

MEMORANDUM

To: Mr. Gary St. Vil, Chair, Ledyard Town Council
From: Jason S. Hartling, Superintendent of Schools *JSH*
Date: December 4, 2025

Subject: Transmittal of the Ratified LEA Collective Bargaining Agreement and Statutory Timeline

This memo accompanies the transmittal of the newly negotiated Collective Bargaining Agreement between the Ledyard Board of Education and the Ledyard Education Association (LEA), effective July 1, 2026 - June 30, 2029. The Agreement has been ratified by the LEA and approved by the Board of Education.

Pursuant to Connecticut General Statutes §10-153d(b), once a Board of Education has approved a teachers' collective bargaining agreement, the agreement "shall be filed by the board of education with the legislative body of the municipality" and the legislative body has thirty (30) days from the date of filing to act. The contract was filed on December 4, 2025.

Under §10-153d(b), the municipal legislative body may:

1. Reject the agreement by a majority vote within the 30-day period, or
2. Take no action, in which case the agreement is deemed approved by operation of law at the conclusion of the 30 days.

It is important to note that if the legislative body votes to reject the agreement, the matter proceeds directly to binding arbitration under CGS §10-153f.

Please contact me if you have any questions or I can be of assistance in this matter.

Procedural Timeline and Next Steps

- December 4, 2025: Agreement submitted to the Town Clerk and transmitted to the Town Council.
- Statutory deadline: The Town Council has 30 days from filing to act.
- If no vote occurs: The contract becomes effective automatically at the close of the 30-day period.
- If the Council votes to reject: The agreement moves to binding arbitration as required by state law.



Ledyard Public Schools

Administrative Offices

December 2, 2025

Mr. Gary St. Vil, Chair
Ledyard Town Council
Town of Ledyard
741 Colonel Ledyard Highway
Ledyard, CT 06339

Dear Mr. St. Vil:

This letter is to notify you that the Ledyard Education Association (LEA), through a vote of its membership, ratified a new four year Contract Agreement effective July 1, 2026 through June 30, 2029. At a meeting on November 18, 2025 the Ledyard Board of Education also voted to approve the LEA Agreement.

In addition to some minor changes in language including incorporation of existing MOAs and applicable current practices, the following compensation was negotiated:

Salary

A total Salary increase of 13.19%, inclusive of steps/increments and including any Stipend increases was negotiated. Assuming all staffing remains the same, the breakout by contract year is as follows:

Year 1- GWI + Step (total negotiated increase 4.447%) = \$898,066

Year 2- GWI + Step (total negotiated increase 4.439%) = \$936,220

Year 3- GWI + Step (total negotiated increase 4.308%) = \$949,034

Insurance

Year 1- .25% increase Employee share would be 24.50%

Year 2- .25% increase Employee share would be 24.75%

Year 3- .25% increase Employee share would be 25.00%

Based on an 8% increase in premium rates year over year, it would be an approximately \$390,000 savings over the course of the contract.

The contract is on file with the Ledyard Town Clerk's Office.

Sincerely,

Jenn Reguin, Chair, Ledyard Board of Education

Cc: Jason S. Hartling, Superintendent of Schools