

AGREEMENT

BETWEEN

THE REGIONAL 16 BOARD OF EDUCATION

AND

THE REGION 16 SCHOOL ADMINISTRATORS' ASSOCIATION

Effective July 1, 2018
Expires June 30, 2021

10/30/17

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ARTICLE 1
RECOGNITION

The Board of Education recognizes the Regional School District No. 16 School Administrators Association, Local No. 48 of the Connecticut Federation of School Administrators, AFL-CIO, as the exclusive bargaining representative for all certified employees in the school district not excluded from the purview of §§10-153a to 10-153n, inclusive, employed in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and whose administrative or supervisory duties, for purposes of determining membership in the administrators' unit, shall equal at least 50% of the assigned time of said employee.

ARTICLE 2
PROFESSIONAL NEGOTIATIONS

Negotiations will be conducted pursuant to Connecticut General Statute §10-153d between the Region #16 Board of Education and the Region #16 Administrators' Association. Ground rules for such negotiation sessions will be jointly developed at or before the first scheduled negotiation meeting.

ARTICLE 3
GENERAL PROVISIONS

- A. It is understood that this Agreement is subject to, and shall operate within the framework of the statutes of the State of Connecticut.
- B. It is understood that administrators shall continue to serve under the direction of the Superintendent of Schools, in accordance with the Board policies, rules, and regulations, as amended, provided that the provisions of this Agreement shall supersede and prevail over any conflicting provisions.
- C. The Board shall provide each administrator with a complete text of this Agreement including any amendments.
- D. The Board shall provide, at its expense, employee medical benefits and leaves in proportion to each administrator's full time equivalent (FTE).

ARTICLE 4
AMENDMENT

This Agreement shall not be altered, amended, or changed for the duration of this Agreement unless mutually agreed upon.

ARTICLE 5
DURATION

The provisions of this Agreement shall be effective as of July 1, 2018 and shall continue and remain in full force and effect to and including June 30, 2021.

ARTICLE 6
SEVERABILITY

In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

ARTICLE 7
ADMINISTRATIVE SALARIES

Whenever there is a vacancy in the administrative bargaining unit, the Board of Education may hire an administrator at a salary step it considers to be appropriate given that employee's prior work experience. For all administrators, the salary schedules set forth in Appendix II apply.

ARTICLE 8
PHYSICAL INJURY BENEFITS

Whenever an administrator is absent from school as a result of a physical injury which occurred in the course of employment by the Board, he/she shall be paid his full salary less amount of Worker's Compensation indemnity for the period of such absence, and no part of such absence shall be charged to his/her annual or accumulated sick leave for a period of ninety (90) days. After ninety (90) days, the difference between earned salary and Worker's Compensation pay will be deducted from accumulated sick leave time in increments of not less than one-half (1/2) days until such leave is exhausted.

The injury must be certified by the physician, either a school doctor or a physician of the administrator's choice, with expenses paid by the Worker's Compensation insurance carrier. The physician shall also certify when the administrator is able to return to work. The rights of the compensation insurance carrier to assign a physician of their choice under circumstances stated in the insurance policy shall be honored.

This article shall be in compliance with the State of Connecticut Worker's Compensation Act as amended.

ARTICLE 9
SICK LEAVE

- A. Administrators will be entitled to sick days with full pay for twenty-one (21) working days in each year. Unused sick leave shall be accumulated from year to year to a maximum of two hundred seventy-five (275) working days, as long as the administrator remains continuously in the service of the Board.
- B. Retiring administrators shall be reimbursed for unused accumulated sick days exceeding one hundred fifty (150) days up to one hundred (100) days. No later than September 1 following the last year of employment, the Board shall pay each retiring administrator Twenty (\$20) Dollars for each unused sick day exceeding one hundred fifty (150) accumulated days up to a maximum of one hundred (100) days.

ARTICLE 10
PERSONAL BUSINESS DAYS

Up to four (4) days per year may be charged to personal business days in excess of sick days. Personal days may be taken for the following reasons: Court or legal matters, house closings, religious holidays or actions, wedding of self or a member of the immediate family, financial matters, attendance at graduation of self or a member of the immediate family, birth of child by wife or adoption of a child, funeral of a friend or relative, and illness of a member of the administrator's immediate family. The Superintendent, at his sole discretion may grant personal days for other similar reasons or he may grant additional personal days at his sole discretion if he feels additional days are warranted. Online application for personal days shall be made as far in advance as possible and at least twenty-four (24) hours (except in case of emergency). Personal days may not be taken the first ten (10) days of school or the last ten (10) days of school or before holiday or vacation days.

Two (2) of the four (4) personal business days may be taken without any stated reason.

Under special circumstances, the exclusion may be waived by the Superintendent of Schools, at his sole and absolute discretion.

ARTICLE 11
COMPASSIONATE DAYS

Compassionate days are not deductible from sick or personal days. Five (5) consecutive days with full pay will be granted in the case of the death of a member of an administrator's immediate family. Immediate family shall be defined as a sibling, spouse, child, parent, grandparent, and grandchild. In the case of the death of in-laws in the same relationship or an administrator's aunt or uncle, the employee shall be granted up to three (3) consecutive days with full pay. Due to extenuating circumstances, the Superintendent may grant additional Compassionate Leave at his/her discretion.

ARTICLE 12
PAY SCHEDULE

The Board shall institute a pay schedule where under each administrator shall be paid on a bi-weekly schedule.

ARTICLE 13
PROFESSIONAL MEETINGS

- A. The Board agrees to allow all administrators to attend Board approved conventions and conferences. Reasonable financial responsibility for registration and for transportation is to be determined in advance for each conference. Board approved conference days shall not be counted as personal business days.
- B. Board agrees to reimburse all administrators attending an approved convention or conference for tuition and registration fees. The financial responsibility for transportation is to be determined in advance of each conference.
- C. For any Board requested conferences or conventions, reasonable expenses will be totally borne by the Region #16 Board of Education.

ARTICLE 14
DUES OR SERVICE FEE

- A. All administrators employed by the Region #16 Board of Education shall, as a condition of continued employment, join the Association or pay a service fee to the Association. Said service fee shall be equal to the portion of Association dues uniformly required of members to underwrite the costs of collective bargaining, contract administration, and grievance adjustment.
- B. The Association shall indemnify and save the Board harmless against all claims, demands, suits or other forms of liability which may arise out of any deduction or any other action taken by the Board pursuant to this Article, including payment of reasonable attorney's fees incurred by the Board related to this Article of the contract.

