

This Agreement is made and entered into by and between the Plainfield Board of Education (hereinafter referred to as the "Board"), and Local 1303-189 of Council #4, AFSCME, AFL-CIO (hereinafter referred to as the "Union").

ARTICLE I **RECOGNITION**

Section 1.1

The Plainfield Board of Education recognizes the Union as the exclusive bargaining representative for the Plainfield Association of Paraprofessionals which include the following types of paraprofessionals in the school system: Instructional, Pupil, Clerical, Library, Transportation, Courier and Monitor. Job Classifications: Twelve-month full-time, Ten-month full-time, Twelve-month part-time, Ten-month part-time. The Union shall represent them for the purposes of and with all the rights and privileges as provided by MERA 7-467.

ARTICLE II **BOARD RIGHTS**

Section 2.1

It is recognized that the Plainfield Board of Education has and will continue to retain whether exercised or not, the sole and unquestioned right to direct the operation of the programs in the school district in all aspects including, but not limited to, the following:

To determine the type of work to be performed; to assign all work to employees; to determine shift schedules and hours of work; to decide the methods procedures and means of conducting the work; to select, hire and demote employees, including the right to prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board of Education, provided such rules and regulations are made known in a reasonable manner to the employees affected by them; to discharge or otherwise discipline any employee for cause; to promote, transfer and lay off employees. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in violation of any of the specific terms and provisions of this agreement.

ARTICLE III **UNION RIGHTS**

Section 3.1 – Union Dues/Service Fee

It shall be a condition of employment that all employees in the bargaining unit either become members of the Union in good standing or pay a monthly service fee set by the Union to cover the cost of collective bargaining, contract administration, grievance adjustment and other legally permissible costs for the duration of this Agreement or any extension thereof. In no case shall the service fee charged be in excess of the Union dues charged for the same period. By the thirtieth (30th) day following such employment,

new employees must either become a member of the Union in good standing or pay the monthly service fee. The sum which represents such Union dues deduction shall be certified to the Board as constituting such by the day authorized by the financial officer of the Union.

Section 3.2 – Remittance

The Board agrees to forward to Council 4 a check for the amount deducted within ten (10) days of the end of each month. The Board shall include with the initial check a list of employees for whom such deductions were made. Whenever the number of employees who authorize a Union dues deduction, increase or decrease, the list shall be updated and forwarded to the Union.

Section 3.3 – Indemnification

The Union agrees to indemnify and to hold and to save the Board harmless against any and all claims, damages, suits and other forms of liability or costs including reasonable attorney’s fees that shall or may arise out of or by reason of any action taken by the Board for the purpose of complying with the provisions of this article.

Section 3.4 – Steward

The Union Steward shall be permitted to meet with supervisory personnel or the grievant concerning pending grievances at mutually acceptable times including regular work hours, provided work requirements permit as determined by the School Principal.

ARTICLE IV
WAGES

Section 4.1 – Wages

See Appendix A.

Section 4.2 - Pay for Work Out of Job Class

Whenever a paraprofessional is utilized to work in another job class, that employee shall receive the pay of that job class or their own pay rate whichever is the higher of the two rates of pay for all hours worked. This section excludes pay for certified positions.

Section 4.3 - Substitute Teacher

Any professional who works as a substitute teacher for at least two (2) hours in any workday shall be paid \$1 per hour more for all hours worked that day.

Section 4.4 - Substitute Secretary

Whenever a paraprofessional clerk substitutes as a secretary for a full work day the clerk will be entitled to \$1.00 more per hour retroactive to the start of the day.

Section 4.5 - Substitute Paraprofessional

Whenever a paraprofessional position requires a substitute, a part-time paraprofessional will be given first opportunity to fill said position based on the following procedure:

- A. Each building administrator shall create a voluntary part-time substitute paraprofessional call list specific to the building; probationary employees are not entitled to contract privileges such as participation in the call list.
- B. Only when all paraprofessionals on the paraprofessional substitution list have been exhausted shall an outside paraprofessional substitute be used.
- C. Long term coverage of open or possible new positions will not continue for more than 30 calendar days without both parties negotiating the duration of coverage.

