

**AGREEMENT BETWEEN
THE
WINOOSKI BOARD OF SCHOOL TRUSTEES
AND THE
WINOOSKI EDUCATION ASSOCIATION**

Support Staff Unit

JULY 1, 2022 through JUNE 30, 2024

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PREFACE

ACKNOWLEDGMENT OF ARBITRATION

In accordance with 12 VSA §562(b), the Board and the Association understand that this Agreement contains an agreement to arbitrate. After signing this Agreement, the Board and the Association understand that they will not be able to bring a lawsuit concerning any dispute that may arise which is covered by the arbitration agreement, unless it involves a question of constitutional or civil rights. Instead, the parties agree to submit any such dispute to an impartial arbitrator in accordance with the provisions contained here.

ARTICLE 1.0 – RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative with respect to wages, hours and conditions of employment for a unit of all support staff who work under the job categories listed in Appendix A who work twenty (20) or more hours per week during the school year, including, but not limited to; those positions listed in Appendix A of this Agreement, but excluding temporary employees as defined in this Agreement. Unless otherwise stated, persons employed in the above unit will be collectively referred to as “support staff.” All employees represented by this Agreement are affected and bound by the provisions of this Agreement.

ARTICLE 2.0 – DEFINITIONS

2.1 DEFINITIONS: The words and phrases used in this Agreement shall be defined as set forth in this Article unless otherwise noted by this Agreement.

a) **Support Staff:** Support Staff are those persons employed to fulfill the job categories listed in Appendix A

2.2 FULL-YEAR EMPLOYEES: Employees who are normally scheduled to work a minimum of thirty-five (35) hours per week, twelve (12) months per year, will be full-time full-year employees. A full year employee who is normally scheduled to work at least twenty (20) but less than thirty-five (35) hours per week shall be considered a part-time full-year employee.

2.3 SCHOOL-YEAR EMPLOYEES: Employees, who are normally scheduled to work a minimum of thirty-five (35) hours per week during the school year for a minimum of 180 days, will be considered full-time school-year employees. Employees who are normally scheduled to work twenty (20) or more hours, but fewer than the number of hours worked by a full-time school-year employee, will be considered part-time school-year employees.

2.4 TEMPORARY EMPLOYEES: Employees who are normally scheduled to work fewer than ninety (90) days per year or work fewer than twenty (20) hours per week will be considered temporary employees and will not be included in the bargaining unit.

2.5 PROBATIONARY PERIOD: The term “probationary period” as used in this Agreement shall refer to the first ninety (90) working days of employment beginning from the most recent date of hire to a regular bargaining unit position. During said probationary period, an employee shall not be afforded the just cause rights set forth in this Agreement (Article 7). Benefits (paid time off, insurances, etc.) will be allowed when the employee has satisfactorily completed thirty (30) of the ninety (90) days of the

probationary period based on the thirty (30) day evaluation from supervisor. Within ten (10) days of the end of the probationary period, an employee shall receive notice of whether they have successfully completed probation. The probationary period may be extended by mutual consent of the Association and the Board. An employee who does not consent to extend his/her probationary period beyond the ninety (90) working days understands that the district may act to terminate his/her contract. The second probationary period, if served, must begin immediately after the end of the first period.

ARTICLE 3.0 - RIGHTS OF THE ASSOCIATION

3.1 USE OF FACILITIES AND EQUIPMENT: The Association will have the right to use facilities and equipment that are normally located for staff use within the school, as well as school audio-visual equipment, at reasonable times and upon appropriate request and permission of the Superintendent, provided that such use does not interfere with the teaching of pupils or interrupt normal school operations. Any cost of material, or for repair or replacement as the result of use of equipment and facilities, will be borne by the Association.

Duly authorized representatives of the Association, with the permission of the Superintendent, will be permitted to transact official business on school property at all reasonable times, provided that this will not interfere during school hours with the teaching of pupils or assigned duties, or interrupt normal school operations. The Association will have the right to use the staff lounges for the posting of notices of its activities and matters of Association concern provided that no material be placed in the staff lounges which is derogatory of any school personnel or detrimental to the best interest of the District. The Association may use the employees' mailboxes and email for communication to employees provided that the above mentioned safeguards are followed.

3.2 MEETING TIME: Association members who have assigned duties after normal school hours will be able to attend Association meetings, at no detriment to themselves, so long as their duties are covered and their supervisor so informed.

ARTICLE 4.0 - MANAGEMENT RIGHTS

In recognition of the fact that the laws of the State of Vermont rest responsibility in the Board for the quality of education and the efficient and economical operation of the District, except as specifically and directly modified by expressed language in a specific provision of this Agreement or by laws of the State of Vermont, the Board retains all rights and powers that it has, or may hereinafter be granted by law, and may exercise such power.

ARTICLE 5.0 - PROTECTION OF STUDENTS AND EMPLOYEES

5.1 EMPLOYEE RESPONSIBILITY: The employees recognize that in cases of emergency the health, safety and well-being of students are their prime responsibility and that they must act accordingly. However, after the safety of the students has been assured, the employees shall not be required to place themselves in jeopardy (e.g. a bomb scare or situations involving armed or otherwise violent persons).

5.2 WORKING CONDITIONS: Employees will not be required to work under conditions which constitute an imminent threat to their health and safety when such a threat is established by local, state and/or federal health or safety officials. However, this provision shall not be construed as a guarantee of health or safety to any employee.

1. When an employee believes that his/her life or safety has been threatened by a student or students, the employee shall notify a school administrator as soon as possible and provide them with oral/written information about threat. The administrator may require the information in writing from the employee at some point during the investigation but may not require it before processing the incident with the student. Reasonable efforts shall be made to maintain the safety of the employee and his/her work environment.
2. If the administrator receives this information during the regular school day, he or she will immediately remove the allegedly responsible student(s) from the employee's work environment and notify the student's parents or guardians.
3. If as a result of the investigation the student or students are found to have issued a threat to the employee's safety or life in any form, the student will be administered consequences consistent with the discipline procedures and board policy.
4. The consequences designated by the administrator shall be successfully completed prior to the student or students' admission back to the employee's work environment unless a delay would interfere with the students right to a free and appropriate education as provided under the law or the student's due process rights.

5.3 WEATHER: When schools are closed due to severe weather conditions or facility issues, support staff employees whose work is dependent on student and/or faculty attendance should not report to work on that day. (This includes all instructional assistants, student services assistants, behavior specialists/interventionists, Interpreter/Translator/Tutors & Family-School Partnership Coordinator).

ARTICLE 6.0 - LAYOFFS, RECALL, POSTINGS AND TRANSFERS

6.1 LAYOFFS

6.1.1 The Board shall retain the sole and exclusive right to determine when and to what extent it is necessary to layoff employees because of budgetary considerations, program changes, reorganization, abolition of positions, enrollment changes or unforeseen circumstances. The determination as to whether layoffs will be made and to what extent they will be made shall remain with the Board.

6.1.2 In the event that the Board determines, for any reason, it is necessary to reduce the number of employees (FTE) covered by this Agreement, said reduction will be accomplished as follows:

- a) For employees with less than three (3) years of service the following factors shall be used: seniority, demonstrated ability and special qualifications. All three factors shall be considered equally. However, when all factors are equal, seniority shall be the deciding factor.
- b) For employees with three or more years of service, said reductions will be accomplished on a seniority basis within job categories; that is, the employees with the most seniority will be retained. However, an exception to this procedure will exist when the layoff has an impact on positions requiring special training and/or qualifications when such training/qualifications are not held by senior staff or cannot be attained within a timeframe appropriate to the needs of the District. In such an exception, the Board shall take into account the following factors in deciding who shall be laid off: seniority, demonstrated ability and special qualifications.

6.1.3 Employees who are laid off will be given at least thirty (30) calendar days written notice by the District of the impending layoff and the opportunity to meet with an appropriate administrator to discuss the reasons for the layoff.

6.2 RECALL

6.2.1 If there is a vacancy in a position covered by the bargaining unit, laid off employees who are qualified to perform the work in question will be recalled in seniority order. Employees shall retain the right of recall for a one (1) year period from the date of layoff which shall be considered the date the employee was formally laid off and employment terminated following the notification period in paragraph 6.13.

6.2.2 Notice of recall shall be given by CERTIFIED mail to the last address given by the employee to the school district. A copy of the notice of recall will also be given to the Association President. The employee must respond and be available for work within twenty (20) working days of receipt of the notice or forfeit all recall rights.

6.3 SENIORITY LIST: Prior to December 15 of each school year, the Superintendent shall provide to the Association lists indicating the seniority status of all unit employees for the applicable classification and category.