ARTICLE 15
PAYROLL DEDUCTION

In addition to those deductions required by law and those contractually required for health benefit premium sharing, the following agencies are eligible for payroll deductions. All

requests for deductions must be in writing on approved authorized forms, with the exception of Regional District #16 School Administrators' Association.

The Region #16 Board of Education agrees to deduct from each administrator's salary, by means of payroll deduction, an amount equal to the Association membership dues or service fee. The amount of the deduction from each paycheck shall be equal to the total Association membership dues or service fee divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of the Association membership dues and service fee shall be certified by the Association to the Board of Education prior to the opening of school each year.

A. A list of approved deductions is as follows:

Waterbury, Connecticut, Teachers' Federal Credit Union
Life Insurance
Regional District #16 School Administrators' Association
Annuities Plan
Medical Insurance

B. Each of the Associations named in Section A above shall certify to the Board in writing the current rate of the membership dues. Any Association which shall change the rate of its membership dues shall give the Board thirty (30) days written notice prior to the effective date of such change.

C. All payroll will be done through direct deposit.

ARTICLE 16 **WORK YEAR**

A. Administrators shall work two hundred twenty-one (221) days. (*Board will grandfather two administrators who currently work 218 days). For the purpose of this Agreement, the phrase "work year" shall mean the period commencing on July 1st of a given calendar year and continuing through the next succeeding June 30th. Intertwined with the concept of "work year" is the concept of "vacation" time off and time off for school holidays. Bargaining unit members shall be entitled to take as vacation time the winter recess and the spring recess, as well as additional days within their work year which exceed their prescribed number of working days upon appropriate notice to the Superintendent and subject to the provisions below.

B. Each administrator shall submit a work year calendar to the Superintendent for approval on or before June 30 for the following 12-month work year. Such approved calendar may be modified jointly by the administrator and Superintendent at any time.

C. Administrators will have the option of carrying over up to five (5) days in a subsequent year.

- D. On days when school is not in session due to inclement weather, administrators may, at their discretion, utilize a personal or vacation day and not report to work. Administrators may also choose to work from home, subject to the approval of the Superintendent.
- E. The following holidays are the current school holidays which are meant to coincide with the student schedule. It is understood that these are subject to change if the school calendar for students changes.

Independence Day	New Year's Eve Day
Labor Day	New Year's Day
Columbus Day	MLK Day
Veteran's Day	Presidents' Day
Thanksgiving Day	Good Friday
Day after Thanksgiving	Memorial Day
Christmas Day	
Day Before Christmas	

- F. Administrators shall not be required to work on days when schools are closed for holidays.
- G. No bargaining unit member shall be eligible to take vacation at any time while school is in session, without the express written approval of the Superintendent or his/her designee.

ARTICLE 17

LONGEVITY PAY

In recognition of long and faithful service in Region #16, the Board of Education will provide a longevity pay plan for each administrator.

The following scale shall constitute the longevity pay plan:

After 10 years	\$1,100
After 15 years	1,200
After 20 years	1,300
After 25 years	1,400
After 30 years	1,600

Such payments are to be paid during the school year that the longevity threshold is passed and shall be subject to taxes and related withheld amounts in accordance with state and federal laws. Employees hired on or after July 1, 2015 shall not be eligible for longevity pay.

ARTICLE 18
TRAVEL REIMBURSEMENT

Region 16 administrators will receive an annual mileage stipend to be paid in twelve (12) monthly installments in payment of all District-related travel. All payments will be made through payroll and all appropriate payroll taxes will be deducted from these payments. The annual stipends will be paid in 12 monthly payments as follows:

Director of Special Education/Pupil Services	\$175
Director of Curriculum	\$150
Assistant Director of Special Education/Pupil Services	\$125
High School Principal	\$100
AD/Assistant Principal	\$200
Assistant High School Principal	\$100
Middle School Principal	\$ 50
Assistant Middle School Principal	\$ 50
Elementary Principal	\$ 50
Assistant Elementary Principal	\$ 50

ARTICLE 19
EDUCATIONAL COMPENSATION

The Board of Education shall compensate an administrator who was employed on June 30, 2003 and who remains continuously employed as an administrator in Region 16, for advanced educational achievement:

6th Year plus 15 hrs. in planned accepted program in the field of education	\$1,500
6th Year plus 30 hrs. in a planned and accepted program in the field of education	\$3,000
Doctorate	\$5,000

To be eligible for this doctoral compensation, the subject of the dissertation must be in the field of education.

This compensation will be over and above the administrator's annual salary rate.

Such payments are to be paid during the first full student school year following the attainment of the education level and shall be subject to taxes and related withheld amounts in accordance with state and federal laws.

Administrators hired after June 30, 2003 shall be eligible to receive a \$2,500 Doctorate stipend. The 6th year stipend will not be offered to such employees.

ARTICLE 20 **COORDINATORS**

The Board shall pay over and above the administrator's salary the following sums of money to those administrators who have as their responsibility the following tasks:

<u>POSITION</u>	<u>2018-21</u>
TEAM Coordinator	\$2,632
Busing Coordinator for the Region	\$6,580
Adult Education Director	\$3,950
Acting Superintendent	\$658 per week*
Substitute Teacher Coordinator	\$1,266
PDEC (3)	\$1500/chair
PDEC (2)	\$1946/chair
Safe School Climate Coordinator	\$1247
Title IX Coordinator	\$1247
<u>Summer School Administrators</u> **	
Elementary/Middle Summer School	\$1,266
High School Summer School	\$2,120
Special Education Summer School	\$2,977

*any time during the year.

**Summer school administrators must be on site for the duration of the summer school. If the stipend receiver needs to designate a certified designee for any of the dates he/she is

required to be on site, prior approval of the Superintendent must be obtained prior to the end of the school year.

If coordinator(s') positions are not filled by an administrator, the Board or Superintendent can otherwise fill the position, including assigning the position to an administrator if there is no volunteer.

Note: Administrators shall have first refusal rights on any and all coordinators' tasks listed under this Article.

