**MASTER**

**AGREEMENT**

**BETWEEN**

**REGIONAL SCHOOL DISTRICT #19 BOARD OF EDUCATION**

**AND**

**E.O. SMITH HIGH SCHOOL TEACHERS’ ASSOCIATION**

**JULY 1, 2018 - JUNE 30, 2021**

80974

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**PREAMBLE**

THIS AGREEMENT IS MADE AND ENTERED INTO ON THE \_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 201\_\_\_ by and between the Regional School District No.19 Board of Education (hereinafter referred to as the "Board") and the Edwin O. Smith High School Teachers Association (hereinafter referred to as the "Association") or by the same employee organization under any other name it might subsequently choose.

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children at the Edwin O. Smith High School is their primary mutual aim and responsibility, and the character of such education depends predominantly upon the quality and morale of the professional staff, and

WHEREAS, both parties recognize the importance of responsible participation by the entire Professional Staff and the Board of Education in the educational process and growth of the Regional District, and to this end agree to maintain communication which will aid the district in reaching its goals,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

IT IS HEREBY AGREED AS FOLLOWS:

**ARTICLE I, RECOGNITION**

A. The Board hereby recognizes the Association as the exclusive representative for a bargaining unit including all employees of the Board of Education in positions requiring a teaching or special services certificate or a Durational Shortage Area Permit (DSAP) below the rank of vice principal, excluding temporary substitutes and other employees excluded under the provisions of the Teacher Negotiation Act, Conn. Gen. Stat. 10-153a et seq. The Association accepts such recognition and agrees to represent all teachers equally.

B. DSAPs

 1. Employees holding a DSAP shall be covered by all terms and conditions of the Collective Bargaining Agreement, except as follows:

a. Leave Provisions, Article IV, Section G

b. Reduction in Force, Article III

2. A DSAP holder shall not accrue seniority or length of service for any purpose in the E.O. Smith school system. Notwithstanding the foregoing, if a DSAP holder becomes certified as a teacher and is retained by the Board as an employee after receving such certification, then the individual shall be credited with seniority and length of service for all purposes under this Agreement, retroactive to the first date of hire by the Board.

3. The Board shall have the right to non-renew and/or terminate the employment of a DSAP holder, and the DSAP holder shall have not right to file and/or pursue a grievance under this Agreement with respect to such action.

4. The Board reserves the right for the Superintendent to place DSAP holders on the salary schedule, grant credit for prior teaching experience or “other” experience which, in the Superintendent’s judgment, will contribute to the Regional District.

C*.* The terms "Staff" and "Teacher" when used hereinafter shall refer to all professional employees represented by the Association.

D. The Board shall provide four complete and updated copies of Board Policies when available. The Association shall place one in each faculty lounge and in the Library Media Center, and shall have one file copy.

E. The Board agrees to provide each teacher a complete text of this agreement and any successor agreement.

**ARTICLE II, TEACHING ASSIGNMENTS**

A. Teaching is recognized by both parties as a profession. Assignments of all certified employees shall be made within the following parameters:

1. Educational needs of students

2. Certification and expertise of employee

3. Effective use of personnel to allow for program flexibility and growth

4. Equitable distribution of teaching assignments and other duties including, but not limited to, the supervision of study halls, corridors, cafeteria, and school grounds. In the event the Board of Education implements a block schedule or some other alternative type of schedule, the parties agree to bargain over any changes in the terms and conditions of employment and/or any impact resulting from such change.

5. The administration shall consider the impact of class sizes, class preparation variances and the time of notification in allocating teaching and duty assignments. In the event a change in assignment occurs after July 31 and requires different preparations, the teachers shall not normally be assigned to other duties for the first semester.

6. The responsibility of assigning teaching staff to class and duty assignments rests with the building principal. The principal shall consult with department heads and directors who, in turn, shall consult with the teachers for whom they have supervisory responsibility. Whenever it is possible to combine teacher preferences with Items l through 5 above, it shall be done.

7. The school administration shall inform staff of their future teaching assignments at the earliest time possible. A tentative list of teaching assignments shall be given to the teacher prior to the close of school of the preceding year. If changes from the tentative assignments are made, the teacher shall be notified immediately to facilitate necessary planning.

B. The Board of Education will post a notice to all teachers in the school system of vacancies and new positions. In addition, the Board may place advertisements concerning such vacancies or new positions outside the school system. In deciding which candidate to select for a vacancy or new position, the Board will consider factors including, but not limited to, qualifications, training, experience, evaluations and seniority. Selection will be based on the best interest of the school system and the students.

C. This notice shall include an email as far in advance of filling each vacancy as possible and in no event less than fifteen (15) days before the closing deadline for the position. The notice of vacancy shall clearly state what qualifications for the position are needed, the procedure to be followed by the applicants, and the deadline for applying for the position. Where a need to fill a vacancy arises during the summer, the Association president and each staff member who specifically requests notice in writing shall receive notification of the vacancy by email as far in advance as possible.

D. Teachers as professionals are entrusted to exercise their best judgment and expend their best efforts in pursuing educational goals and objectives approved by the Board in the best interests of the students. Further, it is recognized by both parties that teaching is a profession that entails, in addition to conducting classes, other responsibilities including, but not limited to, planning for classes, producing and gathering teaching materials, reading and responding to students' written work, conferring with individual students, evaluating and reporting on students' performance and communicating with parents, counselors, administrators and other support services personnel.

E.

1. The normal teaching load for subject area teachers shall be five class sections per semester. The normal teaching load for department heads shall be four class sections per semester.
2. Two periods of the 32-period schedule may be assigned by the District for District initiatives or other responsibilities as described in Article II.D. and the assigned number of teacher preparations over the scheduling cycle will be a minimum of six (6).

F. In classes requiring additional meetings, such as laboratory or double periods, such additional meetings shall be deducted from non-teaching duty assignments. Teachers may be assigned to additional duty periods in lieu of teaching assignments, if necessary.

G. Teachers whose teaching assignments include four or more entirely different preparations (different subject areas, levels or grades) shall be assigned reasonable reductions in non-teaching duties.

H. In extreme circumstances, teachers may be asked, in consultation with the department head, to accept an overload of an additional class section or additional duty. Teachers who accept additional class sections shall be assigned no extra duty periods. No reprisals shall be taken against teachers who do not agree to accept overloads.

I. All other professional staff members covered by this agreement shall be assigned workloads and duties consistent with their specific job descriptions. Individuals serving as a 504 Coordinator ordinarily will be released from all duty assignments unless the needs of the District demonstrate otherwise.

J. The District may offer on line courses in subject areas for students who need to earn credit lost due to excessive absences or if the District does not already offer the course. In situations other than what is previously described, teachers certified in the content area can offer and/or supervise, by prior mutual agreement between the District, the Association and the teacher, on-line course that can be credited toward graduation. On line courses shall not eliminate any teaching positions nor be the basis for any teacher layoffs.

K. Teachers will have a continuous duty-free lunch period each day of at least equal duration to the students' lunch period.

L. Teachers and other professional staff working at the Depot Campus School shall be assigned workloads and duties consistent with their specific job descriptions. It is understood that the Depot Campus program is a non-traditional educational model.

M. Faculty members will only be placed at the Depot Campus on a voluntary basis. A Depot Campus teacher who wishes to return to a position in the main building, may return to the department that they left, providing there is a vacancy for which they are qualified. This provision shall not entitle the staff member to automatically fill a main campus vacancy in a “new” department or position requiring a different certification.

**ARTICLE III, REDUCTION IN FORCE**

A. General

 Recognizing that it may become necessary to eliminate professional staff positions in certain circumstances, this provision is adopted to provide an orderly process for staff reduction.

B. Procedure

1. For the purposes of this article, the term "teacher" shall include certified employees of the Board of Education who occupy a position requiring a teaching or intermediate administrator certificate issued by the State Department of Education below the rank of Superintendent.