6.4 JOB POSTINGS: Employees will be informed about all support staff job openings within the bargaining unit. The vacancy will be posted in the employee lounges of both schools and all support staff will be notified via e-mail of any new positions. A copy of said notice will be provided to the Association President.

6.5 TRANSFERS

6.5.1 Members of the bargaining unit who apply for openings within the support staff ranks will be considered for voluntary transfer into such positions.

6.5.2 If an opening exists for support staff for which an employee affected by layoff qualifies, they will be given the opportunity to request transfer to that position. In no instance shall the request of an employee be construed to mean that said employee is given automatic transfer.

6.5.3 An involuntary transfer notice or reassignment will be made only after a meeting between the employee and the appropriate administrator, at which time the employee will be notified of the reasons therefore. The employee may at his/her option have representation from the Association at any such meeting.

ARTICLE 7.0 - JUST CAUSE

Except for probationary employees, no employee shall be disciplined, suspended or discharged except for just cause. Discipline shall be in writing.

ARTICLE 8.0 - GRIEVANCE PROCEDURES

Any claim by the Association or an employee that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement, a violation of an employee's or employee's rights to fair treatment, or a violation of any established policy or practice that implements terms of this Agreement, may be a grievance.

8.1 TIME LIMITS: All time limits consist of school days, except when a grievance is submitted on or after June 1. Then, time limits will consist of seven (7) days of the week, so that the matter may be resolved before the close of the school term or as soon as possible thereafter. School days, for the purposes of the grievance procedure, will mean employee employment days for school year employees.

8.2 ASSOCIATION REPRESENTATION: The Board will recognize a grievance representative selected by the Association in each building, and an Association grievance committee, any one of whom may function as a grievance representative for employees covered under terms of this Agreement. In addition to the aggrieved individual, the Association grievance representative will be notified in writing and shall be present for any meetings, hearings, appeals, or other proceedings relating to a grievance that has been formally presented. One Association representative will be designated for a particular grievance. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor, and having the grievance adjusted without intervention of the Association, provided the Association has been notified and the adjustment is not inconsistent with the terms of this Agreement.

8.3 PROCEDURE: The parties acknowledge that it is usually most desirable for an employee and his/her immediately involved administrator to resolve problems through free and informal communications. When requested by the employee, a grievance representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the employee or the Association, then a grievance might be processed as follows:

8.3.1 Step 1: The employee(s) or the Association will present the grievance within fifteen (15) days from the date the event which gave rise to the grievance occurred, or fifteen (15) days from when the grievant knew or should have known of such event. The grievance will be presented in writing to the immediately involved administrator, who will schedule a meeting to take place within ten (10) days after receipt of the grievance. The administrator will provide the aggrieved employee(s) and/or Association representative with a written answer on the grievance within ten (10) days after the meeting. Such answer will include the reasons upon which the decision was based.

8.3.2 Step 2: If the grievance is not resolved at Step 1, the Association or the employee(s) may refer the grievance in writing to the Superintendent or his/her official designee within ten (10) days after receipt of the Step 1 reply. The Superintendent will arrange for a meeting with the representatives of the Association's grievance committee and/or the aggrieved employee(s) to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party will have the right to include in its representation such witnesses and counselors, as it deems pertinent to the grievance. Upon conclusion of the meeting, the Superintendent will have ten (10) days in which to provide his/her written decision to the Association and/or employees.

8.3.3 Step 3: School Board: If the employee(s) or the Association is not satisfied with the disposition of the grievance at Step 2, or the Step 2 time limit expires without the Superintendent's answer, the grievance will be on the agenda of the next regular School Board meeting, or at a special meeting. Within ten (10) days following the meeting, the School Board will have its answer in writing to the grievant and the President of the Association and the Association representative.

8.3.4 Step 4: Binding Arbitration: If the Association, representing the grievant, is not satisfied with the Step 3 decision, or if the time limits at Step 3 expire without the issuance of the Board's written decision, and provided the grievance derives directly from an application or interpretation of a specific provision of this contract, then the Association representing the grievant may submit the grievance to final and binding arbitration, under the Voluntary Labor Arbitration Rules. If a request for arbitration is not filed within ten (10) days of the date required for the Board's reply at Step 3, then the grievance will be

deemed to be withdrawn. The person of an arbitrator will be selected by mutual agreement between the Board or its designated representative and the Association or its designated representative, unless the Association indicates in writing a desire to be disassociated from the appeal. If the Association so indicates, agreement upon the person of an arbitrator will be between the Board and the grievant. Should the parties be unable to agree upon an arbitrator within ten days from the request for arbitration, then an arbitrator will be requested by the Association within ten (10) days from the American Arbitration Association under the Voluntary Arbitration Rules. If not so requested, the grievance will be deemed to be withdrawn.

The arbitrator will have no power to alter the terms of this Agreement. However, the arbitrator is empowered to include in any award such financial reimbursements or other remedies as the arbitrator judges to be proper, excluding punitive damages.

Each party will bear the full costs of its representation in arbitration. The cost of the arbitrator and the American Arbitration Association fees will be divided equally between the parties. Should either party request a transcript of the proceedings, that party will bear the full cost of such transcript. If both parties desire transcripts, then the cost of the two transcripts will be divided equally between both parties.

8.4 ADMINISTRATION OF PROCESS: The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level after formal filing, and no employee will be required to discuss any formal grievance if the Association's representative is not present.

Provided the Association and the Superintendent agree in writing, Step 1 and/or Step 2 of the grievance procedure may be bypassed and the grievance brought directly to the next step. Class grievances involving an administrator above the building level may be filed by the Association at Step 2, and grievances involving staff reduction will be filed by the Association at Step 2 also.

No reprisals of any kind may be taken by the Board, the school administrator, or the Association against any employee because of his/her participation or non-participation in the grievance procedure.

The Board, the administration, and the Association will cooperate with one another in the investigation of any grievance. All documents, communications, and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants. No grievance will be processed or heard during assigned working hours without specific consent from the administration.

It is the intent of the Board, the administration, and the Association that no minor child be involved in the filing, processing, or hearing of any grievance unless prior written consent from a parent or legal guardian has been received by the office of the Superintendent, and further that all parties will mutually agree to any child's involvement. Such agreement will not be unreasonably withheld.

Forms for the filing of grievances will be made available at the Board's expense. No grievance will be considered unless it is presented in the manner set forth in the procedure agreed upon. However, in the event that new facts are obtained that were not previously known to the aggrieved employee(s) but which, if they had been known, might have influenced the disposition of the grievance, the presentation of such information to the parties in interest will constitute grounds to re-open the grievance procedure at the level at which it had been terminated. Further, in the event that a decision has not been rendered in a grievance or the decision has not been implemented or has been violated, the presentation of such evidence to the parties in interest will constitute grounds to re-open the grievance at the level at which it had been terminated. A grievance may be withdrawn at any level without establishing precedent.

ARTICLE 9.0 - CONDITIONS OF EMPLOYMENT

9.1 JOB DESCRIPTIONS: Job descriptions for bargaining unit positions will be developed by the Superintendent and will, to the extent such regulations are applicable, be in compliance with the Elementary Secondary Education Act (ESEA) regulations. Each employee will be provided a copy of his/her job description at the time of employment.

9.2 PERSONNEL FILES/EMPLOYEE DISCIPLINE:

9.2.1 Whenever an employee is required to appear before the Superintendent, Principal, Supervisor or the School Board concerning any matter which could adversely affect the continuation of that employee or which could result in other disciplinary action, then the employee shall have the right to ask for and be entitled to have a representative of the Association present to advise them and represent them during such meeting or interview. Employees shall receive reasonable notice prior to a meeting with the Superintendent, Principal, or other Supervisor. This provision shall not apply to a supervisor's right to promptly discuss an unsatisfactory occurrence. Employees shall receive prior written notice forty-eight (48) hours in advance of a meeting with the School Board.

9.2.2 Prior to the imposition of formal discipline, in any case where the administration chooses to suspend an employee during an investigation into such employee's conduct, such suspension shall be with pay. This shall not preclude the district from suspending an employee without pay as a formal disciplinary action.

9.2.3 No material derogatory to an employee's conduct, services, character or personality will be placed in their personnel file unless the employee has had an opportunity to review the material. The employee shall acknowledge that they have had a chance to review such material and will affix his/her signature to the copy to be filed with the expressed understanding that such signature in no way indicates agreement with the contents thereof. If the employee fails or refuses to so sign, then such failure or refusal may be noted on the materials, and the materials may then be placed in the personnel file. The employee shall have the right to respond in writing to such materials filed and such responses will be included in the employee's personnel file.