ARTICLE 21

INSURANCE BENEFITS

I. A. Group Health and Dental Insurance Benefits

1. PPO Plan

The Board shall provide for each full-time administrator and proportionately for each part-time administrator, and their eligible dependents, the group health insurance benefits which are summarized in Appendix I of this contract. As indicated, Appendix I is a summary of these benefits. Reference should be made to the actual health insurance policy and dental insurance policy on file in the Superintendent's office for more specific information. Effective July 1, 2012 the plan includes the following features:

\$25 Home and Office Copay
\$500 Hospital Admission/\$250 Outpatient Surgery
\$125 Emergency Room
High Cost Diagnostic \$75 to \$375 max
\$400/\$800/\$1000 Deductible
PS 3-Tier Rx Drug Option #1
\$5/\$25/\$40 2x mail order co-pays Rx \$2,000
Maximum

2. HDHP/HSA Plan

The Board will provide a High Deductible Health Care/Health Savings Account (HDHP/HSA) Plan option. Reference should be made to the actual health insurance policy on file in the Superintendent's office for more specific information. Regardless of which health care option is chosen by the employee, the same dental benefits will be provided, which benefit is separate and apart from either the PPO or the HDHP/HSA plans. The HDHP/HSA plan includes a deductible of \$2,000 individual and \$4,000 for two-person or family; 100% coverage for designated preventive care; post-prescription copay of \$10/\$25/\$40; 100% In-Network, 80%/20% Out-of-Network; and \$5,000/\$10,000 Out-of-Pocket Maximum In and Out-of-

Network. The Board will annually contribute 50% of the applicable deductible to the employee's HSA. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts as follows: one-fourth (1/4) of the applicable amount on July 1st of each year and the remaining three-fourths (3/4) on October 1st of each year.

For employees hired on or after July 1, 2012, the Board will only pay the cost of the less expensive group health plan. Such employees who select the more expensive health plan option will be responsible for the difference in cost, plus the required premium share. For all employees hired before July 1, 2012, the employee may select either option, while employed or during retirement, as set forth below in Section IV.A, and will only be responsible for the premium share or, in the case of the HDHP/HSA plan, the premium share plus the applicable deductible amount according to the contract in force at the time, to age 65.

For the 2018-2019 year, for the PPO Plan the Board of Education shall pay 76.25% of the cost of this health insurance benefit for all full-time administrators and each administrator shall pay 23.75% of such cost by way of payroll deduction; for the HDHP Plan the Board of Education shall pay 82.5% of the cost of this health insurance benefit for all full-time administrators and each administrator shall pay 17.5% of such cost by way of payroll deduction. For administrators who receive pro rata benefits, for the PPO plan the Board shall pay 76.25% of its pro rata share of the cost and the administrator shall pay 23.75% of the Board's pro rata share of cost in addition to the administrator's pro rata share; for the HDHP plan the Board shall pay 82.5% of its pro rata share of the cost and the administrator shall pay 17.5% of the Board's pro rata share of cost in addition to the administrator's pro rata share. For the 2019-2020 year, for the PPO Plan the Board of Education shall pay 75.75% of the cost of this health insurance benefit for all full-time administrators and each administrator shall pay 24.25% of such cost by way of payroll deduction; for the HDHP Plan the Board of Education shall pay 82% of the cost of this health insurance benefit for all full-time administrators and each administrator shall pay 18% of such cost by way of payroll deduction. For administrators who receive pro rata benefits, for the PPO plan the Board shall pay 75.75% of its pro rata share of the cost and the administrator shall pay 24.25% of the Board's pro rata share of cost in addition to the administrator's pro rata share; for the HDHP plan the Board shall pay 82% of its pro rata share of the cost and the administrator shall pay 18% of the Board's pro rata share of cost in addition to the administrator's pro rata share. For the 2020-2021 year, for the PPO Plan the Board of Education shall pay 75.25% of the cost of this health insurance benefit for all full-time administrators and each

administrator shall pay 24.75% of such cost by way of payroll deduction; for the HDHP Plan the Board of Education shall pay 81.5% of the cost of this health insurance benefit for all full-time administrators and each administrator shall pay 18.5% of such cost by way of payroll deduction. For administrators who receive pro rata benefits, for the PPO plan the Board shall pay 75.25% of its pro rata share of the cost and the administrator shall pay 24.75% of the Board's pro rata share of cost in addition to the administrator's pro rata share; for the HDHP plan the Board shall pay 81.5% of its pro rata share of the cost and the administrator shall pay 18.5% of the Board's pro rata share of cost in addition to the administrator's pro rata share.

- B. Health Reimbursement Account: A Health Reimbursement Account ("HRA") shall be made available for any administrator who is precluded from participating in a Health Savings Account ("HSA") because the administrator receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for administrators participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for teachers enrolled in the HSA. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA.
- C. In recognition of the increasing cost of group health insurance, it is the mutual desire of the Board and the Union to obtain a competitively priced health insurance product. The parties agree that during the term of this contract they will work together cooperatively to seek bids from other health insurance providers and even consider self-insurance as an option, in order to contain costs. As an alternative to the unilateral change in insurance carrier option set forth below in V, both parties agree, if either wishes to propose a change in the group health insurance provided under this contract, and if the parties are unable to agree, either party can require the issue to be resolved through mid-stream arbitration in accordance with Connecticut General Statutes §10-153f(e).
- D. Effective July 1, 2018, the current XYZ plan will now include imaging utilization management. Prior authorization will now be required for the following non-emergency outpatient imaging services: CT, CAT, MRI, MRA, PET, SPEC. Services rendered that are not prior authorized will be denied.
- E. Effective July 1, 2018, the current ZWX plan will now require physical and occupational therapy utilization management. Prior authorization and physical/occupational treatment plan submission will now be required for physical or occupational therapy visits. Services rendered that are not prior authorized will be denied.

- II. The Board shall provide for single, husband and wife, and family plan membership in the above plans appropriate to the employee's family status.
- III. The Board shall provide Group Life Insurance coverage in the amount of two and one-half (2.5) times the employee's salary. Additional coverage under such plan may be purchased by the employee if permitted by the Board's group term life insurance carrier. The Board shall provide \$50,000 Group Term Life Insurance for the administrator's spouse, provided the Board of Education's group term life insurance carrier permits an administrator to purchase group term life insurance for his/her spouse, and at the same rate charged for members of the administrators' bargaining unit.
- IV. As a severance benefit, any administrator who has been continuously employed by the Region 16 Board of Education for at least ten years and so is eligible for, and files for, "normal retirement" as defined in Connecticut General Statutes §10-183f(a), shall be entitled to participate in the following insurance benefit plans:

- A. Group Health Insurance

Group Health Insurance benefits in force for an individual employee and spouse during such retirement period and available to the administrators' bargaining unit, on a subsidized basis. The Board of Education shall provide such health insurance benefits currently offered, as stated in Section I.A.2, to regular employees and not paid for by the State of Connecticut to retired educators up to age 65 for the retiree. In no case shall the Board of Education pay for health insurance which is available to an administrator through Medicare Part A or Part B, as amended. The Board shall provide the retired administrator having attained age 65 supplemental insurance as a bridge to Medicare up to the retiree's 70th birthday. The Board of Education's health insurance contribution shall be provided so long as the administrator remains retired and shall continue until the retired administrator attains age 70 or until the death of the administrator, whichever occurs first. For employees who retire who select the HDHP/HSA Plan during retirement, the Board will contribute whatever deductible amount the collective bargaining agreement in force requires for single coverage, until age 65.