2. The Board of Education may, in the first instance, exercise its right and power to reduce the number of teaching staff positions, without determining which teacher contracts will be terminated, if any, or what other staffing changes will be made to effect the purpose of position elimination.

3. Prior to commencing action to terminate a teacher's contract under this provision, the Board will give due consideration to its ability to effectuate staff reduction through attrition. If the position of a teacher who has attained tenure is eliminated, such teacher will have the right to be placed in an available vacant position or a position held by a nontenured teacher for which such tenured teacher is certified and qualified in the judgment of the Superintendent of Schools.

4. When the Board of Education votes to eliminate a position, the Superintendent shall determine whether the necessary reduction may be effected by the nonrenewal or termination of a non-tenured teacher’s contract. Identification of a non-tenured teacher for layoff shall be in the sole discretion of the Superintendent, upon approval by the Board. In the event that a reduction in force requires identification of a tenured teacher's contract for termination, such identification will be based upon the following criteria in the order listed:

1. Higher total years of service at the E.O. Smith High School
2. Evaluation of performance
3. The best interests of the school system
4. Higher total years of continuous service as a teacher or administrator under a certificate issued by a State Department of Education.
5. Degree status
6. Other relevant qualifications, abilities or experience

C. Nothing herein shall require the promotion of the teacher to a position of higher rank, authority, or compensation, notwithstanding the fact that the teacher whose contract is to be terminated because of elimination of position may be qualified and/or certified for the promotional position.

D. Recall Procedures

1. The name of any teacher whose contract of employment has been terminated because of position elimination shall be placed upon the recall list and shall remain on such list for a period of two (2) years.

2. Any offer of reemployment under the provisions of this policy shall be made by notification in writing by registered mail sent to the teacher's last known address and to the President of the Association. Any offer so made shall be accepted or rejected in writing within ten (10) days of written notification. If the appointment is rejected, or the teacher does not respond to the notice of appointment within ten (10) days of mailing, the name of the teacher will be removed from the recall list.

3. Offers of reemployment of teachers whose names appear on the recall list will be in the inverse order of termination provided, however, that no teacher on the recall list will be offered reemployment to a teaching position unless he or she is certified and qualified in the judgment of the Superintendent of Schools.

4. Any teacher who accepts an offer of reemployment under the provisions of this policy will be placed upon the salary step next succeeding that which he or she occupied at the time of contract termination.

5. A recall list will be made available to the Association, and the Association will be notified as teachers are recalled.

E. It is understood that a layoff is a termination of employment subject to administrative and/or judicial review in the manner set forth in Conn. Gen. State. l0-151 as amended, and in no other manner. In the case of judicial review under those statutory provisions, the parties agree that the provisions of this article can and should be submitted to the Court.

**ARTICLE IV, LEAVE PROVISIONS**

A. Sick Leave

Each teacher will receive a leave of absence for bona fide illness of up to fifteen (15) school days each year. Unused sick leave may be accumulated up to a maximum of 186 days. All teachers who have accumulated more than 186 days prior to the effective date of this agreement shall be allowed to maintain their accumulated sick days beyond the 186 day maximum contained herein. Teachers who have accrued up to the 186 maximum number of sick days in a year shall have any sick days used in a given year deducted from the fifteen (15) annual days they earn in that year if they were not at the maximum. After utilizing the fifteen (15) annual days, any additional sick leave in a given year shall be deducted from the number of sick days a teacher has accumulated over their employment with the District.Each teacher will be notified of his/her accumulated sick leave by October lst of each school year. No sick leave will accumulate while a teacher is on a leave of absence without pay. Sick leave payment for part-time teachers will be prorated based upon their full-time equivalent status. The Superintendent may require a doctor's certificate in cases of suspected sick leave abuse. Up to five (5) sick leave days each year may be used for illness in the immediate family (as defined in paragraph c).

Any teacher who takes an unpaid leave under the FMLA because of serious health condition must substitute any accumulated paid sick leave for unpaid FMLA leave. Any used paid sick leave which qualifies as FMLA leave will count against the twelve (12) weeks of FMLA leave to which the employee is entitled. If sick leave is used for a medical condition which is not a serious health condition under the FMLA, that leave does not count against the twelve (12) weeks of FMLA leave entitlement.

Any teacher who takes an unpaid leave under the FMLA in order to care for a spouse, child, or parent must substitute any accumulated sick leave which would be granted for an illness in the immediate family under this section. Any paid sick leave used for an illness in the immediate family which qualifies as FMLA leave will count against the twelve (12) weeks of FMLA leave to which the employee is entitled.

B. Personal Leave

The Superintendent may grant up to three (3) days annually of leave of absence with pay for personal business which cannot be conducted outside of school hours and which necessitates an absence beyond the teacher's control. Except in emergencies, requests for such leave must be made in writing and at least 48 hours in advance to the Superintendent or his/her designee. Reasons for personal leave may include:

1. Court appearance in response to a subpoena;

2. real estate closing;

3. wedding of employee or member of the immediate family;

4. graduation of teacher or member of the immediate family;

5. religious holy days (if a teacher exhausts all three personal leave days under this subsection, the Superintendent will grant one (1) additional leave day for one of the other reasons listed in the subparagraph);

6. personal business of a sensitive nature.

C. Bereavement Leave

The Superintendent will grant up to five (5) days annually of special leave with pay to enable a teacher to attend a funeral as a result of the death in the immediate family. "Immediate family" for the purpose of this article is defined as parent, grandparent, spouse, domestic partner, sibling, child, or grandchild. In cases of suspected abuse, the Superintendent may request verification of the date of death and the relationship of the deceased. Additional leave may be granted by the Superintendent in his sole discretion.

D. Childbearing Leave

Absences related to disability as a result of pregnancy, childbirth, and related conditions shall be treated as any other physical disability. Such absences shall be with pay to the extent of accrued sick leave. Leave without pay beyond any accrued sick leave shall be available for such reasonable further period of time as a female teacher is determined by a physician to be unable to perform the duties of her job because of pregnancy or conditions attendant thereto, such period normally not to exceed twelve (12) weeks. Any paid or unpaid leave under this provision shall be counted against any FMLA leave.

Teachers may continue to participate in Board group health insurance plans at the level of premium contribution required in the contract for the duration of any paid leave or FMLA unpaid leave. The Board may recover, at the level of premium contribution required in the contract, premiums it paid for maintaining group health plan coverage during any period of unpaid FMLA leave if the teacher fails to return to work after the employee’s FMLA leave entitlement is expired, unless the reason the employee does not return to work is due to (1) the continuation, recurrence, or onset of a serious health condition that would entitle the teacher to FMLA leave, or (2) other circumstances beyond the control of the employee. A teacher whose FMLA leave has expired may continue to participate in Board group health insurance plans provided they pay all of the premium costs.

A teacher on childbearing leave shall receive credit toward placement on the salary schedule and toward accumulated seniority for the period of the childbearing leave.

E. Childrearing Leave

The Board of Education, in its discretion, may grant leave of absence without pay for childrearing purposes for a period of up to the balance of the semester in which the child was born or adopted and one additional full semester. Such leave shall be in addition to any period of childbearing leave, but shall be counted against any FMLA leave. For the purposes of this leave provision, July and August shall be considered as part of the first semester of the school year.

Teachers may continue to participate in Board group health insurance plans at the level of premium contribution as required under this contract only for the duration of FMLA leave. When FMLA leave has expired, teachers may continue to participate in Board group health insurance plans provided that they pay all of the premium costs.

A teacher on childrearing leave shall receive credit towards placement on the salary schedule and toward accumulated seniority for the period of the childrearing leave.