9.2.4 Employees will have the right at reasonable times to review the contents of their personnel file and they may receive a copy of any documents reviewed. This shall not preclude the Superintendent from maintaining other documentation or information regarding references or pre-employment verification outside the personnel file. An employee will be entitled to have an Association representative accompany them during such review.

9.2.5 Once every two (2) years, an employee may request the removal of documents from their personnel file that they believes are obsolete or otherwise inappropriate or retention. Such request will be submitted to the Superintendent in writing and the Superintendent may grant or deny such request, in whole or in part, at his/her discretion.

9.3 SUPERVISION AND EVALUATION:

9.3.1 Supervision – Supervisors will meet on a regular basis with each Support Staff employee with a student caseload for planning and sharing input/feedback. Such meetings are in addition to meetings for the purpose of employee evaluation and will occur at a minimum of once per month as well as prior to the first day of the student's school year.

9.3.2 Evaluation - Any method of formal evaluation will be defined and described, in writing, and shall be made known in advance to the individual to be evaluated. All monitoring or formal observation of the work performance of an employee will be conducted openly and with the full knowledge of the

individual. Employees will be given a copy of any evaluation report prepared by their supervisor and will, at their option, be entitled to a conference to discuss said report within ten (10) working days from receipt of the report. No such report will be submitted to the central office, placed in the employee's personnel file or otherwise acted upon without prior conference, if requested. No employee will be required to sign a blank or incomplete evaluation form.

9.3.3 Each employee in the bargaining unit shall be under the supervision of a designated supervisor who shall customarily assign and supervise the employee's work. It is, however, understood that anyone higher in the chain of command than the supervisor shall have the right to assign work to the employee in the absence of said designated supervisor.

9.4 COMPLAINTS: Any complaint used to discipline an employee will be reduced to writing, will be signed by the complainant, and will be promptly investigated and brought to the attention of the employee. This will not limit the right of the District to provide comments to employees regarding performance.

9.5 EQUIPMENT AND TRAINING: The Board will provide the equipment necessary to employees, along with training for all such equipment, for all work which they are requested or required to perform by any supervisor(s).

9.6 HANDBOOKS: Staff handbooks will be updated annually prior to the first day of school, by a committee consisting of a supervisor, one employee or other appropriate individual selected by the supervisor, and one employee selected by the Association. Handbooks will be posted on the school website and printed copies at WSD expense can be requested by support staff employees in the district office.

9.7 EMPLOYMENT: Consistent with all other terms of this Agreement, including Article 6.0 - Layoffs, school year employees will be re-employed by the district for successive fiscal years. Employees will receive notice of re-employment by April 15th and shall indicate acceptance of the offer by signing and returning said employment contract by May 1st.

Failure of a school-year employee to respond may, at the option of the Superintendent, be accepted as conclusive evidence of non-acceptance of the offer, and in such instance the job shall be considered vacant. Employees will be notified in writing by June 15 regarding assignments for the next school year. However, changes in assignment may be made after such date if circumstances arise occasioned by unforeseen conditions not caused by the Superintendent.

ARTICLE 10.0 - LIFTING ASSESSMENT

When an employee's assignment includes activities such that they may have to lift forty (40) pounds, or more, the Superintendent may request a physical examination or lifting assessment. Such examination or assessment shall be limited to the employee's capacity to do the required lifting. The District shall pay in full for said examination or assessment. When an instructional staff employee is physically incapable of doing the required lifting, they will be re-assigned. Employees who are required to lift or carry any persons or objects weighing in excess of forty (40) pounds as a regular and routine part of their employment will be so notified.

ARTICLE 11.0 – WORK YEAR/DAY

The normal work year for full-year support staff employees shall be a minimum of thirty-five (35) hours per week, twelve (12) months per year.

The normal work year for school-year support staff employees shall be one hundred eighty one (181) days to include four in-service days as assigned by the respective principal. The normal workday shall be seven (7) hours exclusive of the lunch period.

This Agreement recognizes that the District may employ some Support Staff for part-time services.

All Support Staff will be granted no less than thirty (30) minutes of uninterrupted, unpaid time for lunch at times designated by the supervisor when lunch is normally taken. All duty assignments shall be assigned to staff with an attempt by the administration to make such assignments as equitable as possible.

For the life of this Agreement, the work hours of the Support Staff shall be stated in the contract of each employee and shall not be changed without negotiations with the Association.

ARTICLE 12.0 – LEAVES

12.1 APPLICATION: All employees as defined in Article 2.0 Definitions, specifically Sections 2.2 Full-Year Employees and Section 2.3 School Year Employees will be eligible for leaves as set forth below.

12.2 SICK LEAVE: Employees will receive nine (9) days of sick leave during the first year of employment following the first thirty (30) days of the probationary period. Said nine (9) days shall be pro-rated for employees who work less than a full school year, one hundred eighty-one (181) days. In year two of employment, and all subsequent years, employees will receive fourteen (14) days of sick leave.

12.2.1 **FAMILY SICK LEAVE:** Employees will have the option of using up to fourteen (14) days of the allotted available sick leave for illness in their immediate families. Immediate family will be defined as: spouse, children, dependents, parents, parents-in-law, grandparents and siblings, or any other person approved by the Superintendent.

12.2.2 **ACCUMULATIVE SICK LEAVE:** All unused sick leave will be cumulative to a total of eighty- five (85) days, except that the number of family sick days will not be cumulative but will be limited to a maximum of fourteen (14) days per school year. Employees with more than (80) days of accumulated sick leave will be grandfathered in for the duration of this agreement. Upon the approval of the Superintendent, additional days of sick leave may be granted where and if there are grave extenuating circumstances.

12.2.3 **CERTIFICATION:** If any employee is absent from work for three consecutive days or a pattern of absenteeism is established, the reason may be required to be certified by a physician at the discretion of the Superintendent. This certificate may be sent directly to the Superintendent's Office via the Principal's Office with the first subsequent payroll report. For extended absences, the Superintendent may require additional certificates from the physician.

12.2.4 **SICK LEAVE BUY-OUT:** In recognition of years of service to the district, and at retirement, any employee who has served the district for a period of at least 20 consecutive years will be granted a one time payment equal to \$30.00 times the number of accumulated sick leave days up to the maximum number of days provided in this contract. The employee must notify the board on or before December 1st of the school year of retirement.

12.2.5 SICK BANK: A "sick day bank" shall be maintained for use when a support staff member has no remaining accumulated sick days available and when serious illness or a major health condition is documented by the employee's physician. Additionally, the employee must have donated to the "bank" in order to be eligible to access the "bank." Such donation must occur during that school year, on or before September 15. Prior to October 15th of each school year, the Superintendent will provide to the Association a list of teachers eligible to access the "bank."

A support staff member who meets the requirements may apply for use of up to the accumulated number of days in the "bank." Support staff members having donated more than 25 days to the bank will be considered eligible to access the bank regardless of the yearly donation. The "bank" shall be capped at two hundred and fifty (250) days per 14 year. No more than 250 days shall be available in any given year. Any additional days donated (above the 250 cap) shall be held "in escrow" until needed to replenish the "bank." Each support staff member may donate up to two (2) sick days per year to the "bank." The District and the Association shall together develop the forms and procedures necessary for implementation of the sick bank. A committee consisting of two (2) Association representatives and two (2) District representatives shall administer the "bank" and shall determine eligibility.

A unanimous decision by the four (4) committee members shall be required for implementation of any sick bank committee decision. The District and the Association shall together annually review the implementation of the sick bank. If both the District and the Association agree, revisions may be made as necessary.

12.3 PERSONAL LEAVE: Employees shall be entitled to one (1) day leave of absence for personal business and matters that cannot be conducted while school is in session during the first year of employment. School-year employees shall be entitled to three (3) in all subsequent years. Full-year employees shall be entitled to three (3) days in year two and all subsequent years. Should the nature of the leave be private, the reason need not be divulged. No personal leave will be granted during the first thirty (30) of ninety (90) day probationary period.

12.3.1 The first week of the school year will be the first five (5) days students are in attendance and the last week will be the last five (5) days students are in attendance. No personal leave need be granted at the following times:

- 1) Prior to and including the first week of the school year;
- 2) One day prior to or immediately following school vacations;
- 3) During the final week of the school year.

12.3.2 In emergency situations, the Superintendent may grant an additional one (1) personal day.

12.3.4 The Superintendent may grant additional personal leave for religious observances. Any personal days taken for religious observance purposes will not be restricted by the three conditions set forth above.