- B. Group Life Insurance

The retired administrator shall be provided life insurance in the amount of twenty-five thousand (\$25,000) dollars until the retirees' 70th birthday.

- C.1 The severance benefits set forth above in paragraphs IV.A and IV.B. shall be available only to those eligible administrators who were employed by Regional School District No. 16 as an administrator on June 30, 2003, and who remain continuously employed as an administrator in Region 16.

- C.2. Bargaining unit members eligible to receive the severance benefit set forth above in paragraphs IV.A and IV.B shall be required to pay the same health insurance premium share that is required of bargaining unit members, less any statutory contribution amount paid by the State to the Region 16 Board of Education in accordance with Connecticut General Statutes §10-183t.
- V. The Board of Education reserves the right to change insurance carriers or to self-insure any portion of the group health insurance benefits with respect to any insurance benefit provided pursuant to this Article, provided that the substitute's policy coverage and procedure for attaining Union benefits is equal to or better than the current carrier's policy. The Board shall consult the Union prior to instituting a change and the Board shall provide the Union with a copy of the substitute's proposal before it changes carriers. If the Union feels the substitute carrier's proposal is not equal to or better than the present coverage and procedure, it may file a written grievance with the Superintendent no later than fifteen (15) calendar days after receipt of the substitute carrier's proposal. Such grievance shall be submitted directly to Level Four of the grievance procedure, i.e., arbitration. No change in insurance carrier will take place before the arbitrator's decision has been rendered.
- VI. The Board shall implement and maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the employees' share of health insurance premiums. The Board makes no representations or guarantees as to the initial or continued viability of such a Salary Reduction Agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax exempt status of employee insurance premium contribution. So long as the Board makes a good faith effort to comply with this paragraph, neither the Union nor any administrator covered by this Agreement shall make any claim or demand, nor maintain any action against the Board or any of its members or agents for taxes, penalties, interest or other cost or loss arising from a flaw or defect in the Salary Reduction Agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.
- VII. Excise Tax:
- The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2020.
- Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect in any contract year triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations on the excise tax in accordance

with the Teacher Negotiation Act. Such negotiations shall be limited solely to the distribution of payment of the excise tax, health insurance plan offerings, coverage, design, and premium cost share. Other negotiated subject matters shall not be subject to this reopener provision.

ARTICLE 22

ADMINISTRATIVE PERSONNEL REDUCTION IN FORCE

General Grounds for a Reduction in Force (RIF):

Employment may be terminated when the Region #16 Board of Education decides that because of a reduction in pupil population, or a demonstrable bona fide financial exigency, or a program change for demonstrable bona fide institutional reasons, the Board's contractual obligations to one or more administrators cannot be further met. Such a decision may be made and any resulting termination may be effected only in accordance with the procedure provided in this reduction in force article.

Definitions:

The following terms are used in this Article:

1. "Termination" means the cessation of employment of an administrator for reasons of declining enrollment, financial exigency, or program change.
2. "Administrator" is a teacher below the rank of Superintendent with administrative and supervisory responsibilities who possess certification issued by the State Board of Education.
3. "Financial exigency" means any significant fiscal crisis caused by a lack of financial resources.
4. "Program change" means any elimination of a school operation or consolidation of two or more individual schools that is unrelated to financial exigency.
5. "Seniority" means the total length of continuous service within the school system. Authorized leaves of absence shall not disrupt continuous service.
6. "Certification" means any area in which the administrator has a standard or provisional certificate, as defined by the Connecticut State Board of Education.

Preliminary Actions:

Prior to commencing action to terminate administrative contracts under the need to reduce staff, the Board of Education will give due consideration to its ability to reduce staff by:

- a. voluntary retirements
- b. voluntary resignations
- c. voluntary transfers
- d. voluntary leaves of absence

Guidelines:

1. In order to provide an orderly reduction in the administrative personnel, the following guidelines will be used to determine the administrator to be released:
 - a. skill and ability
 - b. experience as an administrator
 - c. nature and diversity of certification
 - d. seniority
2. All of the criteria listed in paragraph 1 above must be reviewed and considered.
3. Nothing herein shall be construed or interpreted to require the promotion of an administrator to a position of higher rank or authority.
4. Any administrator relieved of his/her duties because of a reduction in staff or elimination of position, shall be offered an administrative opening if one exists in his/her classification.
5. An administrator may displace another administrator in a lower classification if the Board determines that this is within the best interests of the Region. Any administrator who is displaced to a different administrative position or a teaching position due to a reduction in force shall be paid \$1,000.00 less his or her prior administrative salary for one year, after which time the displaced administrator shall be paid the salary for the new position to which he or she has been assigned.
6. The classifications are:
 - a. Principal
 - b. Director of Special Education/Pupil Services
 - c. Assistant Principal
 - d. High School Principal

Classification "a" and "b" are of equal weight.
Classification "c" is considered a lower level.
Classification "d" is above "a", "b" and "c".

7. Any Administrator who is reassigned as a result of a reduction in force or who volunteers to return to a teaching position, shall be given credit for years of teaching and administrative experience, both within and outside the Region, and shall be placed on the salary schedule accordingly. All accumulated sick leave shall be retained.

8. Any administrator affected by a reduction in force shall be eligible to apply for any existing teaching vacancy in the Region for which he/she is certified. Said eligibility shall not supersede any contractual obligation of the Region #16 Board of Education with the Region #16 Teachers' Association or any rights guaranteed to teachers by State statutes.

Recall Procedures:

If the contract of employment of an administrator is terminated, without prejudice, because of elimination of position, the name of that administrator shall be placed on a reappointment list and shall remain on such list for a period of three (3) years. If a position becomes open during such period, the most qualified administrator terminated shall be the first administrator offered the position, providing such administrator holds the proper certification. The administrator shall be notified by certified mail sent to the last known address at least thirty (30) days prior to the anticipated date of re-employment whenever possible. The administrator must accept or reject the appointment, in writing, within seven (7) days after receipt of notification. If the appointment is accepted, the administrator shall receive a written contract within twenty (20) days of receipt of the administrator's reply to the Board of Education.