F. Professional Leave

1. The Board of Education, in its discretion, may grant leave with pay for activities including participation in professional meetings, conferences and conventions, or visiting other schools, when such activities are expected to result in the improvement of the quality of education in the E.O. Smith High School. Professional days for these purposes will be granted only upon approval of the school principal and Superintendent. The Board will pay reasonable expenses approved in advance for conferences, conventions and professional meetings, depending on yearly budgeted funds.

2. The Board of Education, in its discretion, may grant extended unpaid leave of absence to tenured teachers, for a semester or a full year, to allow the tenured teacher to participate in professional organizations, teaching exchanges, or teaching at other schools, when such activities are expected to result in the improvement of the quality of education at the E.O. Smith High School. Professional leave under this section for teaching assignments at other schools will only be granted when the assignment is of a temporary nature and is not intended to result in regular employment. A teacher on approved professional leave under this provision in the contract shall receive credit toward placement on the salary schedule and toward accumulated seniority for the period of such leave. In addition, the tenured teachers may continue to participate in Board group health insurance plans during this professional leave if, and only if, the teacher pays the full cost of the insurance premiums.

G. Sabbatical Leave

1. The Board of Education in its sole discretion may grant sabbatical leaves for study, research, educational travel, examination of other schools' programs or curriculum, curriculum development, scholarly writing, or other educationally or professionally beneficial activity. Teachers will be eligible for an initial sabbatical leave at 1/2 pay for either one semester or one full school year after seven (7) consecutive full school years of active service, including service rendered prior to the regional school district's assumption of responsibility for programs at the Edwin O. Smith High School. A second or subsequent sabbatical leave may be granted after each seven (7) year period of continuous service at Edwin O. Smith High School. Teachers may continue to participate in Board group health insurance plans with payment of the premium cost as provided in Article XIII.

2. Requests for sabbatical leave must be received by the Superintendent of the Regional District in writing in such form as may be required, not later than February l, if the leave is to commence the following September, or June l, if the leave is to commence the following February. These deadlines may be waived at the discretion of the Superintendent/Board, when fellowships, grants, scholarships, etc. are awarded later in the year which would make such deadlines unreasonable.

3. A teacher on approved sabbatical leave shall receive credit toward placement on the salary schedule and toward accumulated seniority for the period of the sabbatical leave.

4. No benefits shall be provided to personnel on sabbatical leave beyond those stated in Article IV.G.

5. The granting of sabbatical leave shall be predicated upon available funding.

6. Teachers are obligated to a minimum of one full year of service to the school district following sabbatical leave. Failure to comply with this provision, except in the case of death of the teacher, shall obligate the teacher to refund salary received during the period of the sabbatical. In extenuating circumstances, the Board may, in its discretion, consider releasing the teacher from his/her obligations under this provision.

H. General Leave

The Board of Education in its sole discretion may consider requests for other leaves of absence with or without pay. The Board's decision on a request submitted under this provision shall be final, and not subject to the grievance arbitration provisions of this agreement. A teacher on general leave without pay will have the option of participating in all group health and benefit programs, provided that they pay all of the premiums. No other benefits shall accrue or be available during general leave. A teacher on such leave shall not receive credit toward placement on the salary schedule and shall not accrue seniority.

I. FMLA Leave

Any “eligible employee,” as defined under the Family and Medical Leave Act (FMLA), 29 U.S.C. 2601 et seq., is entitled to twelve (12) weeks unpaid leave during a twelve-month period. A twelve-month period is equivalent to one contract year, July 1 through June 30.

Teachers must comply with all notice provisions of the FMLA in order to qualify for such leave.

J. Adoption Leave

Teachers may use up to six (6) weeks of accumulated and continuous paid sick leave for the adoption of a child where there has been no previous domicile and/or association with the child. Teachers requesting such continuous paid leave shall submit written notice to the Superintendent of the anticipated commencement date of such leave and the anticipated return date.

K. Additional Paid Disability Leave

 On the rare occasion when a teacher has exhausted accumulated paid leave time and has an extended period of disability which requires a continued absence, he/she or his/her appointed representative, shall be able to request additional paid leave from the Board. Said request or denial shall not be subject to the grievance procedure.

L. Sick Leave Bank

1. A Sick Leave Bank (the “Bank”) shall be established and administered by the Board. The purpose of such Bank shall be to assist teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted.
2. Each teacher will continue to be granted fifteen (15) sick days annually. These days are not available for contribution to the Bank.
3. Each teacher may annually contribute one (1) day of his/her sick days to the sick leave bank during the designated contribution period. Participation is optional; however a Teacher must contribute to the Bank to qualify for use of days from the Bank. Should there be insufficient days to cover the granting of a teacher’s request, a new contribution period will be announced. Unused days in the bank will be retained from year to year.
4. The number of days contributed to and accumulated in the Bank may not exceed the number of teacher work days in a year at any given time.
5. The bank shall be administered by a committee of two (2) representatives selected by the Superintendent and two (2) selected by the Association. This committee shall consider the eligibility of teachers to draw from the bank. A Teacher’s qualification for and use of the sick leave bank shall be decided by a majority vote of the entire committee (3 in favor).
6. The following criteria shall be used and considered by the Sick Leave Bank Committee in determining the eligibility of a teacher to draw from the Bank and determining the amount of leave:
	* + 1. A teacher must have exhausted all accumulated paid sick leave.
			2. A teacher must submit competent, detailed and timely evidence that a request is necessary due to a prolonged illness from a health care provider as defined by the FMLA.
			3. Teacher’s prior utilization of sick leave.
			4. Upon compliance with section b) above, the Sick Leave Bank Committee may grant up to forty-five (45) days of paid sick leave from the Sick Leave Bank.
			5. A teacher can reapply using the same process if the forty-five (45) day allotment is exhausted and the teacher is required to remain out of work.
			6. Decisions of the Sick Leave Bank Committee shall be final and binding and not be subject to the grievance procedure or arbitration.

**ARTICLE V, WORK DAY AND WORK YEAR**

A. The salaries provided in Appendices A-1, A-2 and A-3 are based upon a teacher employment year consisting of one hundred and eighty (180) full school sessions within the meaning of the Connecticut General Statutes, and up to six (6) additional work days to be used in the discretion of the Board of Education to provide additional instruction to students, in-service programs, professional development, curriculum work, or other educational activities in the best interest of the school system. If the Board of Education determines in its discretion to increase the work year beyond that described above, for each additional work day the Board of Education agrees to compensate teachers at the rate of a per diem, defined as 1/186th of the annual salaries provided in Appendices A-1, A-2 and A-3.

B. Teachers employed beyond the contracted days (186) shall be paid at the per diem rate of the teacher's appropriate step on the salary schedule. (See Appendix B)

C. As part of their professional responsibility, teachers agree to accept assignments without additional compensation which involve them with students activities of a temporary nature. Such activities include, but are not limited to chaperoning dances, field trips and similar activities and similar assignments which have not previously been considered compensatory positions or duties. A list of activities will be posted by the principal or designee at the beginning of each school year. Teachers will select an area of participation or indicate what extracurricular activity he or she wishes to participate in for that year. Whenever possible, teacher preferences shall be considered; however, the Superintendent's decision on any assignment shall be final.

D. The teacher work day will include all assignments made by the administration from fifteen minutes before the opening of school to fifteen minutes following the close of school. In addition, teachers are expected to be available for staff and other administrative meetings for a total of not more than an additional 90 minutes per week. The administration will use its best efforts to schedule such meetings at a time contiguous with the work day.

E. The work year of employees who work beyond 186 days shall be established after the budget is established for that contract year. The work day schedule shall be established with the approval of the Superintendent or designee, and be in writing. Teachers shall be assigned to additional work days by the Superintendent or designee within the limits established by the Board.

F. The Board of Education, in its discretion, may lengthen the students' school day, students' school year and teacher work year. The Board agrees to negotiate with the Association over the impact of such increases.