12.4 BEREAVEMENT LEAVE: Such time as is needed, not to exceed five (5) days, which shall include the day of the funeral, for each such occasion in the event of the death of a employee's husband, wife, civil union partner, son, daughter, stepchildren, foster children, father, mother, stepparent, foster parent, brother, sister, step-sibling, grandparent, aunt, uncle, father-in-law, mother-in-law, parent of civil union partner, or any other person approved by the Superintendent.

12.5 VACATION: For Full-Time and Part-time Year Round Employees:

Full-time and part-time full-year employees shall be entitled to paid vacation according to his/her current year of employment:

<u>Period of Employment</u>	<u>Day of Vacation</u>
0 - 6 months-----	0 days
7 - 12 months-----	1 day per month
1st - 4th contract year-----	10 days
5th - 9th contract year-----	15 days
10th - 14th contract year-----	20 days
15th contract year plus-----	25 days

Upon exit, the District will pay the employee for accrued vacation time that has not been taken.

In the event a full-time or part-time full-year employee leaves the District prior to the completion of a fiscal year (July 1-June 30) vacation leave will be prorated and any vacation leave used beyond the prorated amount will be deducted from the employee's final paycheck.

A maximum of three days carry-over of vacation time for full year employees is allowed provided that it is used during the next year and that all compensatory time be used prior to June 30th of that year.

Vacation days will be the normal work shift of the person receiving the benefit. Job classification such as full time/part time will determine the amount to be paid.

12.6 HOLIDAY LEAVE: Thirteen (13) holidays (or their equivalent) are allowed per year for Full-Time and Part-Time Year Round Employees:

New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Town Meeting Day, Memorial Day, Independence Day, Bennington Battle Day, Labor Day, Indigenous Peoples' Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

Holidays will be allowed only if school for students are closed on these days. For days when school is not closed, substitute days will be given.

12.7 STAFF DEVELOPMENT LEAVE: The Superintendent at his/her discretion may grant staff development leave that will benefit the employee and the district. Decisions by the Superintendent regarding such leave shall be final.

12.8 LEAVES WITHOUT PAY:

12.8.1 **MILITARY LEAVE:** An employee who is called to active duty or one who elects to fulfill voluntarily his/her commitment will have the option, if requested in writing prior to the beginning of such duty, of returning to the system. The employee will be entitled to all the re-employment rights under Section 9 of the Universal Military Training and Service Act. Upon returning, the employee's wages will be adjusted as if they had been in the system that year, unless the employee returns within the same school year.

12.8.2 **OTHER LEAVE WITHOUT PAY:** At the discretion of the Superintendent, an employee may be granted an unpaid leave of absence for up to one school year for purposes such as:

- Child and/or other family member care
- Academic Study

- Personal health problems

At the completion of said leave, the employee will return to his/her position provided said position is available or to a substantially equivalent position.

When said leave is for the purpose of “academic study” and/or “activities pertinent to the typical responsibilities of instructional assistants”, the pay rate of any employee granted such a leave, upon return, shall be the same as though the employee had spent the leave period in the District. Employees granted a leave for any other reason should return at the same pay rate the employee was receiving when the leave began.

12.9 OTHER LEAVES

12.9.1 UNAUTHORIZED LEAVE : Once an employee has used all the leave to which the employee is expressly entitled under this Agreement, additional absences shall require express approval of the Superintendent of Schools. Failure of the employee to obtain such approval prior to using said leave shall constitute grounds for discipline.

12.9.2 STATUTORY LEAVE: To the extent that the following statutory provisions are applicable to the Board, the Board shall comply with the requirements of the Federal Family and Medical Leave Act (“FMLA”) and the Vermont Parental and Family Leave Act (“VPFLA”). Leave pursuant to each of these acts shall be provided according to the Board’s policies and practices. Pursuant to these policies and practices, whenever an employee is entitled to and/or granted paid or unpaid sick (disability) leave or family leave pursuant to the terms of this Agreement and the employee is also entitled to leave pursuant to the FMLA and/or VPFLA for the same occurrence, both the leave provided pursuant to the Agreement and that which is provided pursuant to the FMLA/VPFLA will be provided concurrently. The employee may elect to use up to six (6) weeks of any paid leave which they have accrued under the terms of this Agreement during any period of leave provided pursuant to FMLA and/or VPFLA. Also, FMLA/VPFLA leave will be provided concurrent with Workers’ Compensation benefits where concurrent entitlement exists. All other matters regarding the administration of leave provided pursuant to the FMLA and the VPFLA shall be as provided by the District’s policies and practices.

12.9.3 JURY DUTY: All unit employees may serve on jury duty if called upon. The Board shall pay the difference between the jury fees received and the employee’s regular pay for the period of the jury duty service. Employees serving jury duty must submit their court documentation stipend to Central Office within one work week of completion of jury duty. If such documentation is not submitted within one week, **the leave will be without pay.**

ARTICLE 13.0 – PAYROLL DEDUCTIONS

Payroll deduction plan, currently available to the W.E.A. will continue.

- a) 13.1 All future requests will be, but not limited to only these.
W.E.A./VT-NEA Dues
- b) 403(b) Providers: Four providers currently in use are AIG-VALIC, Ameriprise Financial, Horace Mann, Jackson National Life and State of Vermont Plan/Great West.

13.2 Future changes in deduction details should be agreed upon between the Superintendent and the Winooski Education Association. Changes may take place during the contract period.

13.3 All employees will be paid electronically and required to enroll in Direct Deposit.

ARTICLE 14.0 – WAGES

14.1 WAGES: Hourly wage increases for Support Staff will be as follows:

- a) 2022-23 Year-Increase of 6.40% over 2021-2022 hourly rate*
- b) 2023-24 Year-Increase of 5.50% over 2022-2023 hourly rate*

*A chart of individual wages/salaries will be maintained by the District. See Appendix B for the new-hire placement table.

14.1.1 WEEKEND SHIFT DIFFERENTIAL: Base Pay plus \$5 per hour on weekends, (i.e. Saturdays and Sundays only).

14.1.2 OVERTIME: For hourly employees, work performed beyond forty (40) hours in a seven (7) day work period or on a shutdown holiday shall be paid in accordance with the Fair Labor Standards Act (FLSA). Overtime pay must be authorized by the supervisor and will only be paid for hours worked in excess of a forty (40) hour week.

14.2 SUB PAY: Support Staff will be paid an additional \$50 per day when they substitute teach. This additional stipend shall be prorated for 1/2 day at \$25 or 1/4 day at \$12.50.

14.3 INITIAL PLACEMENT: The District may place any newly hired employee at an initial wage commensurate with the employee's category experience and education necessary to or relevant to the position, provided, however, that no newly hired employee is placed at a wage rate higher than that of a current employee with the same experience and education necessary to or relevant to the position.

14.3.1 REENTRY PLACEMENT: Staff members that have previously exited the Winooski School District and are re-hired under the same job and category, will either retain their previous rate of pay, or be placed on the new grid; whichever is the higher rate.

14.4 PAY SCHEDULE: All hourly employees will submit bi-weekly electronic timesheets that document the number of hours worked and any leave time used. Electronic time sheets must be completed and signed by the employee and reviewed and signed by the supervisor before being submitted to the Central Office no later than Monday preceding the pay date.

All employees will be paid bi-weekly based on the hours actually worked.

14.5 HIGH NEEDS: "High Needs" Instructional Assistant are those IAs assigned to a student with any of the following disabilities:

- Autism accompanied with aggressive behaviors
- Multi-handicapped accompanied with aggressive behaviors
- Intense medical needs (e.g. feeding tube, tracheotomy, etc.)
- Specialized, skilled services (e.g. American Sign Language)

A current employee who applies for and is appointed to work with a "high needs" student will have the right to return to his/her previous level of assignment and level of pay in the event the student leaves the school district. A candidate (not currently employed in the district) specifically hired to work with a high needs student may have his/her employment contract terminated in the event the student leaves the school district.

ARTICLE 15.0 – INSURANCE

15.1 GENERAL: All insurance benefits will begin on the first day of the month following the sixty (60) day probationary period or after 30 days of satisfactory performance as approved by the Superintendent. Insurance during any school year shall be in force for 12 months, or through the month of August following the end of the student year, whichever is the lesser time. When an employee resigns or his/her employment is terminated, insurance coverage at District expense will end on the last day of the month the employee's resignation or termination becomes effective.

15.2 HEALTH INSURANCE: Pursuant to 16 V.S.A. Chapter 61 (Commission on Public Schools Employee Health Benefits) health care benefits and coverage, excluding stand-alone vision and dental benefits, but including health reimbursement arrangements and health savings accounts, shall be governed by Appendix C.