Section 4.6 - Substitute Bus Paraprofessional

Whenever a bus paraprofessional position requires a substitute, a paraprofessional will be given first opportunity to fill said position based upon the following procedure:

- A. The transportation supervisor shall create a voluntary substitute paraprofessional call list specific to the bus garage which is made up from the part-time bus paraprofessionals;
- B. Only when all paraprofessionals on the bus paraprofessional substitution list have been exhausted shall an outside bus paraprofessional substitute be used.

Section 4.7 - Substitute Courier

When a courier paraprofessional requires a substitute, a paraprofessional will be given first opportunity to fill said position based upon the following procedure:

- A. Two (2) members from the bargaining unit will be selected from within the first two weeks of the start of school. In the event of the absence of the courier the position will be filled in a fair and equitable manner
- B. Only when the two paraprofessional substitutes are both unavailable shall an outside paraprofessional substitute be used.

Section 4.8 – Pay Periods and Direct Deposit

Full-time employees shall have the option to receive annual wages in twenty-six bi-weekly payments.

All bargaining unit employees shall be paid through direct deposit payments.

ARTICLE V
WORK SCHEDULE

Section 5.1

Annual assignments for employees will be determined with the review of union leadership and notified to the employees no later than August 15th of each year. The Superintendent or his/her designee reserves the right to make adjustments to employee assignments for instructional support positions prior to October 1st of each year with a discussion with union leadership to address instructional or service needs. After that date, changes to employee assignments will follow a discussion with the bargaining unit president or designee and the affected employee. Furthermore, any adjustments to employee schedules may only be made after consultation with the bargaining unit president or designee, and the affected employee. Any adjustments made in this section will not be arbitrary or capricious.

Section 5.2

The Superintendent of Schools or his /her designee will determine the work schedule, including the hours of work each day. The standard work year for all paraprofessionals will be not less than one hundred eighty (180) days (currently 181 instructional days). Work days in addition to the standard work year are listed in this article and other articles.

Section 5.3

Paraprofessionals who work 5 hours or more per day shall be entitled to an unpaid one-half (1/2) hour duty free lunch at a time designated by the building Principal or the Superintendent of Schools or her/his designee.

Section 5.4

Paraprofessionals typically will work six (6) or more hours per day. Their hours may change, as determined by the Superintendent or designee.

Twelve-month full-time employees shall work five (5) days each week, seven (7) or eight (8) hours per day, Monday through Friday.

Ten-month full-time employees shall work five (5) days each week, six (6) hours or more per day, Monday through Friday.

Twelve-month part-time employees shall work twenty-seven and half (27.5) hours or less per week.

Ten-month part-time employees shall work twenty- seven and half (27.5) hours or less per week.

Section 5.5

Part-time employees who work more than twenty-seven and half (27.5) hours per week for sixty (60) consecutive workdays or more shall receive all benefits of regular full-time permanent paraprofessionals. However, if the Board of Education has a need to temporarily increase the hours for a position, or fill a temporary vacancy for less than one (1) school year, then this shall be handled by written Memorandum of Understanding including the bargaining unit president and the affected employee.

Section 5.6

The following positions will be scheduled for workdays in addition to the standard work year:

- A. Guidance paraprofessionals – 10 additional days to the instructional year
- B. Nurse paraprofessionals – 10 additional days to the instructional year
- C. Library paraprofessionals (5 FT) – 8 additional days to the instructional year

Additional workdays will be scheduled at the discretion of the school administrator between the close of the school year and the opening of the next school year.