If the administrator rejects the appointment or does not respond according to this procedure within fourteen (14) days after receipt of notification, the name of the administrator will be removed from the recall list. In such cases of refusal or failure to respond in the stipulated manner, the next last administrator of the recall list shall be offered the position, and the aforementioned notification and acceptance procedures shall be applicable.

Benefits Upon Reappointment:

An administrator whose position was terminated and who is subsequently reappointed under the provisions of this Article, shall, upon reappointment, receive the salary and such benefits currently in effect in the contract for the position he/she assumes.

Other Considerations:

Due Process. When the Region #16 Board of Education considers termination of the contract of an administrator, it shall authorize the Superintendent to notify the administrator in writing that termination of his/her contract is under consideration. The notification and any subsequent proceedings related to termination will be in accordance with the provisions of C.G.S. §10-151, as amended.

ARTICLE 23 **CHILDREARING LEAVE**

- A. Any certified professional employee shall be entitled upon written request, submitted to the Superintendent of Schools, to an extended leave without pay, for the purposes of childrearing, apart from any period of childbirth disability leave. An employee shall be entitled to such leave for a period not less than the remainder of the school year and not to exceed twenty (20) calendar months. The establishment of the actual date of return

from leave shall be established within thirty (30) days of the Superintendent's receipt of such a leave request. Leaves of this nature must be requested in the school year during which a child is born, adopted, or fostered and shall, whenever possible, cause no interruption between the commencement of the leave and the birth, adoption, or fostering of the child, except that such leave shall not be used to diminish a period of temporary disability occurring as a result of pregnancy.

B. Childrearing shall be further subject to the following provisions:

1. Administrators requesting leave shall submit no less than thirty (30) days written notice, whenever possible, of the anticipated date of ending performance of duties. In any event, the leave shall not be requested more than thirty (30) days after the birth, adoption, or fostering of the child. This specific provision of this Article may be waived by mutual written agreement between the Board and the administrators.
2. All insurance benefits, either in whole or in part, shall be available to the employee, at the group rates in effect. The employee shall reimburse the Board monthly for the cost of the insurance benefits. The administrator may contribute to the State Teachers' Retirement System through the Board.
3. The administrator shall receive a salary increase if the administrator has worked one-half (1/2) or more, of the current administrative work year.
4. Childrearing leave may be prematurely terminated by mutual written agreement between the administrator on leave and the Superintendent of Schools.
5. An administrator, upon return from childrearing leave, shall be assigned to the position held immediately prior to the leave, or if said position is not available, to another position for which the administrator is certified. Nothing herein shall be construed as to exempt an administrator on childrearing leave from the possible effects of a reduction in the administrative staff of the Region.

ARTICLE 24

GRIEVANCE PROCEDURE

Purpose:

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise from time to time affecting the welfare or working conditions of administrators. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

Definitions:

- A. A "grievant" shall mean an administrator, a group of administrators, or the Association filing a grievance.
- B. A "grievance" shall mean a claim by a grievant that there has been a misapplication, misinterpretation or violation of his/her rights under the specific provisions of this contract, or that there has been a misinterpretation, misapplication or violation of his/her rights as provided for by an established practice.
- C. "Administrator" shall mean any administrative employee or group of administrative employees eligible for membership in the Region #16 Administrators' Association under the provisions of P.A. 76-403, Section 2, of the Connecticut General Statutes.
- D. "Days" shall mean working days during the administrative work year. The time limit specified may, however, be extended at any level by mutual agreement.

Procedure:

- A. All grievances shall first be discussed informally as a part of the grievance procedure. The grievant shall have the right to request the Association's participation at any informal grievance meeting. The Superintendent shall meet with the grievant within five (5) days of the request for an informal discussion.
- B. If a written grievance is not submitted to the Superintendent within ten (10) days after the administrator knew or should have known of the act or condition on which the grievance is based, then the grievance shall be waived, unless authorized by the Board.
- C. Failure by the aggrieved at any level of this procedure to appeal a grievance to the next level within the specific time limits, including any mutual extensions of time limits, shall be deemed to be acceptance of the decision rendered at that level.

LEVEL I

- A. The grievant shall attend the meeting with the Superintendent of Schools to resolve the problem through informal discussion.
- B. If the grievant is not satisfied with the results, he shall file a written grievance with the Superintendent.
- C. The Superintendent shall, within five (5) days after receipt of the written referral, meet with the aggrieved administrator and/or his Association representative for the purpose of resolving the grievance.
- D. The Superintendent shall, within ten (10) days of the formal hearing, render his decision and the reasons therefore in writing to the aggrieved administrator, with a copy to the Association President.

LEVEL II

- A. If the grievant is not satisfied with the disposition of his grievance at Level I, he may file the grievance for appeal to the Board of Education within ten (10) days from the receipt of the Level I decision.
- B. The Board of Education shall, within twenty (20) days after receipt of the appeal, meet with the aggrieved administrator and/or his Association representative, for the purpose of resolving the grievance.
- C. The Board shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved administrator, with a copy to the Association President.

LEVEL III

- A. If a grievance is not settled at Levels I or II, the Association, on behalf of the grievant or his representative, may submit the grievance to final and binding arbitration before an arbitrator or arbitration panel selected in accordance with the Rules of Labor Arbitration of the American Arbitration Association, provided that, such a submission is made within eight (8) days after the decision was rendered at Level II. The arbitration shall be conducted pursuant to the voluntary Rules of Labor Arbitration of the American Arbitration Association. The AAA's expedited rules may be used in situations where the parties mutually agree.
- B. The arbitrator shall have no authority to add or subtract from or modify the terms of this agreement.
- C. The fees and expenses of arbitration shall be borne equally by the Board and the Association.

Rights Of Administrators To Representation

- A. No reprisals of any kind shall be taken by either party against any participant in the grievance procedure by reasons of such participation.
- B. When an administrator is not represented by the Association, the Association shall have the right to be present.
- C. Either party may call upon the professional services of consultant(s) or assistance at any stage of the procedure.

ARTICLE 25 **SABBATICAL LEAVE**

- A. Administrators are eligible to file for an initial sabbatical leave after seven (7) full school years of active service in this system. A second sabbatical leave may be granted after another seven (7) year period.

