

AGREEMENT BETWEEN
THE PLAINVILLE BOARD OF EDUCATION
AND
THE PLAINVILLE SCHOOL NURSES
JULY 1, 2023 TO JUNE 30, 2026

In recognition of the valued services that the Plainville School Nurses provide for the students and staff of the Plainville Community Schools, the following work agreement and terms of employment are set forth below:

Work Day:

The school nurse work day shall equal seven hours and fifteen minutes which will include a twenty minute paid lunch.

Elementary School hours: 8:25 a.m. to 3:40 p.m. Middle School of Plainville hours: 7:45 a.m to 3:00 p.m. Plainville High School hours 7:25 a.m. to 2:40 p.m.

Work Calendar:

The work year for nurses will include 181 academic school days and five days when school is not in session. The total is 186 workdays.

Shortened Days:

- A. When the school day is shortened because of inclement weather emergency reasons, open house, conference days, mid-term, final exam days and on Minimum School Days (defined as those days preceding those designated holidays and the last day of school), employees shall remain at work until *additional 30 minutes after student dismissal as long as their nursing documentation is complete*. On such days, employees shall receive their full daily rate of pay provided they have complied with the conditions set forth in the preceding sentence.
- B. On professional *learning community (PLC)* shortened days, employees will be required to work *their typical work day*.
- C. On delayed opening days, employees will receive full pay for their regularly scheduled hours.

Travel Allowances:

Any nurse that is scheduled to serve on a regular basis at two or more school buildings within the district will receive one hundred and fifty dollars per year, payable one half in December and one half in June. All other nurses will receive travel reimbursement based upon the school district's mileage allowances. This will be used only for authorized school business.

Sick Time:

Nurses shall be entitled to sick leave with full pay up to 15 working days per year. Unused sick leave may be accumulated from year to year to a maximum of one hundred and fifty (150) days.

Severance:

Upon retirement, death or permanent disability of a nurse (as determined by the Social Security Administration), such nurse or his/her survivors shall be paid 33% of his/her accumulated sick leave up to 33% of 150 days. Retirement may occur after age fifty-five and fifteen years of nursing, ten of which has been spent working full time in the Plainville School District.

****Nurses hired after June 30, 2013 will not be entitled to this severance clause.***

Pension:

Nurses have the option to participate in the 401(a) pension plan (a defined contribution plan). A decision to join must be made within the first 60 days of employment. If an employee elects not to participate, the plan will forever be closed to them. Those nurses participating in the defined benefit plan may remain in that plan.

Personal Days:

- A. Nurses shall be permitted absences without loss of pay and without deduction from sick leave accumulation, up to a total of not more than five (5) days in any school year for any or all of the following:
1. Marriage (self, children, parent, sibling, and sibling of spouse).
 2. To care for an illness in the immediate family. Immediate family shall refer to spouse, parents, grandparents, children, mother-in-law, father-in-law, brothers, sisters, and legal guardians.
 3. Attendance at graduation exercises for self, spouse, son, daughter, brothers, sisters, or legal guardians.
 4. To participate in the wedding of a friend or relative as a member of the wedding party, such as bridesmaid, best man, usher.
 5. To attend the funeral of a friend or relative.
 6. Unspecified personal leave, with approval by principal. Personal leave should not be used to extend vacation periods or holidays. If extenuating circumstances arise concerning the latter, appeal may be made directly to the Superintendent of Schools.

7. To observe mandatory religious holidays during which the performance of servile work is prohibited by the tenets of the nurse's faith.
- B. Application for leave in the provisions above shall be made to the school principal at least five (5) school days before taking such leave (except in the case of emergencies where five school days is not feasible).
- C. Leaves taken pursuant to the above provisions shall be in addition to any sick leave to which the nurse is entitled.
- D. For leaves of absence other than those covered by any portion of this agreement, the rate of deduction shall be $\frac{1}{186}$ of the year's basic salary.

Bereavement:

- A. Employees will receive three (3) days for the death in the immediate family. Immediate family shall refer to spouse, parents, grandparents, children, mother-in-law, father-in-law, brothers, sisters, and legal guardians.