**ARTICLE VI, DEGREE DEFINITIONS**

A. The salary schedule listed in the appendices of this agreement shall be interpreted and applied in accordance with the following definitions:

1. Bachelor: A baccalaureate degree earned at an accredited college or university;

2. Master: A master's degree earned at an accredited college or university. The individual must have met the course requirements for professional educators' certificate.

3. Sixth Year: A certificate of advanced graduate study or a sixth year professional diploma earned at an accredited college or university. Alternatively, teachers shall be placed on the sixth year salary schedule if they have completed thirty (30) hours of coursework beyond the master's degree in a planned program approved by the Superintendent of Schools.

NOTE: In order to qualify for the sixth year schedule, all of the course work must have been taken after the date the coursework work for the first master's degree was completed.

4. Doctorate: A doctorate degree earned at an accredited college or university. Credit for salary purposes is not retroactive.

B. Teachers must give satisfactory evidence of any degree change to the Superintendent of Schools prior to September l, for movement, as of September, from one degree scale to another. Teachers who give such evidence after September l, and prior to December 3l, will have a salary change as of the first pay period in February effective from the 92nd work day for teachers.

C. The Board reserves the right for the Superintendent to place new teachers on the salary schedule, grant credit for prior teaching experience, or "other" experience which, in the Superintendent's judgment, will contribute to the Regional District. For purposes of this provision, a teacher who retires from the District and is rehired in any teaching capacity shall be considered a “new” teacher.

**ARTICLE VII, SALARIES**

A. The Board agrees to provide for payroll deductions to the Northeast Family Federal Credit Union, the Connecticut State Employees Credit Union, Inc. and any other institutions willing to participate in such an arrangement, both presently and in the future. Each teacher hired after the signing of this Agreement shall utilize direct, electronic deposit to the financial institution of of his/her choice. All current teachers may elect to use direct deposit. The Region will make every attempt to process payroll in a timely manner so that it is received by the particular financial institution on a consistent day. However, the Region shall be held harmlessin the event that the financial institution fails to credit the employee’s account in a timely fashion.

B. The Board agrees to provide for payroll deductions for annuities or other retirement programs as needed.

C. Payroll Schedule

Three payroll options are available to each teacher. Option one will be automatic unless option two or three is requested in writing by the teacher at the time of employment or by August l5, whichever is later.

1. Teachers will be paid on a twelve month basis with 26 equal payments to be issued every other Wednesday throughout the year.

2. Teachers will be paid on a ten month basis and issued 2l equal payments to be issued every other Wednesday starting with the first September pay period.

3. Teachers will be paid on a twelve month basis with 2l equal payments to be issued every other Wednesday beginning with the first September pay period, and the remaining salary to be issued in a 22nd payment on the last school day of that school year.

D. It will be the teacher's responsibility to file the forms and agreements necessary to provide for any of the insurance and benefits provided by the Board and the Board will provide the necessary forms as needed upon request.

E. Department Heads and Directors

All Department Head and Directors' positions are one year appointments. Teachers appointed to such positions and duties shall receive the following annual stipend:

2018 - 2019 - $6,291

2019 - 2020 - $6,291

2020 - 2021 - $6,448

Department Head and Director positions may be established, eliminated or altered at the discretion of the Board of Education.

Positions currently denoted as Department Head and Directors include: Physical Education Department Head, English Department Head, Fine Arts Department Head, Math Department Head, Science Department Head, Foreign Language Department Head, Vocational Agriculture Director, Director of Vocational Education, Director of Library/Media, Director of Guidance, Social Studies Department Head.

Teachers who wish to be considered for appointment or reappointment to a position of Department Head or Director must notify the Superintendent of their interest prior to April l. The Superintendent shall make annual recommendations to the Board for such appointments at the May Board meeting.

F. Salaries for teachers are provided in Appendices A-1, A-2 and A-3, which is attached hereto and made a part hereof. Increases in salaries take effect with the first pay period in July of each year, or whenever the teacher officially starts work.

G. Teachers will be paid longevity based upon the following schedule for completed years of service at the Edwin O. Smith High School:

At least l5 years but less than 20 $ 750

At least 20 years but less than 25 $ l,000

25 years or more $ l,250

Individuals hired on or after July 1, 1995 shall not be eligible for the longevity stipend provided in Section G.

1. Long-term substitute teachers who are certified (teachers assigned to work at least forty (40) consecutive school days or more) will be compensated by being placed on the appropriate salary schedule degree lane, no higher than step 3, but at a minimum of step 1.

I. Teachers will be issued individual annual, continuing and/or supplemental contracts on such forms as the Board shall from time to time develop.

J. Any teacher who has National Board Certification shall be compensated at his/her appropriate step plus $1,000 annually.

K. Teachers who are hired to work on District Mandated Programs/Activities that are not otherwise covered in this agreement shall be paid an hourly rate based on their current salary.

Example: MS Degree Step 8 = $60,707÷186 contract days÷7 hours/day = $46.63 per hour.

L. Teachers who are hired to work on District Optional Programs/Activities that are not otherwise covered in this agreement will be paid an hourly rate based on the salary schedule of a Step 1 Master’s Degree teacher .

Example: MS Degree Step 1 = $47704÷186 contract days÷7 hours/day = $36.64 per hour.

M. Retirement

1. Upon retirement, each Teacher with twenty (20) years or more of service to E.O. Smith High School shall be compensated with a payment of $750.
2. Upon retirement, each Teacher with fifteen (15) to nineteen (19) years of service to E.O. Smith High School shall be compensated with a payment of $500.
3. In order to be eligible for the benefits under this Article, a Teacher must provide written notice of retirement between either January 1-31 for a retirement that will be effective at the end of the spring semester or July 1-31 for retirement that will be effective at the end of the fall semester. Notice of retirement during any other periods will not qualify for the payment described above.
4. Payment shall be made during the first pay period in July in the following year of the date of retirement.
5. In order to demonstrate retirement, a Teacher must provide documentation from the TRB showing that the Teacher will begin receiving pension payments within thirty (30) days of leaving employment with the District.
6. This benefit shall not apply to any teacher hired after July 1, 2018.

**ARTICLE VIII, SUPPLEMENTAL PAY POSITIONS**

A. Extracurricular salaries and working conditions are provided in Appendices C-1, C-2 and C-3**,** which are attached hereto and made a part hereof.

B. Administration shall first consider the employment of qualified E. O. Smith High School faculty members in supplemental pay positions. The superintendent shall choose the most qualified available person for any given supplemental pay position. When necessary, the Board may employ personnel who are not members of the E. O. Smith High School teaching staff. All personnel assigned to supplemental pay positions shall receive payment in accordance with the supplemental pay position compensation schedules attached hereto as Appendices C-1, C-2 andC-3, and made a part hereof.

C. Appointments to supplemental pay positions are for one year only. Teachers wishing to be considered for reappointment shall so notify the superintendent in writing by April l. Individuals not appointed or reappointed to these positions shall have no right to challenge these decisions (including, but not limited, access to the grievance procedure).

**ARTICLE IX, GENERAL**

A. No written reprimand or suspension notice shall be placed in a teacher's personnel file unless the teacher has been notified and has had an opportunity to review the material. The teacher may submit a written notation regarding any material, and the same shall be attached to the file copy of the material in question. If the teacher is asked to sign material placed in his or her file, such signature shall be understood to indicate his or her awareness only of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material. All teachers' performance and evaluation records shall be treated as confidential material consistent with state law. Paychecks shall be placed in an envelope.

B. No teacher will receive a written reprimand or be denied an increment or suspended without reasonable and just cause and without receiving a statement of the reasons in writing, and an opportunity to meet with the Superintendent or his/her designee in the presence of an Association representative.

