

EMPLOYEE CONTRACTS, BENEFITS AND TERMS OF EMPLOYMENT

The Ledyard Board of Education shall negotiate and approve the following employee contracts and union agreements:

Superintendent of Education	Ledyard Custodian/Maintenance Union
Ledyard Administrators’ Association	Ledyard Educational Secretaries Union
Ledyard Educators’ Association	Ledyard Information Technology Personnel

To facilitate Board action, the Negotiations Committee shall, after consulting with the other Board members, conduct detailed negotiations with the appropriate parties and then provide a recommendation to the full Board for further action.

The Board shall be informed of any Memorandum of Understanding (MOU) related to any employee contract or union agreement, which has been approved by the Board, prior to the execution of the MOU. All MOUs having a financial impact must be approved by the Board prior to execution.

The Board may, at its discretion, enter into an employment contract with individuals not specified above.

"At-Will" Employment

Connecticut is an employment-at-will state. This means that either the employee or employer is free to terminate the employment relationship at any time with short notice and for any reason unless there is a federal or state law or contract that provides otherwise. All employees of Ledyard Public Schools not covered by an individual contract or union agreement approved by the Board are considered "at-will" employees.

Standard Benefits Package

Prior to June each year, the Negotiations Committee, in consultation with the Superintendent shall review the Standard Benefits Package and, if necessary, recommend changes for Board approval. The Standard Benefits Package shall define the benefits for all employees not covered by a contract, agreement or collective bargaining.

At a minimum, the Standard Benefits Package shall delineate the following: health benefits and employee co-pay; method of accrual, amount and maximum carryover of sick time; method of accrual, amount, maximum carryover and process of applying for vacation; holidays; and payout of vacation days when an employee resigns or retires.

Legal References: Connecticut General Statutes

10-153d. Meeting between board of education and fiscal authority required.

Duty to negotiate. Procedure if legislative body rejects contract. 10-220.

Duties of boards of education.

Policy adopted: May 4, 2005
Revised: March 20, 2019

LEDYARD PUBLIC SCHOOLS
Ledyard, Connecticut