Current employees who opt not to be covered by the District's insurance shall receive a payment of \$1,260 in lieu of health insurance to be paid quarterly, beginning on the last pay period in October, January, April and June of the work year. Employees contracted for less than a full year who opt to receive a payment in lieu of health insurance, will be prorated on the basis of their contract. In order to be eligible for this in lieu of health insurance benefit, the employee must provide proof of alternative coverage.

15.3 DENTAL INSURANCE: The District shall provide all Support Staff at its expense a single, 2 person or family membership in a dental insurance plan. The dental insurance plan shall be the one in force for the duration of this Agreement.

15.4 LIFE INSURANCE:

The District shall provide and pay for term life insurance coverage of \$30,000 for the first five (5) years of service, with said coverage increasing by \$20,000 after each five years of subsequent service to a maximum of \$90,000. The District will comply and adhere to all IRS regulations and rules regarding life insurance premiums as compensation to an employee and will report in accordance with these regulations.

If the master life insurance policy includes a provision whereby support staff may purchase additional coverage at his/her own expense, the district will make such insurance available. Any such additional coverage will be offered within the conditions set forth by the insurance company. Payment for any such additional coverage shall be by payroll deduction.

15.5 PRO-RATION:

All insurance premium payments shall be pro-rated for those employees who work less than full-time (35 or more hours per week), equal to the percentage of time worked.

15.6 WORKERS COMPENSATION: Workers' Compensation issues will be administered in accordance with the provisions of the Vermont workers' compensation statute [21 V.S.A. Chapter 9]. This shall include, by way of example and not limitation, employment reinstatement rights. Whenever an employee is injured while on duty, the employee must notify an administrator and file an injury report. During any period of disability between the date of the injury and the date workers' compensation benefits begin, the employee will be allowed to utilize sick leave as provided by this Agreement. Once workers' compensation benefits are provided to the employee, the employee shall not be eligible for any other paid sick leave/disability benefits provided by this Agreement. If workers' compensation benefits are awarded, the District will continue to pay its share of the health insurance premiums provided by this Agreement for up to six (6) months from the date the employee becomes disabled.

ARTICLE 16.0 – STAFF DEVELOPMENT

16.1 STAFF DEVELOPMENT FUND: The District shall annually provide a staff development fund consisting of \$7,500 from available federal and/or state projects. Said funds shall be administered by a Staff Development Committee for the following purposes under the basic goal of improved instruction:

- a) Tuition reimbursement.
- b) Payment of fees and expenses associated with attendance at conferences, meetings, seminars and similar activities.
- c) Support for the facilitation/coordination of locally organized workshops, planning groups or special projects.

16.2 STAFF DEVELOPMENT COMMITTEE: The Staff Development Committee shall be developed and staffed by the Association.

The term of office shall be one (1) year; however, committee members may be reelected. All elections for the Staff Development Committee shall be conducted by the Association.

16.3 ACTION PLAN: Each year the Staff Development Committee shall present an action plan to the Superintendent by October 15th that describes how the committee will operate for the school year and how support staff will access the funds. The action plan shall include any forms that will be used and a description of how decisions will be made. Further, the committee shall provide the Superintendent with a full disclosure of all payments made from the fund in January and in June.

16.4 PROCESS: The Superintendent's office will make the professional development fund available to the committee through the regular purchase order process. All purchase orders presented to the Superintendent's office for payment shall include:

- a) A bona fide invoice or other appropriate documentation to substantiate the reimbursement of payment.
- b) The signatures of at least three (3) members of the committee.

16.5 ACCOUNTING: The Superintendent's office will provide an accounting of the funds expended, encumbered and the balance available upon request by the committee.

16.6 DECISIONS: All decisions of the Staff Development Committee shall be final. They shall not be subject to the grievance process contained in this Agreement or further actions of the Board.

ARTICLE 17.0 – USE OF VEHICLES

No current employee will be required to transport students in the regular course of his/her employment. If a new employee is required to drive, such requirement shall be part of the posting and job description. The prospective employee shall notify his/her insurance company of this requirement and the school shall require proof of the fact that the insurance company was notified. An employee who is asked by his/her supervisor to operate his/her own vehicle on school related business should be reimbursed at the prevailing district rate for that school year.

ARTICLE 18.0 – NO STRIKE/NO LOCKOUT

The Association and the Board subscribe to the principle that differences should be resolved by peaceful and appropriate means without interruption to the school program. Therefore, during the life of this Agreement, the Association agrees that there shall be no strike, work stoppage, slow down, or other concerted refusal to

perform work by the employees, nor any instigation thereof, and the Board shall not engage in or permit any lockout of employees.

ARTICLE 19.0 – GENERAL

DISTRIBUTION OF AGREEMENT: Copies of this Agreement will be posted on the school website and printed copies at WSD expense can be requested by support staff employees in the district office.

ARTICLE 20.0 – SEVERABILITY

If any provision of this Agreement or any application thereof to any employee or group of employees is held to be contrary to law, then such provision of application will not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect. The parties will meet not later than ten (10) working days after any such holding for the purpose of renegotiating the provision or provisions affected.

ARTICLE 21.0 – NOTICE TO THE PARTIES

Any notice to be given by any party to the other under this Agreement will be given by registered or certified mail, or messenger with addressee signing receipt upon delivery. If given by the Board, said notice will be sent to the President, Winooski Education Association and if given by the Association, said notice will be sent to the Winooski Board of School Trustees, c/o Superintendent of Schools. Either party, by written notice to the other, may change the address at which future written notices will be given.

ARTICLE 22.0 – NEGOTIATION PROCEDURES

The Board agrees, if the Association is still recognized as the exclusive representative of the employees, to enter into negotiations as prescribed in 21 VSA, Chapter 22 for a successor agreement.

ARTICLE 23.0 – EFFECT OF AGREEMENT


This Agreement incorporates the entire understanding of the parties on all matters that will be the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement.

ARTICLE 24.0 - DURATION


This Agreement shall become effective July 1, 2022 and shall continue in full force and effect until twelve (12:00) midnight, June 30, 2024. If neither the Board nor the Association give written notice to the other of its intention to negotiate a successor to this Agreement by November 1 of the year prior to the expiration date of this Agreement, this Agreement will automatically be renewed and will continue in full force and effect for an additional period of one (1) year.

Any wage increase provided in a successor agreement shall be retroactive to July 1 of that agreement unless otherwise mutually agreed upon by the Association and the Board.

In the event the parties have not agreed upon the terms of a successor to this Agreement on or before the expiration date of this Agreement, there shall be no vertical wage step movement provided to employees for the following school year unless and until such movement is expressly agreed upon in writing.



President - Education Association (W.E.A.) 11/30/22 Date



President - Board of School Trustees 11/30/22 Date

APPENDIX A

Support Staff Job Categories

Support Staff are those persons who are employed in the job categories listed below and whose positions do not require a professional license as an educator:

	<u>School Year</u>	<u>Full Year</u>
Non-intensive Instructional Assistant	X	
Intensive Instructional Assistant	X	
School & Community-Based Instructional Assistants	X	
Program Assistants (Substantially Separate Special Ed or Academic Support)	X	
Security/Copy Center		X
Library Assistant	X	
<u>Facilities:</u>		
Facilities Supervisor		X
Head Custodian		X
Maintenance Technician		X
Maintenance Worker		X
Custodian	X	X
<u>Administrative Assistants:</u>		
J. F. Kennedy Elementary School		X
Winooski M/H School		X
Special Education		X
<u>Behavioral Interventionist, Behavior Specialist:</u>		
J. F. Kennedy Elementary School	X	
Winooski M/H School	X	
<u>Student Services Assistants:</u>		
J. F. Kennedy Elementary School	X	
Winooski M/H School	X	
<u>Interpreter/Translator/Tutor & Family-School Coordinator:</u>		
J. F. Kennedy Elementary School	X	X
Winooski M/H School	X	X
<u>District Services:</u>		
Webmaster/Help Desk		X
Technology Technician	X	X
Data Manager		X
Registrar		X
Student Information Systems Manager		X
Wellness Coordinator	X	
<u>Central Office Services:</u>		
Accounts Payable/Receivable and Payroll		X

APPENDIX B

New Hire Placement Grid

Non-Intensive IA, Library Assistant, Security/Copy Center

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$17.76	\$18.02	\$18.28	\$18.54	\$18.81	\$19.08	\$19.36	\$19.64	\$19.93	\$20.21	\$20.51	\$20.81	\$21.11	\$21.41	\$21.72	\$22.04	\$22.36
FY 24	\$18.73	\$19.01	\$19.28	\$19.56	\$19.85	\$20.13	\$20.43	\$20.72	\$21.02	\$21.33	\$21.64	\$21.95	\$22.27	\$22.59	\$22.92	\$23.25	\$23.59

