



To: Board of Education

From: Jennifer Brown, Director of Human Resources

Date: May 18, 2026

RE: The United Public Service Employees Union (UPSEU) Local 424, Unit 61, Custodial and Maintenance Employees Contract

The following is a summary of the major changes included in the negotiated agreement between the Granby Board of Education and the United Public Service Employees Union (UPSEU) Local 424, Unit 61, representing Custodial and Maintenance Employees, for the period of July 1, 2026 through June 30, 2030:

Salary and Compensation:

- General wage increases are as follows:
 - 3.0% in Year 1
 - 3.5% in Year 2
 - 3.5% in Year 3
 - 4.0% in Year 4
- The salary schedule was revised to include a Groundskeeper position, aligned with the Maintenance II classification.
- A second shift differential of \$1.00 per hour was added.

Benefits:

Employee premium sharing contributions to health insurance and dental insurance are as follows:

| | 2026-2027 | 2027-2028 | 2028-2029 | 2029-2030 |
|----------------|------------------|------------------|------------------|------------------|
| MEDICAL | 18.25% | 18.25% | 18.75% | 18.75% |
| DENTAL | 23% | 23% | 23% | 23% |

In addition, language was added clarifying that employees are responsible for the full cost of any supplemental vision insurance coverage they elect.

Language Changes:

- Retiree health benefit language was grandfathered for employees hired prior to July 1, 2026.
- Personal leave language was revised as follows:
 - The allotment of personal days that may be used “with permission but without reason” was increased from one (1) day to two (2) days. This change does not increase the overall number of personal leave days available.

- Language was added permitting the use of personal leave for attendance at a funeral without limitation based on the employee's relationship to the deceased.
- Mileage reimbursement language was updated to reflect reimbursement at the current IRS mileage rate.
- Contract language referencing a "CT Valid HVAC Licensed" credential was revised to "CT Valid Licensed" to provide broader applicability to required licensure.