Section 5.7

When there is a scheduled half day,

- A. Full-time paraprofessionals may access personal time or vacation time (if applicable) to supplement the lost hours on a half-day, vacation day.
- B. Part-time paraprofessionals will be provided the opportunity to work their daily hours within the scheduled school day of a half-day vacation.
- C. If the paraprofessional is not regularly scheduled during the half-day of operation, the paraprofessional will be allowed an unpaid leave for the lost hours.

All work will be assigned by the principal within the duties of a paraprofessional.

ARTICLE VI **PROFESSIONAL DEVELOPMENT**

Section 6.1

Employees are required to attend four (4) six-hour professional development days in addition to the instructional 181-day school year which are subject only to contractual absence due to illness. With Superintendent prior approval a part-time employee may be allowed unpaid leave for the missed time of a professional day beyond the regular workday schedule.

Section 6.2 - Educational Workshops

Educational workshops which benefit employees in the performance of their duties shall be paid hours of attendance as long as the request is made in advance and approval is granted by the Superintendent of Schools or his designee.

ARTICLE VII **HOLIDAYS**

Section 7.1

Ten-month full-time employees shall be entitled to the following holidays with pay:

- | | |
|------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Veterans Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Christmas Day |
| | Floating Holiday |

Ten-month part-time employees shall be entitled to the following holidays with pay:

- | | |
|-------------|------------------|
| Good Friday | Thanksgiving Day |
| | Christmas Day |

All twelve-month employees shall be entitled to the following holidays with pay. Part-time twelve-month employees pay shall be prorated in accordance with hours of work:

- | | |
|------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Day | Columbus Day |
| Presidents' Day | Veterans Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving |
| Fourth of July | Christmas Day |
| | Floating Holiday |

Section 7.2

The above holidays shall be celebrated on the day declared by the federal or state government, or in lieu thereof, by the Board of Education, as the official day of celebration, and only when school is not in session.

ARTICLE VIII
LEAVE PROVISIONS

Section 8.1- Sick Leave

Each full-time ten-month employee shall be entitled to sick leave with pay up to ten (10) days per year, which shall be cumulative eighty (80) days. All twelve-month employees shall be entitled to sick leave with pay up to fourteen (14) days per year, which shall be cumulative to eighty (80) days. The immediate supervisor may require any employee to bring in a notice from his/her physician documenting the illness or incapacity upon return to work. An employee must have more than three (3) months of employment to be eligible for sick leave.

Part-time ten-month employees shall be entitled to sick leave with pay up to ten (10) days per year, which shall be cumulative to sixty-five (65) days.

Section 8.2- Personal Leave

Each full-time employee, with the permission of his/her immediate supervisor, may be granted with pay three (3) leave days per year which shall be used for necessary personal business only. Necessary personal leave shall be non-cumulative. Except in the case of an emergency, employees must request permission from their immediate supervisor to take such leave at least forty-eight (48) hours in advance.

Part-time employees may be granted up to two (2) personal days each year without accumulation.

Section 8.3- Jury Duty

If an employee is called upon to serve jury duty, he/she shall be compensated at his/her full pay during time missed from work less any compensation received for such jury duty. An attempt should be made to serve the duty on non-school days when possible.

Section 8.4 - Bereavement Leave

Up to five (5) days will be granted all employees per death of a parent, spouse or child, and up to three (3) days for a grandchild, grandparent, brother/brother-in-law, sister/sister-in-law, mother-in-law, father-in-law, son-in-law, daughter-in-law, or member of the household.

Section 8.5 - Maternity Leave

Maternity leave shall be provided in accordance with State Statutes. (See Appendix C) An extended leave of absence for childrearing may be granted by the Board upon application by the employee (father or mother). Said application must be made to the Board at least sixty (60) days prior to the estimated delivery date of the child. Such leave shall be without pay and shall not exceed one (1) year. The employee may continue his/her fringe benefits during such extended leave at his/her own expense. An extended leave of absence for childrearing may also be granted in cases of adoption. Employees granted this extended leave of absence will not accrue seniority while on the extended leave of absence.