Intensive IA, School & Community Based IA, Program Assistant

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$20.17	\$20.46	\$20.76	\$21.06	\$21.37	\$21.68	\$21.99	\$22.31	\$22.63	\$22.96	\$23.29	\$23.63	\$23.97	\$24.32	\$24.67	\$25.03	\$25.40
FY 24	\$21.28	\$21.59	\$21.90	\$22.22	\$22.54	\$22.87	\$23.20	\$23.54	\$23.88	\$24.22	\$24.58	\$24.93	\$25.29	\$25.66	\$26.03	\$26.41	\$26.79

Student Services Assistants, Behavior Interventionist, Behavior Specialist

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$23.24	\$23.58	\$23.92	\$24.27	\$24.62	\$24.98	\$25.34	\$25.70	\$26.08	\$26.46	\$26.84	\$27.23	\$27.62	\$28.02	\$28.43	\$28.84	\$29.26
FY 24	\$24.52	\$24.87	\$25.24	\$25.60	\$25.97	\$26.35	\$26.73	\$27.12	\$27.51	\$27.91	\$28.32	\$28.73	\$29.14	\$29.57	\$29.99	\$30.43	\$30.87

Administrative Assistants to Administrators

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$18.83	\$19.10	\$19.38	\$19.66	\$19.95	\$20.23	\$20.53	\$20.83	\$21.13	\$21.43	\$21.74	\$22.06	\$22.38	\$22.70	\$23.03	\$23.37	\$23.71
FY 24	\$19.86	\$20.15	\$20.45	\$20.74	\$21.04	\$21.35	\$21.66	\$21.97	\$22.29	\$22.61	\$22.94	\$23.27	\$23.61	\$23.95	\$24.30	\$24.65	\$25.01

Family-School Coordinator

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$19.35	\$19.63	\$19.92	\$20.21	\$20.50	\$20.80	\$21.10	\$21.40	\$21.71	\$22.03	\$22.35	\$22.67	\$23.00	\$23.34	\$23.67	\$24.02	\$24.36
FY 24	\$20.42	\$20.71	\$21.01	\$21.32	\$21.63	\$21.94	\$22.26	\$22.58	\$22.91	\$23.24	\$23.58	\$23.92	\$24.27	\$24.62	\$24.98	\$25.34	\$25.70

Multilingual Liaison

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$24.67	\$25.03	\$25.39	\$25.76	\$26.13	\$26.51	\$26.90	\$27.29	\$27.68	\$28.09	\$28.49	\$28.91	\$29.32	\$29.75	\$30.18	\$30.62	\$31.06
FY 24	\$26.03	\$26.41	\$26.79	\$27.18	\$27.57	\$27.97	\$28.38	\$28.79	\$29.21	\$29.63	\$30.06	\$30.50	\$30.94	\$31.39	\$31.84	\$32.30	\$32.77

Web Developer & Support Specialist

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$33.01	\$33.48	\$33.97	\$34.46	\$34.96	\$35.47	\$35.98	\$36.50	\$37.03	\$37.57	\$38.12	\$38.67	\$39.23	\$39.80	\$40.37	\$40.96	\$41.55
FY 24	\$34.82	\$35.33	\$35.84	\$36.36	\$36.88	\$37.42	\$37.96	\$38.51	\$39.07	\$39.64	\$40.21	\$40.80	\$41.39	\$41.99	\$42.60	\$43.21	\$43.84

Technology Technician

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$19.23	\$19.50	\$19.79	\$20.07	\$20.36	\$20.66	\$20.96	\$21.26	\$21.57	\$21.88	\$22.20	\$22.52	\$22.85	\$23.18	\$23.52	\$23.86	\$24.20
FY 24	\$20.28	\$20.58	\$20.87	\$21.18	\$21.48	\$21.80	\$22.11	\$22.43	\$22.76	\$23.09	\$23.42	\$23.76	\$24.11	\$24.46	\$24.81	\$25.17	\$25.54

Data Manager, SIS Manager, District Registrar

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$19.27	\$19.55	\$19.84	\$20.12	\$20.42	\$20.71	\$21.01	\$21.32	\$21.63	\$21.94	\$22.26	\$22.58	\$22.91	\$23.24	\$23.58	\$23.92	\$24.26
FY 24	\$20.33	\$20.63	\$20.93	\$21.23	\$21.54	\$21.85	\$22.17	\$22.49	\$22.81	\$23.15	\$23.48	\$23.82	\$24.17	\$24.52	\$24.87	\$25.23	\$25.60

Custodian

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$14.71	\$14.93	\$15.14	\$15.36	\$15.59	\$15.81	\$16.04	\$16.27	\$16.51	\$16.75	\$16.99	\$17.24	\$17.49	\$17.74	\$18.00	\$18.26	\$18.52
FY 24	\$15.52	\$15.75	\$15.98	\$16.21	\$16.44	\$16.68	\$16.92	\$17.17	\$17.42	\$17.67	\$17.93	\$18.19	\$18.45	\$18.72	\$18.99	\$19.26	\$19.54

Maintenance/Grounds Worker

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$14.71	\$14.93	\$15.14	\$15.36	\$15.59	\$15.81	\$16.04	\$16.27	\$16.51	\$16.75	\$16.99	\$17.24	\$17.49	\$17.74	\$18.00	\$18.26	\$18.52
FY 24	\$15.52	\$15.75	\$15.98	\$16.21	\$16.44	\$16.68	\$16.92	\$17.17	\$17.42	\$17.67	\$17.93	\$18.19	\$18.45	\$18.72	\$18.99	\$19.26	\$19.54

Maintenance Tech/Custodial Supervisor

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$18.36	\$18.63	\$18.90	\$19.17	\$19.45	\$19.73	\$20.02	\$20.31	\$20.60	\$20.90	\$21.21	\$21.51	\$21.83	\$22.14	\$22.46	\$22.79	\$23.12
FY 24	\$19.37	\$19.65	\$19.94	\$20.23	\$20.52	\$20.82	\$21.12	\$21.43	\$21.74	\$22.05	\$22.37	\$22.70	\$23.03	\$23.36	\$23.70	\$24.04	\$24.39

Facilities Supervisor

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$30.89	\$31.34	\$31.80	\$32.26	\$32.72	\$33.20	\$33.68	\$34.17	\$34.66	\$35.17	\$35.68	\$36.19	\$36.72	\$37.25	\$37.79	\$38.34	\$38.90
FY 24	\$32.59	\$33.06	\$33.54	\$34.03	\$34.52	\$35.02	\$35.53	\$36.05	\$36.57	\$37.10	\$37.64	\$38.18	\$38.74	\$39.30	\$39.87	\$40.45	\$41.03

Wellness Coordinator

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$25.30	\$25.67	\$26.04	\$26.42	\$26.80	\$27.19	\$27.58	\$27.98	\$28.39	\$28.80	\$29.22	\$29.64	\$30.07	\$30.51	\$30.95	\$31.40	\$31.85
FY 24	\$26.69	\$27.08	\$27.47	\$27.87	\$28.27	\$28.68	\$29.10	\$29.52	\$29.95	\$30.38	\$30.82	\$31.27	\$31.72	\$32.18	\$32.65	\$33.12	\$33.60

Central Office Staff (A/R, A/P, Payroll or any of combination these)

Degree	Associate		Bachelor			Master											
YOE	0 - 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17+
FY 23	\$20.81	\$21.11	\$21.42	\$21.73	\$22.04	\$22.36	\$22.68	\$23.01	\$23.35	\$23.69	\$24.03	\$24.38	\$24.73	\$25.09	\$25.45	\$25.82	\$26.20
FY 24	\$21.95	\$22.27	\$22.59	\$22.92	\$23.25	\$23.59	\$23.93	\$24.28	\$24.63	\$24.99	\$25.35	\$25.72	\$26.09	\$26.47	\$26.85	\$27.24	\$27.64

APPENDIX C

Terms and Conditions as Required by the Arbitration Award and Resolution of Negotiations Between the Commission of Public School Employee Health Benefits Pursuant to the Provisions of 16

V.S.A. Chapter 61 Article I. Recognition:

1.1 In accordance with 16 V.S.A. Chapter 61 (Act 11 of the 2018 Special Session of the Vermont General Assembly) (hereafter Act 11), the five (5) representatives of participating employees on the Commission on Public School Employee Health Benefits (Employee Commissioners) are recognized as the exclusive bargaining representative of eligible employees for all aspects of representation within the jurisdiction created by Act 11. The five publicly elected school board member Commissioners appointed by the Vermont State School Boards' Association (Employer Commissioners) are recognized as representing the interests of the employing and governing school districts and supervisory unions throughout the State of Vermont within the jurisdiction created by Act 11. Together, the Employee Commissioners and the Employer Commissioners constitute the Commission on Public School Employee Health Benefits (Commission).