C. The Board shall provide for the reimbursement of up to one-half the cost of courses approved by the Superintendent taken for professional development by the teacher in subject areas deemed of value to improving the system efficiency and needed expertise in the discretion of the Superintendent, at any accredited college or university. Preference shall be given to those teachers pursuing a Master’s Degree; however, reimbursement shall not exceed one-half of the rate per credit at the University of Connecticut when the course is taken. There shall be a maximum of six courses per year (two courses per semester), including summer session, for each teacher and an annual budgetary expenditure cap of $22,000/year for the entire bargaining unit. The annual expenditure cap shall be indexed to change proportionally with the cost per in-state credit at the University of Connecticut.

1. The Board shall reimburse teachers for car mileage that is pre-authorized and pre-approved by the Admininstration at the rate established by the Internal Revenue Service as of January 1, annually. When a teacher is conducting District business that involves the transportation of students, the District shall reimburse the teacher the cost of the physical examination (including co-pays) that is required by the DMV to obtain or renew the license or endorsement, to the extent such examination is not covered by the health insurance described in the Agreement, and shall reimburse up to $180.00 for the “A” endorsement, where use of the “A” endorsement is needed.

**ARTICLE X, GRIEVANCE PROCEDURE**

A. Introduction

The purpose of the grievance procedure is to secure, at the lowest possible level, expeditious resolutions of disputes and problems. Accordingly, the Board and the Association agree that during the term of this contract, all grievances as defined below shall be settled in accordance with the provisions of this grievance procedure. However, nothing herein shall be construed to prevent any individual employee from (l) informally discussing a grievance with his or her immediate superior or (2) processing a grievance in his or her own behalf under this grievance procedure, excluding arbitration.

B. Definitions

1. A "grievance" shall mean (a) a complaint by a teacher or group of teachers that there has been a violation, misinterpretation, or misapplication of a specific and explicit provision of this agreement; of (b) a complaint regarding conditions of employment provided that grievances under this subparagraph are not subject to arbitration under this Article. Grievances based on the Preamble of this agreement shall not be subject to arbitration.

2. "Days" shall mean school days, except during the summer break when days shall mean business days, excluding Saturdays, Sundays and holidays.

C. Time Limits

1. Since it is important that grievances by processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. Both parties recognize that time limits may have to be flexible in the case of grievances which extend into the summer vacation period. The time limits specified may, therefore, be extended by written agreement of the parties in interest.

2. Any grievance as defined above not presented for disposition through the grievance procedure set forth here and within twenty (20) days of the time when the teacher knew or reasonably should have known of the event or occurrence giving rise to the grievance shall be deemed waived and not thereafter considered a grievance under this agreement.

3. Failure by the grievant at any level to appeal a grievance to the next level within a specified time limit shall be deemed to be acceptance of the decision rendered at that level, and such decision shall thereafter be binding upon the teacher and Association. The Board recognizes the importance of responding promptly to grievances at each level. However, failure by the Board or its agents to respond to a grievance within the time limits set forth at any step shall be deemed denial of the grievance, and shall entitle the grievant to proceed immediately to the next step.

4. The written statement of the grievance shall include a statement of facts, the contract provision claimed violated or working condition giving rise to the complaint, and the remedy requested.

D. Informal Procedure

If a teacher feels that he or she may have a grievance, he or she may first discuss the matter with the principal or other appropriate administrator in an effort to resolve the problem informally. The teacher shall have the right to request that a member of the Association be present during such meeting.

E. Formal Procedure

1. Level One - School Principal

If a teacher is not satisfied with the outcome of the informal procedure, he or she must submit a written statement of his or her grievance to the principal or immediate superior within the time limit set forth in Paragraph C.2 above. The principal or immediate superior shall, within five (5) days after receipt of the written grievance, render his or her decision and the reasons therefor in writing to the teacher with a copy to the Association.

2. Level Two - Superintendent of Schools

a. If a teacher is not satisfied with the disposition of his or her grievance at Level One, he or she may, within five (5) days after the decision, or within ten (l0) days after his or her formal presentation at Level One, submit his or her written grievance to the Superintendent or his or her designee. No change shall be made in the subject matter of the original grievance, with the understanding that procedural issues may be raised at any level.

b. The Superintendent or his or her designee shall, within ten (l0) days after receipt of the grievance meet with the teacher for the purpose of resolving the grievance, and hearing relevant testimony. The Superintendent or his or her designee shall, within ten (l0) days after such meeting, render his or her decision and the reasons therefor in writing to the teacher, with a copy to the Association.

3. Level Three - Board of Education

a. In the event that a grievance is not resolved at Level Two, the teacher may, within five (5) days after the decision, or within fifteen (15) days after the meeting with the Superintendent, submit the grievance to the Board of Education. No change in the subject matter of the original grievance shall be made, except that procedural issues may be raised at any level.

b. The Board of Education or its designated committee shall meet with the teacher for the purpose of hearing the grievance not later than fifteen (l5) days after receipt of the grievance.

c. The Board shall, within fifteen (15) days after such meeting, render its decision and the reasons therefor in writing to the teacher, with a copy to the Association.

4. Level Four - Arbitration

a. In the event a grievance is not resolved at Level Three, the teacher may, within five (5) days after the decision, request in writing to the President of the Association that his or her grievance be submitted to arbitration.

b. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board of Education in writing, and by filing a request for arbitration under the Voluntary Labor Arbitration Rule of the American Arbitration Association, which shall act as the administrator of the proceedings and conduct them in accordance with its administrative procedures, practices and rules. In no event shall submission to the American Arbitration Association be made later than ten (l0) days following the decision of the Board of Education or expiration of the time limit for making such decision, whichever occurs first.

c. No employee may file for arbitration as an individual and only the Association may file an appeal for arbitration hereunder.

d. The arbitrator shall have authority only to hear grievances as defined in Paragraph B.l. (a) of this article. The arbitrator selected shall hear and decide only one grievance in each case. He or she shall be bound by and must comply with all other terms of this agreement. He or she shall not have the power to add to, delete from, or modify in any way any of the provisions from this agreement. The provisions of Article XI (Board Prerogatives), and any dispute concerning the length of the work day or work year shall not be subject to arbitration.

e. The arbitrator shall render his or her findings of fact, reasoning and conclusions on the issues submitted, and the decision of the arbitrator shall be binding upon the parties. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.

f. No disposition of any grievance at any level shall be contrary to the provisions of this agreement or applicable law.

F. Rights of Teachers to Representation

1. Any grievant may be represented at any level of the procedure by another teacher of his or her own choosing. When a teacher is not represented by the Association, the Association will promptly be notified and have the right to be present and to state its views at all stages of the procedure. The Association agrees to represent all teachers equally without regard to membership or participation in or association with, the activities of the Association or any other employee organization.

2. The Association may, if it so desires, call upon the professional services of the Connecticut Education Association for consultation and assistance at any stage of the procedure. The Board may, if it so desires, also call upon professional assistance.

G. Miscellaneous

1. All documents, communications, and records dealing with the processing of grievances shall be filed separately from the personnel files of the participants.

2. Forms for filing and processing grievances and other necessary documents shall be prepared by the Association and the Superintendent and made available through the Association so as to facilitate the operation of grievance procedure.

3. No reprisals shall be taken by either party or any member of the administration against any participant in the grievance procedure by reason of such participation.

4. Meetings shall be conducted at mutually agreed upon times and places which shall afford reasonable opportunities for involved persons to attend.

5. If the grievance occurs as the result of an action by other than the teacher's immediate superior or affects a group or class of teachers, the grievance may be processed immediately at the level at which it occurs.