Section 8.6 - School Cancellation Days/ Delayed Start to School Days / Early Release Days

I. School Cancellation Days

- A. Full-time and part-time paraprofessionals are not scheduled to work on school cancellation days since students will not be in attendance. Paraprofessional may not use personal time or vacation time to recover wages on a school cancellation day since an additional instructional day will be added to the school calendar.

II. Delayed Start to the School Days

- A. Full-time paraprofessionals will be paid for their hours of service.
 - 1. Paraprofessionals who arrive at the regularly scheduled time will be paid for the full day.

2. Paraprofessionals who arrive within the time delay may report the missed time as unpaid with no other penalty or they may credit personal time if available.
- B. Part-time paraprofessionals may arrive at the regularly scheduled time to work their regularly scheduled hours.
1. Part-time paraprofessionals may arrive later within the delayed start time and work the additional time beyond their schedule to earn their full pay. The principal will assign duties for the additional time within the duties of a paraprofessional.

III. Early Release Days

- A. Full-time paraprofessionals may use personal time or vacation time, if applicable, to supplement the lost hours.
- B. Part-time paraprofessionals may use personal time or vacation time, if applicable, to supplement the lost hours, or;
- C. Part-time paraprofessionals may request that the Principal identify additional hours and duties during the next two successive school days to off-set the lost hours.

Section 8.7 - Vacation Leave

All twelve-month employees be eligible for paid vacation based upon the following:

- 5 days paid leave after 1 year of service
- 10 days paid leave after 5 years of service
- 15 days paid leave after 10 years of service
- 20 days paid leave after 15 years of service

Section 8.8 – Summer Work

Summer positions shall first be offered to paraprofessionals who are currently employed by the Board.

Section 8.9

Any ten-month paraprofessional who works past the normal school year, excluding voluntary professional development days, summer school, recreational and Camp Quinnebaug positions, shall receive for the first ten (10) days worked as follows:

- A. For every four (4) days worked, employees will receive one (1) paid vacation day to a maximum of two (2) vacation days.
- B. For ten (10) days worked, one holiday will be earned to a maximum of one (1) holiday.
- C. For ten (10) days worked, one sick day will be earned. a maximum of one (1) sick.

- D. Any extension of the school year for a paraprofessional position shall first be offered to the paraprofessional performing such work during the normal school year.
- E. The above provisions are not intended to circumvent the language or benefits for the twelve-month paraprofessional position as stated in the contract.

Section 8.10

Any full-time paraprofessional who is subsequently reduced to a part-time paraprofessional shall retain all of their leave accruals earned as a full-time paraprofessional for the purposes of this Article.

ARTICLE IX **SENIORITY**

Section 9.1

Seniority shall be defined as an employee's length of continuous employment with the Plainfield Board of Education while in the bargaining unit.

Section 9.2

Seniority shall not be deemed broken by any authorized leave, whether such leave is with or without pay, although seniority will not accrue during unpaid leave. Seniority will not be broken and will accrue while an employee is receiving Worker's Compensation benefits.

Section 9.3 - Reduction and Recall

During the term of this contract (**2015-2016**) there will be no reduction to the number of full-time positions in effect at the close of the 2011/2012 school year.

When a reduction in employment becomes necessary, layoffs shall occur in the following order: probationary employees first, then part-time employees working twenty- seven and half (27.5) hours or less per week, in order of inverse seniority, then all others in order of inverse seniority.

A bargaining unit member who is laid off shall have recall rights for a period of two years from the date of his/her lay-off. No new bargaining unit member shall be hired while a bargaining unit member possesses recall rights and is ready, willing and able to work. A bargaining unit member shall be notified of an opening within the bargaining unit by certified mail-sent to the employee's last known address. It shall be the employee's responsibility to notify the Superintendent of Schools of his/her current address. An employee who declines an offer of re-employment shall forfeit recall rights. Failure to respond in writing to a notice of an opening within five (5) working days after the mailing of the notice shall be deemed a refusal to accept re-employment. Returning employees must return to work within fourteen (14) calendar days from the date of the mailing of notification. The laid off employee with the most seniority within their respective class who responds to notifications shall be re-hired.