- B. No more than one (1) member of the administrative staff shall be absent on sabbatical leave at any one time.
- C. A sabbatical leave shall be for one-half (1/2) of an academic year or for a full academic year. The administrator shall be considered to be in the employ of the Board and shall be paid sixty-five (65%) percent of his/her annual salary and shall receive the insurance benefits provided by this Agreement.
- D. Administrators on sabbatical leave shall be subject to the provisions of the collective bargaining agreement.
- E. Requests for sabbatical leave must be received by the Superintendent in writing no later than January 30 of the school year preceding the school year for which the sabbatical is requested. It is understood that the deadline of January 30 may be waived when fellowships, grants, or scholarships awarded later in the year make such a deadline unreasonable.
- F. The administrator, as a condition to the acceptance of the sabbatical leave, shall agree to return to employment in the system for two (2) full years. In the event the administrator does not so return, the administrator shall reimburse the Board for all sabbatical payments, including insurance benefits expenses. Repayment of sabbatical payment and insurance benefit expenses shall not apply if the Board terminates the administrator's employment.
- G. If it becomes necessary for an administrator on sabbatical leave to vary from his approved program, he shall notify the Superintendent of Schools.
- H. Persons granted sabbatical leave of absence are required to report once each semester to the Superintendent of Schools during such absence, on the nature of the courses taken at a university and the application of these to the work of the individual concerned. In the case of dissertation, writing and research, in lieu of courses, the person granted the sabbatical leave shall report on the progress made.
- I. If an administrator on sabbatical leave fails to fulfill successfully the purpose for which the leave is granted, the Superintendent of Schools shall report this fact to the Board of Education and the Board may terminate the leave of absence. The recipient will be liable for the repayment of funds expended on his behalf for the purpose of this leave. However, the administrator will be granted an opportunity to present to the Board of Education any circumstances that might warrant a partial or full waiver of these provisions.
- J. Upon return from a sabbatical leave, the administrator shall be restored to a comparable administrative position and shall be continued at the position on the salary schedule as if he/she had worked in the Region during such period. He/she shall maintain accumulated sick leave and all other accrued benefits provided by this Agreement. Nothing herein shall be construed as exempting an administrator on sabbatical leave from a reduction in force if such a reduction occurs.

- K. The Board reserves the right to the final decision to grant or deny any and all sabbatical leaves considering the nature of sabbatical leave request, the benefits to be achieved by the school system, and the financial condition of the system.

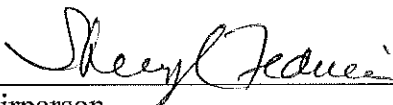
ARTICLE 26
JUST CAUSE

No administrator shall be reprimanded, suspended, disciplined or demoted without just cause.

ARTICLE 27
SIGNATURE BLOCK

In recognition of their agreement to this contract, the parties have caused their duly authorized officers to sign below.

REGIONAL SCHOOL DISTRICT #16 BOARD
OF EDUCATION

By 
Chairperson

Date 11/8/17

REGIONAL SCHOOL DISTRICT #16
ADMINISTRATORS' ASSOCIATION

By 
President

Date 11/8/17

APPENDIX I

REGIONAL SCHOOL DISTRICT # 16 003636-001
CENTURY PREFERRED \$20/\$250/\$125/\$500

Century Preferred is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In-Network Member pays:	Out-of-Network Member pays:
Office Visit (OV) Copayment	\$25 per visit	Deductible & Coinsurance
Hospital (HSP) Copayment	\$500	Deductible & Coinsurance
Urgent Care (UR) Copayment	\$25	Not Covered
Emergency Room (ER) Copayment - <i>waived if admitted</i>	\$125	\$75
Outpatient Surgery (OS) Copayment	\$250	Deductible & Coinsurance
Annual Deductible (<i>individual/2-member family/3+ member family</i>)	Not Applicable	\$400/800/1000
Coinsurance		20% after deductible up to
Cost Share Maximum (<i>individual/2-member family/3+ member family</i>)		\$800/\$1600/\$2000
Lifetime Maximum	Unlimited	\$1,000,000
PREVENTIVE CARE		
Well child care	No Charge	Deductible & Coinsurance
Periodic, routine health examinations	No Charge	
Routine eye exams	OV Copayment	
Routine OB/GYN visits	No Charge	
Mammography	No Charge	
Hearing screening	OV Copayment	
MEDICAL CARE		
Office visits	OV Copayment	Deductible & Coinsurance
Outpatient mental health & substance abuse - <i>prior authorization required</i>	OV Copayment	
OB/GYN care	OV Copayment	
Maternity care - <i>initial visit subject to copayment, no charge thereafter</i>	OV Copayment	
Diagnostic lab and x-ray	No Charge	
High-cost outpatient diagnostic	No Charge	
Allergy services		
<i>Office visits/testing</i>	OV Copayment	
<i>Injections-80 visits in 3 years</i>	NO Copayment	
HOSPITAL CARE - <i>Prior authorization required</i>		
Semi-private room (<i>General/Medical/Surgical/Maternity</i>)	HSP Copayment	Deductible & Coinsurance
Inpatient mental health & substance abuse	HSP Copayment	
Skilled nursing facility - <i>up to 120 days per calendar year</i>	HSP Copayment	
Rehabilitative services - <i>up to 60 days per person per calendar year</i>	No Charge	
Outpatient surgery - <i>in a hospital or surgi-center</i>	OS Copayment	
EMERGENCY CARE		
Walk-in centers	OV Copayment	Deductible & Coinsurance
Urgent care - <i>at participating centers only</i>	UR Copayment	Not Covered
Emergency care - <i>copayment waived if admitted</i>	ER Copayment	ER Copayment
Ambulance	No Charge	No Charge
OTHER HEALTH CARE		
	In-Network Member pays:	Out-of-Network Member pays:

Outpatient rehabilitative services <i>50 combined visit maximum for PT, OT ST and Chiro. per year</i>	OV Copayment	Deductible & Coinsurance
Durable medical equipment - Unlimited	NO Copayment	
Prosthetic devices - Unlimited	No Copayment	
Infertility services - <i>prior authorization required</i> <i>Some restrictions may apply</i>	Covered	Deductible & Coinsurance
Home health care	No Charge	\$50 Deductible & 20% Coinsurance

PREVENTIVE CARE SCHEDULES

Well Child Care (including immunizations)
♦ 7 exams, birth up to age 1
♦ 7 exams, ages 1 up to 5
1 exam every year, ages 5 up to 22

Mammography
♦ 1 baseline screening, ages 35-39
♦ 1 screening per year, ages 40+
♦ Additional exams when medically necessary

Adult Exams
♦ One every calendar year 22+

Vision Exams: 1 exam every 2 calendar years
--

Hearing Exams: 1 exam every 2 calendar years

OB/GYN Exams: 1 exam per calendar year

Notes To Benefit Descriptions

- ♦ in situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.
- ♦ Home Health Care services are covered when in lieu of hospitalization. Includes infusion (IV) therapy.
- ♦ Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants. Covered services are subject to a lifetime maximum of \$1,000,000.
- ♦ Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details. Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

A product of Anthem Blue Cross and Blue Shield serving residents and businesses in the State of Connecticut.