**ARTICLE XI, BOARD PREROGATIVES**

Except as specifically abridged or modified by the language of this agreement, the Board has and will continue to retain, whether exercised or not, the sole right, responsibility and prerogative to direct the operation of the public schools in the Region in all its aspects, including but not limited to the following: to employ, assign and transfer teachers, those powers specified in Sections l0-220, l0-221, and l0-222 of the Connecticut General Statutes; to create and eliminate positions; to suspend or to dismiss the employees of the schools in the manner provided by statutes; to prepare and submit budgets to the regional district and in its sole discretion, to expend monies appropriated by the district; to make such transfers of funds within the appropriated budget as it shall deem desirable; to establish or continue policies, practices, and procedures for the conduct of school business and from time to time, to change or abolish such policies, practices and procedures; to discontinue processes or operations or discontinue their performance by employees; to select and determine the number and types of employees required to perform the school's operations; to establish contracts or subcontracts for school operations; and to determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the school district.

**ARTICLE XII, INSURANCE BENEFITS**

A. Each full-time bargaining unit member and eligible dependents may enroll in the following health insurance plan or an equivalent plan, with the premium payments provided in subparagraph B below. A full-time teacher, for purposes of this contract, shall mean a teacher who teaches at least three full-time courses. Full-time, for bargaining unit members who are not in "teaching positions," shall mean a bargaining unit member who works at least one-half of the school day. For the purposes of this contract an eligible dependent child shall be defined in accordance with applicable law. Any teacher not covered by the insurance benefits under this agreement may elect to purchase such insurance coverage by paying the full insurance premiums, including the life insurance premium.

The Board reserves the right to change insurance carriers, provided that benefits are equivalent or better. The Board will meet and confer with the E.O. Smith High School Teacher Association regarding any contemplated changes in order to effect the best possible communication and planning.

A period of open enrollment shall be scheduled for health plan insurance selection prior to January 1st each year. Employees will be given the option to change plans at this time.

1. The only insurance offering will be a Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA) with annual deductibles of $2,000 for single coverage and $4,000 for two or more person family coverage.

 In January 2019, the Board shall contribute to the employee’s HSA account an amount equal to 50% of the deductible amount on the first payday of the month.

 In January 2020, the Board shall contribute to the employee’s HSA account an amount equal to 50% of the deductible amount in equal amounts on a biannual basis.

 In January 2021, the Board shall contribute to the employee’s HSA account an amount equal to 50% of the deductible amount in equal amounts on a biannual basis.

 The parties acknowledge that the Board's contribution toward the funding of the HSA is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the plan for retirees or other individuals upon their separation from employment. The Board will be responsible for choosing the bank for opening the HSA and for any bank fees associated with opening the HSA account. The Board will make provisions for a before tax direct deposit payroll deduction for employees who choose to use this feature

 After meeting the annual deductible, there shall be an Rx co-pay of $0 for generic drugs, $15 for listed brand name drugs and $30 for non-listed brand name drugs. The annual maximum shall be $1,000 for single and $2,000 for two-person family coverage.

 An HRA shall be made available for any employee who is precluded from participating in the HSA because the individual receives Medicare and/or veterans’ benefits and the annual maximum reimbursement by the Board of Education shall not exceed the Board’s annual deductible contribution for those in the HSA.

High Deductible Health Plan Premium Contribution:

 Board Payment Teacher Payment

Effective July 1, 2018 80% 20%

Effective July 1, 2019 80% 20%

Effective July 1, 2020 79% 21%

The above identified percentages are applicable to all three categories of insurance coverage (individual, employee plus dependent, and family).

The Board will notify the Association of any premium increases on an annual basis by September l.

1. AnthemBlue Cross andBlue Shield of Connecticut Dental Plan as described in Appendix E.

All teachers shall be allowed to purchase additional life insurance through the Board's carrier, at no cost to the Board of Education and upon carrier approval.

The Board shall implement and maintain a Section 125 pretax salary deduction plan in accordance with the applicable provisions of Section 125 of the Internal Revenue Code (and in accordance with any amendments to said provisions) so long as said provisions allow for such a plan. Said plan will be designed to permit exclusion from taxable income of the teachers' share of health insurance premiums, allowable medical expenses, and dependent care pursuant to IRS regulations for those teachers who complete and sign the appropriate salary deduction form as provided by the Board. The Board shall incur no obligation to engage in any form of impact bargaining in the event that a change of law reduces or eliminates the tax exempt status of the teacher insurance premium contributions. Neither the Association nor any teacher 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 costs or loss arising from the use of the salary deduction form, or from any change in law that may reduce or eliminate the teacher tax benefits to be derived from this plan. Further, the parties agree that the health insurance benefits and the administration of those benefits shall continue to be governed by the collective bargaining agreement and the carrier's insurance plan.

B. The Board will provide a general liability insurance policy to indemnify employees for errors and omissions in the course of their employment.

C. The Board shall provide, without cost, for each full time Association member a term life insurance policy equal to no less than either one (1) times salary or $50,000.

D. The Board agrees to offer each teacher the option of participating in an Income Protection Plan commencing on day one hundred eighty (180) of continuous disability, consisting of a benefit of 66 2/3% of the teacher’s salary, $7,000 monthly maximum. The cost of participation shall be borne by the individual teacher.

E. Retiring or retired teachers may elect to continue health insurance benefits provided by the Board of Education. Retired teachers will pay to the Board the cost of insurance on a monthly basis, as per the group rate and according to state or federal laws.

F. The insurance plans described in this article shall be subject to and governed by the Century Preferred Plan (PPO) administered by Anthem Blue Cross and Blue Shield of Connecticut and the Health Maintenance Organization (HMO)Plan administered by Anthem Blue Cross and Blue Shield of Connecticut until January 1, 2016. Thereafter, the only insurance plan offered shall be a Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA) administered by Anthem Blue Cross and Blue Shield of Connecticut. Copies of the managed benefits plan descriptions are available in the Superintendent’s office. The summary plan descriptions shall prevail in the event of any discrepancies between those summary plan descriptions and the benefits described in the Appendix.

**ARTICLE XIII, ASSOCIATION RIGHTS**

A. The Association may with prior approval use school facilities at reasonable times and without cost upon reasonable prior notice to the school principal and may hold meetings at appropriate times and places as long as such meetings do not interfere with any school responsibilities or functions. The Association shall have access to teacher email addresses to conduct Association business.

B. All teachers at E.O. Smith, as a condition of continued employment, shall within (60) sixty days of the commencement of the school year elect one of the following plans:

1. Pay in cash to the Association the membership dues and assessments of the local Association, the Connecticut Education Association, and the National Education Association.

2. Sign and deliver to the Board (through the Association) an assignment authorizing payroll deduction for membership dues and assessments of the local Association, the Connecticut Education Association, and the National Education Association, and such authorization shall remain in effect from year to year, unless revoked in writing for the purpose of choosing one of the other options.

3. Pay to the Association, by either of the above methods, an agency fee in lieu of membership dues not to exceed the cost of collective bargaining, contract administration and grievance adjustment. The Association will provide information regarding the calculation of the fee and a procedure for resolving fee disputes, in accordance with the law. The Association shall indemnify and hold the Board harmless for any costs, claims, demands, suits and liabilities including attorneys’ fees arising out of or relating to the provisions of this Article whether arising from legal, judicial, administrative, settlement or other proceedings.

C. The President of the Association will be released from extra duty assignments outside the assigned teaching periods and will use such release time to attend meetings with members of the Administration and to perform other representation functions.

D. The Board shall provide minutes of previous meetings and agendas of future meetings to the president of the Association as soon as they are available.

E. The Board continues to honor agreements reached with the teaching staff of E.O. Smith School who were employees of the State of Connecticut prior to the formation of Region #19, unless such agreements are expressly modified, revised or amended herein.

**ARTICLE XIV, TEAM MENTOR COMPENSATION**

During the year(s) in which a mentor is assigned a mentee, he/she shall be paid a local stipend of $500.00 per state grant or per Board’s general account if the grant is withdrawn.