Section 9.4 - Vacancies

Vacancies of positions which are caused by death, retirement, discharge, resignation or the creation of a new position shall be filled pursuant to the following procedure:

- A. The vacant position (s) shall be adequately publicized within the system including a notice by posting in every school. If no qualified applicants are found within five (5) working days, the position will be posted externally.
- B. Such notice of vacancy shall set forth the qualifications for the position.
- C. Persons desiring to apply for such vacancies shall file their applications in writing with the Superintendent of Schools or designee within the time limit specified in the notice.
- D. Such position shall be filled on the basis of qualifications by the most senior qualified applicant.
- E. When a full-time opening is filled by a full-time employee, the BOE will allow one (1) re-posting of the opening caused by the transfer.

Section 9.5 - Seniority List

The Board shall prepare a list of bargaining unit employees showing their seniority in length of service with the Board and deliver same to the Union on December 1 of each year. New employees shall be added to this list upon completion of their probationary period. The Union shall be notified of all new hires with their address, start date and job classification.

Section 9.6 - Probation

Newly hired paraprofessionals shall serve a probationary period of sixty (60) work days. During this period, the Board of Education can discipline probationary employees and those employees shall have no recourse to the grievance procedure.

ARTICLE X **INSURANCE**

Section 10.1

Full-time employees in the bargaining unit shall be entitled to insurance coverage as provided on the effective date of this Agreement.

Section 10.2

In each case where the name of a particular company or plan has been used by the Board, the intent is to indicate a general type of insurance and not to establish a relationship with one particular company with any specific plan. In each case, the Board is free to seek comparable coverages and benefits with other companies.

Section 10.3

The Board shall provide each full-time paraprofessional the following benefits. The Board of Education shall pay part of all insurance benefits set forth below in paragraphs A through C. Each paraprofessional who participates in these benefits is responsible for paying her/his share of such costs, as set forth below in paragraph D.

- A. The Board shall provide all eligible employees with group health insurance benefits pursuant to an agreement between the Board of Education and, currently, CIGNA (“Administrator”). Each year, each eligible employee may choose to participate in the health insurance plan for him/herself and eligible dependant.

The plan which is currently being administered is known as the Open Access Plus Co-pay Plan which includes a twenty dollar (\$20.00) home and office provision; a five hundred dollar (\$500.00) hospital co-pay per admission; a one hundred dollar (\$100.00) emergency room co-pay; a one hundred dollar (\$100.00) outpatient surgery co-pay; and a Managed Three Tier public sector prescription drug component. The details of this plan are set forth in Appendix A (for informational purposes only) and in the master description of benefits on file in the Superintendent’s Office.

- B. Term Life Insurance for the paraprofessional shall be \$25,000 (Twenty-Five Thousand Dollars).

- C. Insurance carriers may be changed by the Board at any time provided the new insurance carrier provides similar benefit coverage. The details of the insurance plans are set forth in the master description of benefits on file in the Superintendent’s office.

- D. 1. All employees shall share the cost of provided insurance benefits as follows:
- Board 80% and Employee 20%;
2. In order to receive insurance benefits, each eligible employee must execute a payroll deduction authorization allowing the Board of Education to deduct her/his share of the cost of provided insurance benefits from the employee’s salary.
3. The Board shall maintain a Section 125 of the Internal Revenue Code (hereinafter “Code”), as the same may be amended from time to time, Plan to allow pre-tax payment of medical cost shares, as permitted by law. Subject to the provisions of the Code and the Plan, the Board shall deduct the employee’s share of said medical insurance coverage by a reduction in the base salary of the employee. The reduction in base salary shall be in addition to any reductions under other agreements or benefit programs maintained by the Board or required by law.