Lumenos HSA Plan Summary

The Lumenos® HSA plan is designed to empower you to take control of your health, as well as the dollars you spend on your health care. This plan gives you the benefits you would receive from a typical health plan, plus health care dollars to spend your way. And you'll have access to personalized services and other tools to help you reach your health potential.

Your Lumenos HSA Plan

First - Use your HSA to pay for covered services:

Health Savings Account

With the Lumenos Health Savings Account (HSA), you can contribute pre-tax dollars to your HSA account. Others may also contribute dollars to your account. You can use these dollars to help meet your annual deductible responsibility. Unused dollars can be saved or invested and accumulated through retirement.

Contributions to Your HSA

For 2011, contributions can be made to your HSA up to the following:
 \$3,050 Individual coverage
 \$6,150 family coverage

Note: These limits apply to all combined contributions from any source including HSA dollars from Incentives.

Earn More Money for Your Account

What's special about your Lumenos HSA plan is that you may earn additional funds for your health account through the Healthy Rewards Incentive program.

Healthy Rewards

If you do this:	You can earn this in your HSA:
Complete the Health Assessment online	\$50
Enroll in the Personal Health Coach Program	\$100
Graduate from the Personal Health Coach Program	\$200
Complete our Smoking Cessation Program	\$50
Complete our Weight Management Program	\$50

To receive funds earned through the Healthy Rewards program, you must have an open HSA with Mellon Bank or with another bank through which your employer is sponsoring your HSA.

Some eligibility requirements apply. See page 2 for program descriptions.

Plus - To help you stay healthy, use:

Preventive Care

100% coverage for nationally recommended services. Included are the preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

Preventive Care

No deductions from the HSA or out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-of-network provider, your deductible or Traditional Health Coverage benefits will apply.

Then -

Your Bridge Responsibility

The Bridge is an amount you pay out of your pocket until you meet your annual deductible responsibility. Your bridge amount will vary depending on how many of your HSA dollars, if any, you choose to spend to help you meet your annual deductible responsibility. If you contribute HSA dollars up to the amount of your deductible and use them, your Bridge will equal \$0.

Bridge

Your Bridge responsibility will vary.

Annual Deductible Responsibility

\$2,000 individual coverage
 \$4,000 family coverage

HSA dollars spent on covered services plus your Bridge responsibility add up to your annual deductible responsibility.

Health Account + Bridge = Deductible

If Needed -

Traditional Health Coverage

Your Traditional Health Coverage begins after you have met your Bridge responsibility.

Traditional Health Coverage

After your bridge, the plan pays:

100% for in-network providers 80% for out-of-network providers

Additional Protection

For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the plan pays 100% of the cost for covered services for the remainder of the plan year.

Annual Out-of-Pocket Maximum

In-Network and Out-of-Network Providers

\$ 5,000 individual coverage
 \$10,000 family coverage

Your annual out-of-pocket maximum consists of funds you spend from your HSA, your Bridge responsibility and your cost share amounts.

If you have questions, please call toll-free 1-888-224-4896.
 CGHSA605 w inc Rx copays NGF (1/11)

Health Rewards Program

Your employer will provide you with additional health care dollars in your HSA for the following:

- **Health Assessment:** You and your family members can complete the Health Assessment, our online tool designed to help measure your overall health. One adult family member is eligible to earn \$50 in your HSA per plan year. The health information your provide is strictly confidential.
- **Personal Health Coach:** If you qualify for the Personal Health Coach Program, you'll receive one-on-one assistance from a specially trained registered nurse to help you manage a health condition. Health conditions may include but are not limited to diabetes, asthma, depression, high blood pressure, heart disease and pregnancy. You'll receive \$100 in your account for enrolling in the Personal Health Coach Program (one reward per covered person per year). You'll receive \$200 for achieving your health goals and graduating from the Personal Health Coach Program (one reward per covered person per year).
- **Smoking Cessation Program:** This program helps you manage withdrawal symptoms, identify triggers and learn new behaviors and skills to remain tobacco-free. Participation is open to you and your covered family members age 18 or older, and includes counseling support and tools, including nicotine-replacement therapy coverage. You and your spouse are eligible to receive \$50 in your HSA (one reward per person per lifetime) for completing this program.
- **Weight Management Program:** Our Weight Management Program is a personalized phone course designed to help you adopt lifestyle changes necessary to lose weight and maintain weight loss. A team of counselors (a registered dietitian and health educator) with expertise in weight management will help you address healthy eating, physical activity and exercise, stress management, and more. You and your covered family members age 18 and older who have a Body Mass Index (BMI) of 25 or higher are eligible for this program. You and your spouse are eligible to receive \$50 in your HSA (one reward per person per lifetime) for completing the program.

To receive funds earned through Healthy Rewards, you must have an open HSA with Mellon Bank or with another bank through which your employer is sponsoring your HSA.

Summary of Covered Services

Preventive Care

Anthem's Lumenos HSA plan covers preventive services recommended by the U.S. Preventive Services Task Force, the American Cancer Society, the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics. The Preventive Care benefit includes screening tests, immunizations and counseling services designed to detect and treat medical conditions to prevent avoidable premature injury, illness and death.

All preventive services received from an in-network provider are covered at 100%, are not deducted from your HSA and do not apply to your deductible. If you see an out-of-network provider, then your deductible or out-of-network coinsurance responsibility will apply.

The following is a list of covered preventive care services:

Well Baby and Well Child Preventive Care

Office Visits through age 18; including preventive vision exams.

Screening Tests for vision, hearing, and lead exposure. Also includes pelvic exam, Pap test and contraceptive management for females who are age 18, or have been sexually active.

