be selected forthwith by the American Arbitration Association. The arbitrator shall be asked to decide the following questions: Is the

coverage under the substituted insurance carrier's proposal substantially similar to the current insurance carrier's policy considering administration and benefits? The arbitrator must render his decision within thirty (30) days. In a situation where a complaint has been lodged by the Federation, the Board will not institute the new insurance coverage until an agreement has been reached or until an arbitrator has decided that the substitute coverage is substantially similar to the current coverage. The Board of Education may change at insurance carriers no more than once every two (2) years.

- H. Any bargaining unit member who at the beginning of the school year, elects in writing not to participate in the package of health insurance plans provided by the Board of Education, shall receive, in lieu thereof, payment of \$2,000 at the time of the election. The Board reserves the right to limit the number of bargaining unit members who may elect this option if the group would be reduced to a size that would be charged a higher premium because of the smaller size of the group. Also, it is understood that this benefit can only be implemented to the extent permitted by the Board's insurance carrier(s), without any additional cost to the Board. This election may be exercised annually, in writing, at the beginning of the school year or the time of initial employment. Employee needs to show proof of insurance to receive \$2000dollar payment.

## **ARTICLE XI TUITION REIMBURSEMENT**

Bargaining unit members who meet the following conditions shall receive partial reimbursement for the cost of tuition incurred in taking college level courses:

1. The particular courses must be approved by the Superintendent in advance. The Superintendent's decision is final and not subject to the grievance procedure;
2. The bargaining unit member must receive at least a "B" for a final grade. A transcript or other official record of such grade must be provided;
3. Requests for reimbursement shall be based upon a first-come, first-served basis until all funds are allotted;
4. Prior to each school year, the Board, in its sole discretion, shall designate how much money will be available to the staff for course reimbursement, in no case less than \$6,000 per fiscal year. A deadline for applications shall be set;
5. Any bargaining unit member whose course is approved shall submit evidence of the costs of tuition and the Board shall, if all conditions are met, reimburse the Bargaining unit member eighty-five percent (85%) of such agreed upon costs;
6. No bargaining unit member shall receive reimbursement for more than one course in any school year unless, after the deadline has passed, and after all applications have been approved or disapproved, the amount of funds designated for that year have not been exhausted. Bargaining unit members intending to seek reimbursement for more than one course should apply for all courses at the same time, in order of preference.
7. Any CEU courses that are relevant to the bargaining unit member's field of work shall be recorded in his/her personal file.

**ARTICLE XII  
SAVINGS CLAUSE**

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

**ARTICLE XIII  
LONGEVITY**

All members of the bargaining unit shall receive longevity stipends as follows:

Fifteen (15) years and over of continuous service – two hundred dollars (\$200)

Effective 7, 1 2018 longevity stipends shall be as follows:

Ten (10) years and over of continuous service – one hundred dollars (\$100)

Fifteen (15) years and over of continuous service – three hundred dollars (\$300)

Twenty (20) years and over of continuous service – five hundred dollars (\$500)

**ARTICLE XIV  
SALARY SCHEDULE**

All payrolls will be direct deposit. The board agrees to permit voluntary deductions for all bargaining unit members into any bank.

Braille Specialist

The position of Braille Specialist shall remain a bargaining unit position and shall follow the Paraprofessional salary schedule. In the event of the elimination of the Braille Specialist position, the person who occupied such position shall be subject to the Layoff and Recall provision of Article VI.

**NEW SCHEDULE AS OF  
FEBRUARY 27, 2017**

			<i>2/27/2017</i>		
	Step 1	Step 2	Step 3	Step 4	Step 5
Secretary	19.45	19.92	20.42	20.93	21.45
Clerk	13.89	14.37	14.83	15.35	15.73
Paraprofessional	13.89	14.37	14.83	15.35	15.73
Head Custodian	19.26	19.73	20.23	20.73	21.25
General Custodian	14.55	15.02	15.51	16.04	16.44 + .35
Cafeteria Manager	18.58	19.31	20.04	20.82	21.34
General Cafeteria	13.76	14.23	14.69	15.20	15.58
School Nurse	36.70	37.16	37.65	38.13	39.09
Library Supervisor	23.56	23.99	24.52	25.00	25.63

Effective February 1, 2017 Paraprofessionals and Secretaries salary schedule shall be increased by three percent (3%). All other bargaining unit members' salary schedule increased by two percent (2%).

			7/1/2017		
	Step 1	Step 2	Step 3	Step 4	Step 5
Secretary	19.93	20.42	20.94	21.45	21.99
Clerk	14.24	14.73	15.20	15.73	16.12
Paraprofessional	14.24	14.73	15.20	15.73	16.12
Head Custodian	19.74	20.22	20.73	21.24	21.78
General Custodian	15.26	15.75	16.25	16.79	17.20
Cafeteria Manager	19.05	19.79	20.04	21.34	21.87
General Cafeteria	14.10	14.58	15.06	15.58	15.97
School Nurse	37.62	38.09	38.59	39.08	40.06
Library Supervisor	24.15	24.59	25.13	25.63	26.27

Effective July 1, 2017 all steps of the salary schedule shall be increased by two and one half percent (2.5%). Members not on step 5 shall move one step on January 1, 2018.

			7/1/2018		
	Step 1	Step 2	Step 3	Step 4	Step 5
Secretary	20.38	20.88	21.41	21.94	22.49
Clerk	14.56	15.06	15.54	16.08	16.48
Paraprofessional	14.56	15.06	15.54	16.08	16.48
Head Custodian	20.18	20.67	21.20	21.72	22.27
General Custodian	15.60	16.10	16.62	17.17	17.59
Cafeteria Manager	19.48	20.24	21.01	21.82	22.36
General Cafeteria	14.42	14.91	15.39	15.93	16.33
School Nurse	38.46	38.94	39.46	39.96	40.96
Library Supervisor	24.69	25.14	25.70	26.20	26.86

Effective July 1, 2018 all steps of the salary schedule shall be increased by two and one quarter percent (2.25%), members not on step 5 shall move one step.

			7/1/2019		
	Step 1	Step 2	Step 3	Step 4	Step 5
Secretary	20.94	21.45	22.00	22.54	23.10
Clerk	14.96	15.47	15.97	16.53	16.94
Paraprofessional	14.96	15.47	15.97	16.53	16.94
Head Custodian	20.74	21.24	21.78	22.32	22.88
General Custodian	16.03	16.54	17.08	17.64	18.07
Cafeteria Manager	20.01	20.79	21.58	22.42	22.98
General Cafeteria	14.82	15.32	15.82	16.37	16.78
School Nurse	39.52	40.02	40.54	41.06	42.09
Library Supervisor	25.37	25.83	26.41	26.92	27.60

Effective July 1, 2019 all steps of the salary schedule shall be increased by two and three quarters percent (2.75%), members not on step 5 shall move one step.

**ARTICLE XV  
RETIREMENT ACCOUNT**

Effective July 1, 2015 all eligible bargaining unit members shall be enrolling in the CMERS.

**DURATION**

This Agreement shall be effective as of July 1, 2017 and shall remain in effect through June 30, 2020

BOZRAH FEDERATION OF EDUCATIONAL PERSONNEL:

\_\_\_\_\_  
By Amy Sanders-Banning, President

\_\_\_\_\_  
Date

BOZRAH BOARD OF EDUCATION:

\_\_\_\_\_  
By Deborah Smith, Chairperson

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness: Nancy Zieber

\_\_\_\_\_  
Date