Article II. Definitions:

- 2.1 The following definitions shall be applicable to this document of the Commission (Document):
- a) Licensed Teachers: Employees of Vermont school districts and supervisory districts providing employment services requiring a professional teaching license from the Vermont Agency of Education (AOE).
 - b) Licensed Administrators: Employees of Vermont school districts and supervisory districts (District Employees) providing employment services requiring a professional administrator's license from the AOE.
 - c) Support Staff: A municipal employee as defined in 21 V.S.A. Section 1722.

Article III. Scope of Bargaining:

- 3.1
- a) Determining eligibility for health benefit plans and tiers of coverage for school employees;
 - b) Standardizing the duration of health insurance coverage during a term of employment;
 - c) Negotiating per the standards set forth in 21 V.S.A. Section 2103 as the same may be amended from time to time.
 - d) Researching, vetting and establishing a system of third-party administration that is efficient and competent, technologically sophisticated and manageable, and accountable to employers and employees;
- 3.2 The parties agree that nothing herein is intended to preempt or regulate an aspect of educational system employment that is outside of the statutory jurisdiction conferred upon the Commission.

Article IV. Plan Offerings:

4.1 All participating employees who are eligible for coverage will be able to select one of the four plans offered by the Vermont Education Health Initiative (VEHI): Platinum, Gold, Gold Consumer-Driven Health Plan (CDHP) or Silver CDHP.

Article V. Eligibility for Health Benefit Coverage:

5.1 Beginning on January 1, 2021, all public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with an employer subsidy to pay for premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses, domestic partners and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans (e.g., Platinum, Gold, Gold CDHP or Silver CDHP) offered by VEHI. Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.

5.2 Full-time status for determining the amount of employer-subsidized coverage for premium costs will be based on full time or full time equivalent (FTE) definitions as locally negotiated or determined.

5.3 Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions toward premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made in full and not pro-rated.

5.4 Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible.

5.5 Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

5.6 An employee seeking to obtain benefit coverage for the employee's domestic partner and the child(ren) of that domestic partner must satisfy the following criteria and submit the attached affidavit to the district business office.

Domestic Partner/Child(ren) of Domestic Partner

The employee and the domestic partner are each other's sole domestic partner and have been in an exclusive and enduring domestic relationship sharing a residence for not less than six consecutive months before enrolling in their school district's health benefit plan; and The employee and the domestic partner are 18-years old or older; and Neither the employee nor the domestic partner is married to anyone; and The employee and the domestic partner are not related by blood closer than would bar marriage under Vermont law; and The employee and the domestic partner are competent to enter into a legally binding contract; and The employee and the domestic partner have agreed between themselves to be responsible for each other's welfare. The employee may be required to produce documentary evidence in support of a Domestic Partnership affidavit and is required to notify their employer within thirty (30) days after the termination of a Domestic Partnership.

Child[ren] of Domestic Partner:

The child[ren] otherwise meets the eligibility criteria for dependent child[ren] under the eligibility provisions for school health benefit coverage; and The child[ren] can be, and is, claimed as a dependent by the employee and/or the domestic partner for federal income tax deduction purposes; and The child[ren] resides with the employee and the domestic partner; and The employee and the domestic partner have agreed between themselves to be jointly responsible for the child's welfare.

5.7 Duration of Insurance Availability: the health insurance offered under this Document shall be co-terminus with a covered employee's status as an eligible educational employee and will terminate when such status terminates. Nothing herein, however, is intended to affect a former employee's rights under COBRA or to adversely affect a district or the applicable bargaining unit from negotiating continuing responsibility for COBRA payments in connection with any separation from employment.

Article VI. Premium Cost-sharing: Employers and Employees:

6.1 For Teachers, Licensed School Administrators: Each employer will contribute eighty (80%) percent of the Gold CDHP or eighty (80%) percent of the Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

6.2 For all Other School Employees: The premium split for support staff will be status quo in the separate districts through December 31, 2021, but in no case shall exceed twenty (20%) percent of Gold CDHP or Silver CDHP plan for any tier of coverage. Beginning on January 1, 2022 all support staff who are not at the 20% premium contribution level will increase the employee contribution by not more than two (2%) percentage points, not to exceed twenty (20%) percent for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

Article VII. Out-of-Pocket Cost Sharing: Employers and Employees

7.1 For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP) costs with first dollar contributions through a HRA in the following amounts: for licensed administrators and teachers: \$2100 for single-tier coverage and \$4200 for all other tiers of coverage; for support staff \$2200 for single-tier coverage and \$4400 for all other tiers of coverage. This amount of money can be credited at the employee's discretion toward the OOP any other VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual employee's discretion, in the following amounts: For licensed teachers and administrators: \$2100 for a single tier and \$4200 for all other tiers; for support staff \$2200 for a single tier and \$4400 for all other tiers.

Article VIII. Employees Under Part-time Contract in Two or More Districts/Supervisory Unions:

8.1 Cost Sharing: Employees who have part-time contracts with multiple school district employers, but who meet the minimum eligibility standards hereof on the basis of all such contracted for work, shall be eligible for health insurance coverage according to this Document ("Eligible Employee with Multiple Employers") as follows: Each district will bear a proportional premium, OOP and administrative fees sharing responsibility equal to the part time percentage of the employee's contract. For example, if district "A" has a 60% employment contract/relationship with the school employee, District "A" will be responsible for 60% of the total district costs sharing responsibility set forth herein.

8.2 Plan Administration for Multiple District Employee: For an Eligible Employee with Multiple Employers, administration of the employee's health insurance benefits will be the primary responsibility of the

district with the largest contractual relationship. In the event two of more districts have identical contractual relationships with the employee, the district that first employed the employee will have responsibility of administering the employee's insurance benefits.

8.3 Transfers Between Educational Employers: If an Eligible Employee with Multiple Employers transfers between two employers bound by this Document during the course of any one calendar year the employee's coverage under the plan shall remain unchanged. However, the employer obligations under this Document shall be appropriately pro-rated between the two employers and the new employer shall take on applicable administrative responsibilities.

Article IX. General:

9.1 All terms and conditions of this Document will be incorporated by reference into existing collective bargaining agreements in accordance with applicable laws.

9.2 All terms and conditions of this Document will be incorporated by reference into school policies or individual employment contracts that govern health benefits for school employees not in recognized bargaining units in accordance with applicable laws.

9.3 Nothing in this Document shall be construed to deny, restrict or add in any way the right to health insurance coverage through an employer's health care plan that employees and their dependents are entitled to under federal COBRA rules, the federal Family Medical and Leave Act (FMLA), Vermont's Family and Medical Leave Laws, or other state and federal statutes.

Article X. Duration of Statewide Document:

10.1 Two and one-half years commencing July 1, 2020 (per statute) with the stipulation that the status quo prevailing in the various districts with respect to health care will remain in effect between July 1, 2020 and December 31, 2020 and to then implement the new state-wide changes on January 1, 2021 in order to correspond to the health care plan's calendar year status and IRS regulations regarding HRA/HSA funding.

Article XI. Transitioning to a Statewide Third Party Administrator Services in the Interim:

11.1 Employers shall pay the administrative expenses charged by the Third Party Administrator (TPA).

11.2 Autopayment to providers will be the default payment method unless requested otherwise by the bargaining unit.

11.3 The TPA chosen shall be able to provide debit cards to facilitate payments when auto-payment is not an option. Debit cards must be provided to employees prior to January 1st of each year of this Document.

APPENDIX C-2

Terms and Conditions as Required by the Arbitration Award and Resolution of Negotiations
Between the Commission of Public School Employee Health Benefits Pursuant to the
Provisions of 16 V.S.A. Chapter 61 For The Period of
January 1, 2023 through December 31, 2025

Article I. Recognition:

1.1 In accordance with 16 V.S.A. Chapter 61 the five (5) representatives of participating employees on the Commission on Public School Employee Health Benefits (Employee Commissioners) are recognized as the exclusive bargaining representative of eligible employees for all aspects of representation within the jurisdiction created by law. The five commissioners appointed by the Vermont State School Boards' Association (Employer Commissioners) are recognized as representing the interests of the employing and governing school districts and supervisory unions throughout the State of Vermont within the jurisdiction created by law. Together, the Employee Commissioners and the Employer Commissioners constitute the Commission as above referenced.

