

TENTATIVE AGREEMENT  
*Subject to ratification by both parties*

Term: 4 years

Salary

- Year 1:** 2.5% GWI to all
- Year 2:** 3.5% GWI to all
- Year 3:** 3.5% GWI to all
- Year 4:** 3.5% GWI to all

Insurance

**HDHP**

- Employees hired on or after July 1, 2026, will only have the HDHP option. Their premium cost share shall remain unchanged from the last year of the current contract (expiring on June 30, 2026) throughout the term of the new contract.
- No Coinsurance after the Deductible is met for the HDHP/HSA Plan (applies to all employees on the plan – current and new)
- HSA contribution for all employees on the plan will be funded half on July 1 and half on January 1 (applies to all employees on the plan – current and new)
- The current contract language shall remain as is in the successor contract: *In the first year of the contract, members who switch to the HDHP shall receive a 65% contribution. Thereafter, the employees will only receive a 50% contribution for the remainder of the contract period.*

**PPO**

- Only current employees may maintain the PPO option at their current premium cost share for the life of the contract.

**Preventative Drug Rider**

- Preventative Rx Drug List (same as teachers)

## Language Modifications

### **NO. 1**

Amend Article XIX, Section 4 to read:

#### Section 4 - Medical Certificate Required

A medical certificate, acceptable to the Board may be required:

- A. For frequent or habitual absence from duty and when in the judgment of the appointing authority, or their designate, there is reasonable cause for requesting such certificate. When an employee is required to obtain a medical certificate, the department shall assume the cost of said doctor's appointment.
- B. For any absence of more than three consecutive working days.
- C. When it is reasonably presumed that a member of the immediate family is suffering from a contagious disease which may endanger the health of other employees.
- D. In accordance with Article 6, Section 1, above.
- E. *In the event that [employees] are covered by Connecticut's Paid Sick Leave Law, Connecticut General Statutes §§31-57r et seq. as it may be amended from time to time, the Board shall permit [employees] to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in Connecticut's Paid Sick Leave Law, notwithstanding any provisions in this Section 4 to the contrary (the "Statutory Sick Leave"). Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this Section 4 above and applicable Board policy requirements.*

### **NO. 2**

Amend Article 8, Section 1 to read:

#### Section 1

All employees shall receive ~~12~~ **13** paid holidays. These holidays, which shall be celebrated on the date prescribed by law, are New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday, Memorial Day, **Juneteenth**, Independence Day, Labor Day, ~~Columbus Day~~ **Indigenous People Day**, Veteran's Day, Thanksgiving, the Day After Thanksgiving and Christmas. Further, any day

declared a holiday by the Mayor of the City and which results in a paid holiday for all City Departments shall be also observed as a holiday under this Article, if such day is a normal workday. Employees who are required to work on such holidays shall be paid for such holidays at the established overtime rate. If a paid holiday falls on a Saturday or Sunday, employees shall receive equivalent time off at the discretion of the responsible Official on the administrative staff. It is also mutually agreed that the Board and the Union will confer on a date which will allow the largest number of employees to receive a single compensatory day off at the same time.

**NO. 3**

Amend Article 28, Section 2 to read:

Section 2

Bargaining unit positions shall be as follows: Building Managers-40; Assistant Building Managers-40; Truck Drivers-10; and Floaters-12. *At every building where students are present and at Central Kitchen, there will be 1 Building Manager and 1 Assistant Building Manager.* ~~positions shall be as follows:~~

STAFFING

Building No	Building	Building Manager	Asst. Building Manager
1	Barnard	1	1
2	Bassett	1	1
3	Beecher	1	1
4	Betsy Ross	1	1
5	Bishop Woods	1	1
6	Brennan	1	1
7	Celentano	1	1
8	Central Kitchen	1	1

Building No	Building	Building Manager	Asst. Building Manager
9	Clarence Rogers	†	†
10	Clemente	†	†
11	Clinton	†	†
12	Columbus	†	†
13	Conte	†	†
14	Coop	†	†
15	Cross	0	0
16	Daniels	†	†
17	Davis	†	†
18	East Rock	†	†
19	Edgewood	†	†
20	ESUMS	†	†
21	Fair Haven	†	†
22	Field House	0	0
23	HSC	†	†
24	Hill Career	0	0
25	Hill Central	†	†
26	Hillhouse	0	0
27	Hooker (Canner)	†	†
28	Hooker (Whitney)	†	†
29	Jepson	†	†
30	King Robinson	†	†
31	Martinez	†	†
32	Mauro	†	†

Building No	Building	Building Manager	Asst. Building Manager
33	Mayo	†	†
34	Metro	†	†
35	Nathan Hale	†	†
36	NHA	†	†
37	Ross Woodward	†	†
38	Quinnipiac	†	†
39	Sound	†	†
40	Strong	†	†
41	Troup	†	†
42	Truman	†	†
43	West Rock	†	†
44	Wexler	†	†

#### NO. 4

Amend Article 17, Section 1 to read:

#### ARTICLE 17 - Time Allowance for Death of Relative

##### Section 1


Bargaining unit employees may be absent from their assigned duties for the five consecutive calendar days ~~immediately~~ following the death of a member of the immediate family. Should any of these days be one of their regularly scheduled work days, they will be compensated for such absence.

The immediate family shall include spouse, *domestic partner*, child, parent, mother-in-law, father-in-law, brother, sister, grandparent, grandchild, or other relative who is an actual member of the employee's household. *An employee wishing to demonstrate a domestic partner relationship must execute an affidavit with HR department, together with appropriate evidence of joint residency and mutual dependence.*

In no instance will an employee be compensated more than five (5) days or for non-working days.

**NEW HAVEN BOARD OF EDUCATION LOCAL 287 OF COUNCIL 4, AFSCME, AFL-CIO**

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Date: \_\_\_\_\_

  
\_\_\_\_\_  
Date: 5-16-26