FMLA:

The provisions of the Family and Medical Leave Act shall apply to members of the Nurses group and any types of leaves controlled by this Agreement that are covered by this Act shall run concurrently with any leave entitlement under the Family and Medical Leave Act.

Professional Development:

Nurses shall be permitted and encouraged to participate in select professional conferences that are mutually agreed upon by District Administration

Disability Leave:

Nurses may request Disability Leave subject to the following conditions:

- A. Disability requests shall be submitted in writing at least thirty days prior to the expected commencement date of leave. Requirements under the Family and Medical Leave Act Policy must be followed including use of request forms and Physician Certification.
- B. Accumulated sick leave shall be used during approved disability.

General Leave:

After the completion of four (4) years of employment, leaves of absence without pay may be granted upon application to the Board of Education to nurses on regular appointment for the following purposes:

- A. In cases of extreme personal hardship such as serious illness of a spouse, parent or legal dependent.
- B. Other extended leaves may be granted by the Board of Education.
- C. Childrearing Leave:

Such leave may extend for the remainder of the school year following maternity disability leave and the ensuing year. The actual return date of the nurse shall be mutually agreed upon in advance by the Superintendent and the nurse, taking into consideration the best interests of the school system.

No later than ninety (90) days prior to the agreed upon date of return from leave, the nurse shall notify the Superintendent in writing of the intent to return. The nurse shall, prior to commencement of the leave, agree in writing that failure to comply with agreed upon dates will be considered as a resignation effective on that date.

Upon the nurse's return from leave, the nurse shall be assigned by the Superintendent to the former position or an equivalent position.

Temporary Disability Leave:

Whenever a nurse is absent from school as a result of personal injury caused by an accident arising out of and in the course of his/her employment, the nurse shall be paid the amount of any workers' compensation as required by law for the period of such absence, and no part of such absence shall be charged to his/her annual accumulated sick days.

Insurances:

The Board shall provide insurance coverage and pay the premium in accordance with the following terms and conditions.

The employee percentage share of such premium cost shall be as follows:

The medical premium cost share for employees for Single, Dependent, Family coverage will be as follows:

- 17.5% (2023-2024)
- 18.5% (2024-2025)
- 19.5% (2025-2026)

The Dental premium cost share for Single, Dependent or Family Coverage for Delta Dental Co-Pay Dental Plan Rider A and Dental Rider for unmarried dependent children or their equivalent.

17.5% (2023-2024)
 18.5% (2024-2025)
 19.5% (2025-2026)

Group Life Insurance of \$20,000 benefit coverage, including \$20,000 of Accidental Death and Dismemberment Insurance.

Additional Vision Coverage is available to the employee and/or their dependents at 100% of the cost.

Salary:

NURSES SALARY SCHEDULE AGREEMENT

Step	2023-2024	2024-2025	2025-2026
1	\$54,843	\$56,488	\$58,183
2	56,917	58,624	60,383
3	58,982	60,751	62,574
4	61,047	62,878	64,765
5	63,117	65,011	66,961
Percent change from prior	3%	3%	3%

Longevity:

Longevity is provided for fifteen years of experience in public school nursing, the last ten of which has been in the Plainville Public Schools. Longevity payments shall be made in November.

	2021-2022	2022-2023
LONGEVITY PAYMENT	\$800.00	\$800.00

**Nurses hired after June 30, 2013 will not be entitled to this longevity clause.*

Reduction in Professional Staff:

In the event it becomes necessary to dismiss or lay off nurses because of declining enrollments the decision shall be made on the basis of what is in the best interests of the school system.

A nurse's length of service in the system shall be a factor, but not the sole factor, in making staff reduction decisions.

This agreement shall not be altered, amended or changed except in writing signed by both the Board and the Nurses, which amendment shall be appended hereto and become a part hereof.

Duration:

The terms of this agreement shall be in effect from July 1, 2023 to June 30, 2026.

PLAINVILLE BOARD OF EDUCATION

Date 9.14.23

By Ken D. Cim
Superintendent/Representative

PLAINVILLE SCHOOL NURSES

Date 9.14.23

By T. Rudy
Representative