Immunizations:

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza - flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) - cervical cancer
H. Influenza type b
Polio
Measles, Mumps, Rubella (MMR)

Adult Preventive Care

Office Visits after age 18; including preventive vision exams.

Screening Tests for vision and hearing, coronary and artery disease, colorectal cancer, prostate cancer, diabetes, and osteoporosis. Also includes mammograms, as well as pelvic exams, Pap test and contraceptive management.

Immunizations

Hepatitis A
Hepatitis B
Diphtheria, Tetanus, Pertussis (DtaP)
Varicella (chicken pox)
Influenza - flu shot
Pneumococcal Conjugate (pneumonia)
Human Papilloma Virus (HPV) - cervical cancer

If you have questions, please call toll-free 1-888-224-4896.

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Summary of Covered Services (Continued)

Medical Care

Anthem's Lumenos HSA plan covers a wide range of medical services to treat an illness or injury. You can use your available HSA funds to pay for these covered services. Once you spend up to your deductible amount for covered services, you will have Traditional Health Coverage available to help pay for additional covered services.

The following is a summary of covered medical services under Anthem's Lumenos HSA plan:

- | | |
|---|--|
| • Physician Office Visits | • Maternity Care |
| • Inpatient Hospital Services | • Chiropractic Care |
| • Outpatient Surgery Services | • Prescription Drugs |
| • Diagnostic X-rays/Lab Tests | • Home health care and hospice care |
| • Emergency Hospital Services | • Physical, Speech and Occupational Therapy Services |
| • Inpatient and Outpatient Mental Health and Substance Abuse Services | • Durable Medical Equipment |

Some covered services may have limitations or other restrictions.* With Anthem's Lumenos HSA plan, the following services are limited:

- Skilled nursing facility services limited to 120 days per calendar year.
- Home health care services are limited to 200 visits per calendar year.
- Inpatient rehabilitative services limited to 100 days per member per calendar year.
- PT, OT, ST, and chiropractic services limited to 50 combined visits per member per calendar year.
- Inpatient hospitalizations require authorizations.
- Your Lumenos HSA plan includes an unlimited lifetime maximum per member for in- and out-of-network services.

*For a complete list of exclusions and limitations, please reference your Certificate of Coverage.

Prescription Drugs - copay after deductible (when purchased from a network pharmacy*)

Retail (30 day supply)	Mail Order (90 day supply)
\$10 Tier 1 copayment	\$10 Tier 1 copayment
\$25 Tier 2 copayment	\$50 Tier 2 copayment
\$40 Tier 3 copayment	\$80 Tier 3 copayment

*For the out-of-network benefit, refer to the Traditional Health Coverage section.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

If you have questions, please call toll-free 1-888-224-4896.

CGHSA173 w inc Rx copays (1/10)

This summary is a brief outline of the benefits and coverage provided under the Lumenos plan. It is not intended to be a complete list of the benefits of the plan. This summary is for a full year in the Lumenos plan. If you join the plan mid-year or have a qualified change of status, your actual benefit levels may vary.



In Connecticut, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. In New Hampshire, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of New Hampshire, Inc. In Maine, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of Maine, Inc. Independent licensees of the Blue Cross and Blue Shield Association, ® Registered marks Blue Cross and Blue Shield Association. ® LUMENOS is a registered trademark.

If you have questions, please call toll-free 1-888-224-4896.

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APPENDIX II

Position(s)	Step	2017-18 Salary	2018-19 Salary	2019-20 Salary	2020-21 Salary
High School Principal	1	\$141,429	\$143,268	\$146,133	\$149,202
	2	\$143,407	\$145,271	\$148,176	\$151,288
	3	\$145,384	\$147,274	\$150,219	\$153,374
	4	\$147,362	\$149,278	\$152,264	\$155,462
	5	\$149,340	\$151,281	\$154,458	\$157,733
Middle School Principal	1	\$128,287	\$129,955	\$132,554	\$135,338
	2	\$130,607	\$132,305	\$134,951	\$137,785
	3	\$132,928	\$134,656	\$137,349	\$140,233
	4	\$135,249	\$137,007	\$139,747	\$142,682
	5	\$137,570	\$139,358	\$142,285	\$145,301
Director of Special Education/Pupil Services	1	\$128,287	\$129,955	\$132,554	\$135,338
	2	\$130,607	\$132,305	\$134,951	\$137,785
	3	\$132,928	\$134,656	\$137,349	\$140,233
	4	\$135,249	\$137,007	\$139,747	\$142,682
	5	\$137,570	\$139,358	\$142,285	\$145,301
Director of Curriculum	1	\$123,135	\$124,736	\$127,231	\$129,903
	2	\$125,456	\$127,087	\$129,629	\$132,351
	3	\$127,778	\$129,439	\$132,028	\$134,801
	4	\$130,099	\$131,790	\$134,426	\$137,249
	5	\$132,419	\$134,140	\$136,957	\$139,860
Elementary Principal	1	\$128,287	\$129,955	\$132,554	\$135,338
	2	\$130,607	\$132,305	\$134,951	\$137,785
	3	\$132,928	\$134,656	\$137,349	\$140,233
	4	\$135,249	\$137,007	\$139,747	\$142,682
	5	\$137,570	\$139,358	\$142,285	\$145,301
High School Assistant Principal	1	\$120,193	\$121,756	\$124,191	\$126,799
	2	\$122,514	\$124,107	\$126,589	\$129,247
	3	\$124,834	\$126,457	\$128,986	\$131,695
	4	\$127,155	\$128,808	\$131,384	\$134,143
	5	\$129,476	\$131,159	\$133,913	\$136,752
Middle School Asst. Principal, Asst. Director of SPED/Pupil Services, Elementary Asst. Principal	1	\$112,839	\$114,306	\$116,592	\$119,040
	2	\$115,159	\$116,656	\$118,989	\$121,488
	3	\$117,480	\$119,007	\$121,387	\$123,936
	4	\$119,800	\$121,357	\$123,784	\$126,383
	5	\$122,121	\$123,709	\$126,307	\$128,985

- Salary grid above reflects a 1.30% general wage increase in 2018-19; a 2.00% general wage increase for steps 1-4 and a 2.10% general wage increase for step 5 in 2019-20; a 2.10% general wage increase for steps 1-4 and a 2.12% general wage increase for step 5 in 2020-21. All administrators not on top step shall advance one step in each year of the contract.
- Effective with the 2019-20 year annuity shall be as follows:

2019-20	\$500
2020-21	\$500