**ARTICLE XV, DURATION**

A. This Agreement shall take effect July 1, 2018 and shall remain in full force and effect up to and including June 30,2021.

B. If any provision of this contract is determined to be contrary to law, such provision shall be severed from this agreement, and shall not be performed or enforced. However, such finding will have no effect on the remaining portion or portions of this agreement, and both parties agree to meet and bargain such new language as is necessary to comply with legal restrictions.

C. This contract contains the full and complete agreement between the Board and the Association on all bargainable issues, and neither party shall be required during the term hereof to negotiate or bargain upon any issue, whether it is covered or not covered by this agreement. All prior practices, agreements, and understandings are void and of no force and effect unless specifically incorporated herein.

D. This agreement shall not be altered, amended, or changed except in writing, in a document signed by both the Association and the Board, which amendment shall be appended to and become a part of this agreement. However, it is recognized that neither party has any obligation to negotiate such an amendment or modification during the life of this agreement.

IN WITNESS WHEREOF, the parties have executed this agreement this \_\_\_\_ day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_,201\_\_\_.

REGIONAL SCHOOL DISTRICT NO. 19 E.O. SMITH HIGH SCHOOL

BOARD OF EDUCATION TEACHER ASSOCIATION

By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ By\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SALARY SCHEDULE 2018-2019**

**Represents a total increase of 2.5% including step increment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Step/Level** | **BA/BS** | **MA/MS** | **6th** | **PhD** |
| 1 | $47,402 | $50,214 | $53,387 | $56,377 |
| 2 | $49,422 | $52,416 | $55,408 | $58,399 |
| 3 | $51,375 | $54,367 | $57,359 | $60,352 |
| 4 | $53,326 | $56,319 | $59,312 | $62,304 |
| 5 | $55,280 | $58,274 | $61,264 | $64,257 |
| 6 | $57,231 | $60,225 | $63,216 | $66,208 |
| 7 | $59,184 | $62,177 | $65,170 | $68,162 |
| 8 | $61,137 | $64,130 | $67,122 | $70,114 |
| 9 | $63,089 | $66,083 | $69,073 | $72,066 |
| 10 | $65,041 | $68,035 | $71,027 | $74,021 |
| 11 | $67,390 | $70,400 | $73,409 | $76,419 |
| 12 | $69,554 | $72,572 | $75,590 | $78,610 |
| 13 | $71,663 | $74,688 | $77,715 | $80,739 |
| 14 | $71,663 | $78,391 | $81,416 | $84,438 |
| 15 | $71,663 | $86,071 | $89,105 | $92,139 |

**SALARY SCHEDULE 2019-2020**

**Represents a total increase of 2.5% including step increment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Step/Level** | **BA/BS** | **MA/MS** | **6th** | **PhD** |
|  |  |  |  |
| 1 | $47,519 | $50,338 | $53,519 | $56,517 |
| 2 | $49,544 | $52,546 | $55,545 | $58,544 |
| 3 | $51,502 | $54,502 | $57,500 | $60,501 |
| 4 | $53,458 | $56,458 | $59,459 | $62,458 |
| 5 | $55,417 | $58,418 | $61,416 | $64,416 |
| 6 | $57,482 | $60,488 | $63,493 | $66,498 |
| 7 | $59,562 | $62,573 | $65,586 | $68,596 |
| 8 | $61,588 | $64,603 | $67,617 | $70,631 |
| 9 | $63,618 | $66,636 | $69,652 | $72,669 |
| 10 | $65,618 | $68,638 | $71,657 | $74,678 |
| 11 | $67,819 | $70,849 | $73,877 | $76,906 |
| 12 | $70,136 | $73,179 | $76,223 | $79,269 |
| 13 | $72,733 | $75,462 | $78,521 | $81,576 |
| 14 | $72,733 | $79,126 | $82,179 | $85,229 |
| 15 | $72,733 | $87,356 | $90,435 | $93,515 |

**SALARY SCHEDULE 2020-2021**

**Represents a total increase of 2.75% including step increment**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Step/Level** |  **BA/BS** | **MA** | **6th** |  **PhD** |
| 1 | $48,169 | $51,027 | $54,251 | $57,290 |
| 2 | $50,222 | $53,265 | $56,305 | $59,345 |
| 3 | $52,207 | $55,248 | $58,288 | $61,330 |
| 4 | $54,190 | $57,231 | $60,273 | $63,313 |
| 5 | $56,176 | $59,218 | $62,257 | $65,298 |
| 6 | $58,269 | $61,316 | $64,362 | $67,408 |
| 7 | $60,377 | $63,430 | $66,484 | $69,535 |
| 8 | $62,465 | $65,523 | $68,580 | $71,636 |
| 9 | $64,527 | $67,588 | $70,647 | $73,708 |
| 10 | $66,562 | $69,626 | $72,689 | $75,752 |
| 11 | $68,761 | $71,833 | $74,903 | $77,974 |
| 12 | $71,174 | $74,262 | $77,351 | $80,441 |
| 13 | $73,809 | $76,654 | $79,761 | $82,864 |
| 14 | $73,809 | $80,296 | $83,394 | $86,490 |
| 15 | $73,809 | $88,648 | $91,773 | $94,897 |

**APPENDIX B**

**ADDED DAYS COMPENSATION**

1. Teachers assigned to work beyond the scheduled l86 day school year shall be compensated at the per diem rate of their step on the salary schedule.

2. Teachers shall be assigned to additional work days by the Superintendent within the limitations established by the Board of Education.

3. Faculty may be assigned additional compensated work days at the discretion of the Board.

**APPENDIX C-1**

**SUPPLEMENTAL PAY POSITIONS – EFFECTIVE 2018-2019 and 2019-2020**

1. Teachers shall be appointed to coaching and advisory duties by the superintendent, upon recommendation of the school administrators and the director of athletics.

2. Appointments to coaching and supervisory duties shall be for one year.

3. The following stipends, based on the number of years experience in Region 19, shall be paid annually during the 2018-2019 school year and the 2019-2020 school year.

4. The Board of Education may establish new positions upon recommendation of the superintendent.

5. Application to the Board of Education for recognition of new stipend positions shall be in accordance with Board of Education policy, “School Sponsored Clubs, Athletic Teams, and Activities.”