Insurance carriers may be changed by the Board of Education at any time provided that coverage is substantially equivalent to existing benefits.

Section 10.4

Upon retirement, employees who were hired before July 1, 2012 and served a minimum of ten years continuous employment in the Plainfield School System, and who retire from the Plainfield school system in the bargaining unit, will be allowed, along with their eligible family members, to remain as a member of the Plainfield Board of Education health insurance group. The premium will be paid totally by the individual. The coverage would include the current Board of Education medical policies minus the life insurance. To be eligible, the retiring employee must be acceptable to the current insurance carrier and must have attained 55 years of age. It is understood that participation is only permitted with the approval of the Board's current insurance carrier. Once a retired employee becomes eligible for Medicare benefits or any other government health insurance benefits, the Board's plan will supplement those benefits and will not constitute primary coverage.

Section 10.5

Upon honorable separation from service, all full-time paraprofessionals who have been employed for ten (10) or more years in the Plainfield School System as full-time paraprofessionals shall receive per diem payment for one-quarter (1/4) of their accumulated sick leave, with a maximum of thirty (30) days full pay.

ARTICLE XI GRIEVANCE PROCEDURE

Section 11.1 - Definition

- A. A "grievance" is defined as a written complaint, alleging a specific violation, misapplication, or misinterpretation of at least one provision of this Agreement.
- B. A "grievant" is a member of the bargaining unit making a claim that a grievance has occurred to his/her detriment and may be filed by the union representative, thus making the representative the grievant.
- C. The term "days" means school days. During the summer "days" means calendar days.

Section 11.2 - Time Limit for Filing Grievance

A grievance shall be deemed to be waived unless submitted at Step One (formal procedure) within twenty (20) days from the date the grievant knew or through reasonable diligence should have known of the cause of the grievance.

Section 11.3 - Procedures

- A. Informal A unit member with a grievance shall discuss it with the building principal involved with the object of resolving the matter informally.
- B. Formal

(1) Step One - Building Principal

If the grievant is not satisfied with the disposition of his/her problem or if the problem is not resolved through the informal procedure, he/she shall have the right to present the grievance to his/her building principal or area supervisor. The principal shall meet with the Union representative and/or the grievant and issue a written response within seven (7) days after such meeting but not later than ten (10) days after submission of the grievance.

(2) Step Two - Director of Pupil Personnel/Assistant Superintendent

When the answer at Step One does not resolve the grievance, the grievance shall be submitted to the Director of Pupil Personnel by the Union representative and/or the grievant within seven (7) days of the previous response. Within seven (7) days of the receipt of the grievance, the Director of Pupil Personnel will meet with the Union representative and/or the grievant and will issue a decision within seven (7) days following such meeting.

(3) Step Three - Superintendent or Designee

When the answer at Step Two does not resolve the grievance, the grievance shall be submitted to the Superintendent of Schools by the Union representative and/or grievant within seven (7) days of the previous response. Within seven (7) days of the receipt of the grievance, the Superintendent or his designee will meet with the Union representative and/or grievant and will issue a decision within seven (7) days following such meeting.

(4) Step Four - Board of Education

If the grievance is not resolved at Step Three, the unit member or the Union representative may submit the grievance to the Board of Education within seven (7) days of the Step Three response. The Board of Education will hear the grievance within thirty (30) days of the submission of the grievance.

(5) Step Five - Arbitration

Within thirty (30) days after the Board's answer at Step Four, or if no meeting is held at Step Four, the Union, at its sole discretion, may submit the grievance to the State Board of Mediation and Arbitration. The parties shall share equally the costs of arbitration. The arbitrator shall have no power to add or subtract from this Agreement, and his award shall be binding on both parties.

Section 11.4 - Miscellaneous

- A. If the union or the grievant does not meet the time limits for submission to the next step, the grievance will be presumed settled. If the employer does not meet the time limits, the grievance may be automatically processed at the next step. Extensions may be afforded either party by mutual consent in writing if the union representative and the Superintendent agree.