Article II. Definitions:

2.1 The term School Employee is hereby defined to mean:

a) Licensed Teachers: Employees of Vermont school districts and supervisory districts providing employment services requiring a professional teaching license from the Vermont Agency of Education (AOE).

b) Licensed Administrators: Employees of Vermont school districts and supervisory districts (District Employees), excluding superintendents, who provide educational services requiring a professional administrator's license from AOE.

c) All Other School Employees as defined in 21 V.S.A. Section 1502, including:

1. Support Staff: A municipal employee as defined in 21 V.S.A. Section 1722;

2. An individual employed as a supervisor as defined in 21 V.S.A. Section 1502;

3. A confidential employee as defined in 21 V.S.A. Section 1722;

4. A certified employee of a school employer and

5. Any other permanent employee of a school employer not covered by subdivisions

1-4 of this subsection (c).

Article III. Scope of Bargaining:

3.1 The Commissioner's scope of bargaining shall include:

a) Determining eligibility for health benefit plans and tiers of coverage for school employees;

b) Standardizing the duration of health insurance coverage during a term of employment;

c) Negotiating per the standards set forth in 21 V.S.A. Section 2103 as the same may be amended from time to time;

d) Researching, vetting and establishing a system of third-party administration that is efficient and competent, technologically sophisticated and manageable, and accountable to employers and

employees as per the Tentative Agreement (TA) executed by the employer and employee commissioners on July 17, 2019, in the first round of statewide health care bargaining.

Article IV. Limited Jurisdiction:

4.1 The parties agree that nothing herein is intended to preempt or regulate an aspect of educational system employment that is outside of the statutory jurisdiction conferred upon the Commission.

Article V. Plan Offerings:

5.1 All participating employees who are eligible for coverage will be able to select one of the four plans offered by the Vermont Education Health Initiative (VEHI): Platinum, Gold, Gold Consumer-Driven Health Plan (CDHP) or Silver CDHP.

Article VI. Eligibility Standards:

6.1 Public-school employees who work on average a minimum of 17.5 hours per week during the school year or calendar year shall have the right to enroll in a health benefit plan with an employer subsidy to pay for a portion of applicable premium and out-of-pocket (OOP) costs. Employees may elect coverage for themselves, their spouses, domestic partners and other qualified dependents from any of the four (4) tiers (e.g., single, two-person, parent/child[ren] and family) in any of the four (4) plans offered by VEHI as delineated above. Spouses of employees shall include those by marriage, domestic partnerships, or civil unions.

6.2 Full-time status: Full time status for determining the amount of employer-subsidized coverage for premium costs will be based on full time or full time equivalent (FTE) definitions as locally negotiated or determined.

6.3 Part-Time status: Employees who work less than full time but a minimum of 17.5 hours per week during the school year or calendar year shall be entitled to pro-rata health benefit contributions for premiums. Employer contributions to a health reimbursement arrangement (HRA) or health savings account (HSA) will be made available in full regardless of the number of hours worked between 17.5 and full time, and not pro-rated.

6.4 Probationary Periods: Employees will not be subject to a probationary period before being permitted access to health insurance coverage for which they are eligible.

6.5 New Employees: Health insurance coverage for new employees or employees newly eligible for health insurance coverage will start at the earliest possible date consistent with current VEHI/Blue Cross Blue Shield of Vermont (BCBSVT) enrollment rules.

6.6 Domestic Partner Benefits: An employee seeking to obtain benefit coverage for the employee's domestic partner and the child(ren) of that domestic partner must satisfy all of VEHI's current eligibility criteria and submit an affidavit in the format required by VEHI, all as posted on VEHI's website, to the district business office.

6.7 Duration of Insurance Availability: The health insurance offered under this Agreement shall be co-terminus with a covered employee's status as an eligible educational employee and will terminate when such status terminates. Nothing herein, however, is intended to affect a former employee's rights under COBRA or to adversely affect the district or the applicable bargaining unit from negotiating continuing responsibility for COBRA payments in connection with any separation from employment.

Article VII. Premium Cost-sharing: Employers and Employees:

7.1 For Teachers and Licensed School Administrators as defined in sections 2.1a and 2.1b: Each employer will contribute eighty (80%) percent of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (nonCDHP) VEHI plans.

7.2 For all Other School Employees as defined in section 2.1c: Beginning on January 1, 2023, and on each January 1 for the duration of this Agreement, all employees covered by this section 7.2 who are not at the 20% premium contribution level will increase the employee contribution by one (1%) percent but not to exceed twenty (20%) of Gold CDHP or Silver CDHP for any tier of coverage. The amount of money available for Gold CDHP can be credited at the employee's discretion toward the premium costs for a tier of coverage in the Platinum or Gold (non-CDHP) VEHI plans.

Article VIII. Out-of-Pocket Cost-Sharing: Employers and Employees:

8.1 For employees and their dependents enrolled in the VEHI Gold CDHP, employers will pay medical and pharmacy out-of-pocket (OOP) costs with first dollar contributions through an HRA in the following amounts: for licensed administrators and teachers as defined in section 2.1a and 2.1b, \$1900 for single-tier coverage and \$4000 for all other tiers of coverage; for support staff as defined in section 2.1c, \$2200 for single-tier coverage and \$4400 for all other tiers of coverage. This amount of money can be credited at the employee's discretion toward the OOP for any other VEHI plan. For employees enrolled in the VEHI Silver CDHP, employers will pay medical and pharmacy OOP costs with first dollar contributions through an HRA or HSA, at the individual employee's discretion, in the following amounts: For licensed teachers and administrators, \$1900 for a single tier and \$4000 for all other tiers; for support staff, \$2200 for a single tier and \$4400 for all other tiers.

Article IX. Employees Under Part-time Contract in Two or More Districts/Supervisory Unions:

9.1 Cost Sharing: Employees who have part-time contracts with multiple school district employers, but who meet the minimum eligibility standards hereof on the basis of all such contracted for work, shall be eligible for Health Insurance coverage according to this Agreement ("Eligible Employee with Multiple Employers") as follows: Each district will bear a proportionate premium, OOP and administrative fees sharing responsibility equal to the part time percentage of the employee's contract. For example, if district "A" has a 60% employment contract/relationship with the school employee, District "A" will be responsible for 60% of the total employer costs set forth herein.

9.2 Plan Administration for Multiple District Employee: For an Eligible Employee with Multiple Employers, administration of the employee's health insurance benefits will be the primary responsibility of the district with the largest contractual relationship. In the event two or more districts have identical

contractual relationships with the employee, the district that first employed the employee will have responsibility of administering the employee's insurance benefits.

9.3 Transfers Between Educational Employers: If an Eligible Employee with Multiple Employers transfers between two employers bound by this Agreement during the course of any one calendar year, the employee's coverage under the plan shall remain unchanged. However, the employer obligations under this Agreement shall be appropriately pro-rated between the two employers and the new employer shall take on applicable administrative responsibilities.

Article X. Third Party Administrator Services:

10.1 Employers shall pay the administrative expenses charged by the Third Party Administrator (TPA).

10.2 Autopayment to providers will be the default payment method unless requested otherwise by the bargaining unit.

10.3 The TPA chosen shall be able to provide debit cards to facilitate payments when autopayment is not an option. Debit cards are expected to be provided to employees prior to January 1 of each year of this Agreement or, in the case of new employees, as soon after their commencement of employment as practicable. In the event of the failure of the TPA to deliver a debit card when due, such card shall be provided as promptly thereafter as possible.

Article XI. Grievance Procedure

11.1 Either a local public school district or a union representing public school employees may file a grievance with the Commission concerning the interpretation or application of the statewide agreement concerning health care benefits for Vermont public school employees. The grievance must be filed with the Commission within thirty (30) days after the grievant knows or should have known of the events giving rise to the grievance. If a majority of the Commission is unable to resolve the issue within thirty (30) days, the matter shall be referred to final and binding arbitration. If the Commission is unable to agree on an arbitrator, the matter shall proceed to arbitration pursuant to the rules of the American Arbitration Association.

Article XII. Incorporation by Reference:

12.1 All terms and conditions of this Agreement will be incorporated by reference in all collective bargaining agreements for applicable school employees in accordance with applicable laws and shall be posted and available for access on the Vermont-NEA, the Vermont School Boards' Association, and the American Federation of State, County, and Municipal Employees (AFSCME) websites. If agreed to by a school employer and the union(s) representing its eligible