ARTICLE XII
EMPLOYEE EXPENSE

Section 12.1 - Employee Expense

Employees who are authorized in advance by the Superintendent of Schools or his designee to use their own vehicles for school business shall be entitled to compensation according to established Board policy.

ARTICLE XIII
SAVINGS CLAUSE

Section 13.1

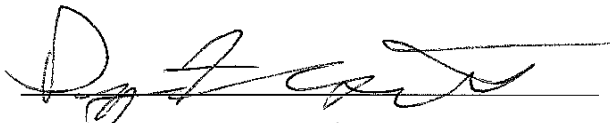
If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof or provision herein, shall become inoperative or fail by reason of the invalidity of any portion or provision, and the parties do hereby declare that they would have severally approved of and adopted the provisions contained herein, separately and apart from the other.

ARTICLE XIV
DURATION

Section 14.1

This Agreement shall be for **one (1) year** duration and shall be effective from July 1, 2015 to and including June 30, 2016.

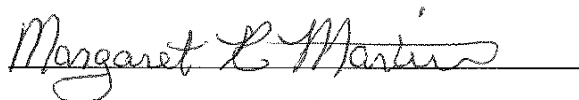
FOR THE PLAINFIELD BOARD
OF EDUCATION:


Date: 6/30/15

FOR LOCAL 1303 OF COUNCIL #4 AFSCME,
AFL-CIO:


Date: 6/29/2015

FOR LOCAL 1303 OF COUNCIL #4 AFSCME,
AFL-CIO:


Date: 6/29/2015

APPENDIX A
HOURLY WAGE SCHEDULE

	<u>July 1, 2014</u>	<u>July 1, 2015</u>
Step 1	\$13.94	\$14.29
Step 2	\$14.78	\$15.15
Step 3	\$17.20	\$17.63

All employees will advance from step to step, until they reach the top step. The 2015-16 salary increase is 2.5%.

Paraprofessionals who are not “highly qualified” under Title I, No Child Left Behind, if there are any, will be paid one percent (1%) less than the salary schedule rate of pay applicable to them.

APPENDIX B
FOR INFORMATIONAL PURPOSES ONLY

46a-60. Discriminatory employment practices prohibited

(a) It shall be a discriminatory practice in violation of this section:

(7) For an employer, by himself or his agent: (A) to terminate a woman's employment because of her pregnancy; (B) to refuse to grant to that employee a reasonable leave of absence for disability resulting from her pregnancy; (c) to deny to that employee, who is disabled as a result of pregnancy, any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by the employer; (D) to fail or refuse to reinstate the employee to her original job or to an equivalent position with equivalent pay and accumulated seniority, retirement, fringe benefits and other service credits upon her signifying her intent to return unless, in the case of a private employer, the employers circumstances have so changed as to make it impossible or unreasonable to do so; (E) to fail or refuse to make a reasonable effort to transfer a pregnant employee to any suitable temporary position which may be available in any case in which an employee gives written notice of her pregnancy to her employer and the employer or pregnant employee may cause injury to the employee or fetus; (F) to fail or refuse to inform the pregnant employee that a transfer pursuant to subparagraph (E) of this subdivision may be appealed under the provisions of this chapter; or (G) to fail or refuse to inform his employees, by any reasonable means, that they must give written notice of their pregnancy in order to be eligible for transfer to a temporary position;

APPENDIX C
FOR INFORMATIONAL PURPOSES ONLY
PENSION NOTICE

All eligible paraprofessionals included prior to July 1, 2015 in the Town Pension Plan remain in the plan. Employees not included in the Town Pension Plan prior to July 1, 2015 may participate in a defined contribution plan. Disputes regarding the Pension Plan are not grievable to the Board of Education and must be addressed to the Town of Plainfield and/or the Pension Board.