| **POSITION** | **YEAR 1-4** | **YEAR 5-8** | **YEAR 9+** |
| --- | --- | --- | --- |
|  |  |  |  |
| Baseball, Varsity | 4,028 | 4526 | 5,026 |
| Baseball, Junior Varsity | 2,454 | 2952 | 3,451 |
| Baseball, Freshman | 1,804 | 2304 | 2,803 |
| Basketball Varsity, Boys | 5,221 | 5724 | 6,223 |
| Basketball Junior Varsity Boys | 3,276 | 3773 | 4,273 |
| Basketball, Freshman Boys | 2,520 | 3019 | 3,522 |
| Basketball, Varsity Girls | 5,221 | 5724 | 6,223 |
| Basketball, Junior Varsity Girls | 3,276 | 3773 | 4,273 |
| Basketball, Freshman Girls | 2,520 | 3019 | 3,522 |
| Cheerleading (winter) | 3,276 | 3773 | 4,273 |
| Cheerleading (fall) | 3,603 | 4102 | 4,602 |
| Crew, Varsity | 4,028 | 4526 | 5,026 |
| Crew, Junior Varsity  | 2,454 | 2952 | 3,451 |
| Crew, Novice | 2,454 | 2952 | 3,451 |
| Cross Country, Boys | 2,990 | 3490 | 3,987 |
| Cross Country, Assistant Boys | 2,398 | 2897 | 3,396 |
| Cross Country, Girls | 2,990 | 3490 | 3,987 |
| Cross Country, Assistant Girls | 2,398 | 2897 | 3,396 |
| Diving (winter season) | 3,494 | 3993 | 4,493 |
| Diving (fall season) | 2,343 | 2843 | 3,342 |
| Field Hockey, Varsity | 3,279 | 3779 | 4,279 |
| Field Hockey, Junior Varsity  | 2,233 | 2732 | 3,232 |
| Football Head | 5,052 | 5568 | 6,081 |
| Football Assistant  | 3,603 | 4102 | 4,602 |
| Golf | 2,773 | 3272 | 3,769 |
| Golf, JV | 1,689 | 2188 | 2,687 |
| Ice Hockey | 5,019 | 5519 | 6,018 |
| Ice Hockey, Assistant | 3,276 | 3773 | 4,273 |
| Indoor Track  | 4,947 | 5450 | 5,945 |
| Lacrosse, Varsity Boys | 4,028 | 4526 | 5,026 |
| Lacrosse, Junior Varsity Boys | 2,454 | 2952 | 3,451 |
| Lacrosse, Varsity Girls | 4,028 | 4526 | 5,026 |
| Lacrosse, Junior Varsity Girls | 2,454 | 2952 | 3,451 |
| Soccer, Varsity Boys | 3,708 | 4207 | 4,708 |
| Soccer, Junior Varsity Boys | 2,234 | 2732 | 3,232 |
| Soccer, Freshman Boys | 1,663 | 2162 | 2,663 |
| Soccer, Varsity Girls | 3,708 | 4207 | 4,708 |
| Soccer, Junior Varsity Girls | 2,234 | 2732 | 3,232 |
| Soccer, Freshman Girls | 1,663 | 2162 | 2,663 |
| Softball, Varsity | 4,028 | 4526 | 5,026 |
| Softball, Junior Varsity | 2,454 | 2952 | 3,451 |
| Softball, Freshman | 1,804 | 2304 | 2,803 |
| Swimming (winter season) | 4,947 | 5450 | 5,945 |
| Swimming (fall season) | 3,426 | 3922 | 4,423 |
| Tennis, Boys | 3,134 | 3634 | 4,134 |
| Tennis, Girls | 3,134 | 3634 | 4,134 |
| Track, Boys | 3,946 | 4447 | 4,946 |
| Track, Assistant Boys  | 2,398 | 2897 | 3,396 |
| Track, Girls | 3,946 | 4447 | 4,946 |
| Track, Assistant Girls  | 2,398 | 2897 | 3,396 |
| Unified Sports, Basketball |  2,520 | 3019 | 3552 |
| Volleyball, Varsity Girls | 3,708 | 4207 | 4,708 |
| Volleyball, Junior Varsity Girls | 2,234 | 2732 | 3,232 |
| Volleyball, Freshman Girls | 1,663 | 2131 | 2,663 |
| Volleyball, Varsity Boys | 3,708 | 4207 | 4,708 |
| Wrestling | 5,019 | 5519 | 6,018 |
| Wrestling Assistant | 3,276 | 3773 | 4,273 |

**SUPPLEMENTAL PAY POSITIONS – EFFECTIVE 2018-2019 and 2019-2020**

|  |  |  |  |
| --- | --- | --- | --- |
| **POSITION** | **YEAR 1-4** | **YEAR 5-8** | **YEAR 9+** |
|  |  |  |  |
| Academic Quiz Bowl | 1,048 | 1530 | 2,017 |
| Amnesty Free/Tibet  | 1,048 | 1530 | 2,017 |
| Art Club | 1,048 | 1530 | 2,017 |
| Best Buddies  | 1,048 | 1530 | 2,017 |
| Board Game Club | 1,048 | 1530 | 2,017 |
| Book Club  | 1,048 | 1530 | 2,017 |
| Chamber Music | 1,693 | 2176 | 2,660 |
| Class Advisors: |  |  |  |
|  Freshmen  | 1,693 | 2176 | 2,660 |
|  Sophomore  | 1,693 | 2176 | 2,660 |
|  Junior  | 1,693 | 2176 | 2,660 |
|  Senior  | 1,693 | 2176 | 2,660 |
| Comic Book Club | 1,048 | 1530 | 2,017 |
| Connecticut Youth Forum | 1,048 | 1530 | 2,017 |
| Dance Team | 1,048 | 1530 | 2,017 |
| Debate  | 1,048 | 1530 | 2,017 |
| DECA | 2,337 | 2821 | 3,303 |
| Drama Club Assistant | 1,693 | 2176 | 2,660 |
| Drama Club Head | 2,337 | 2821 | 3,303 |
| Drama Club Sets | 1,048 | 1530 | 2,017 |
| Drum Line | 1,048 | 1530 | 2,017 |
| Environmental Club | 1,048 | 1530 | 2,017 |
| Gay Straight Alliance  | 1,048 | 1530 | 2,017 |
| International Association  | 1,048 | 1530 | 2,017 |
| Intramurals | 2,337 | 2821 | 3,303 |
| Jazz Band | 1,693 | 2176 | 2,660 |
| Leo Club | 1,048 | 1530 | 2,017 |
| Math Club  | 1,048 | 1530 | 2,017 |
| Math Honor Socieity, Mu Alpha Theta | 1,048 | 1530 | 2,017 |
| Men's Choir | 1,693 | 2176 | 2,660 |
| National Honor Society | 1,693 | 2176 | 2,660 |
| Newspaper (Oracle) | 1,693 | 2176 | 2,660 |
| PantherPride | 1,048 | 1530 | 2,017 |
| Peer Natural Helper Advisors  | 1,048 | 1530 | 2,017 |
| Poetry Club  | 1,048 | 1530 | 2,017 |
| Radio and Electronics Club | 1,048 | 1530 | 2,017 |
| Science Club | 1,048 | 1530 | 2,017 |
| Scuba Diving Club | 1,048 | 1530 | 2,017 |
| Ski Club | 1,693 | 2176 | 2,660 |
| Student Council  | 1,048 | 1530 | 2,017 |
| Students for International Socialism | 1,048 | 1530 | 2,017 |
| Technology Student Assoc.  | 1,048 | 1530 | 2,017 |
| United Theatre  | 1,048 | 1530 | 2,017 |
| Virtu | 1,048 | 1530 | 2,017 |
| Women's Choir | 1,693 | 2176 | 2,660 |
| World Language Honor Society  | 1,048 | 1530 | 2,017 |
| Yearbook  | 2,337 | 2821 | 3,303 |
| Youth Symphony | 1,693 | 2176 | 2,660 |
|  |  |  |  |
|  |  |  |  |
| Stipend Positions |  |
|  |  |
| Professional Development Chairs  | 1,048 |
| Band Director | 4,718 |
| Choral Director | 4,718 |
| Curriculum Coordinator | 1,793 |
| 504 Coordinator | 2,000 |
| Orchestra Director | 4,718 |
| Senior Project Directors  | 1,977 |
| Technology Coach  | 1,475 |

The Association President and the Superintendent may mutually agree to revise the stipends provided above during the term of the Agreement.

If the Association President and the Superintendent do not agree upon proposed revisions, the status quo shall continue and any dispute shall not be grievable.

The Association and Board agree to establish a committee for the purpose of studying the positions and pay rates contained in the schedules in Appendix C with regard to equitability. The Board or its designee and the Association shall each appoint three (3) members to the Committee, and the Committee shall meet throughout the duration of this Agreement with the goal of presenting a revised mutually agreed to schedule of positions and rates of pay in time for the successor negotiations. The meetings of the study committee shall not be considered negotiations.

**APPENDIX C-2**

**SUPPLEMENTAL PAY POSITIONS – EFFECTIVE 2020-2021**

1. Teachers shall be appointed to coaching and advisory duties by the superintendent, upon recommendation of the school administrators and the director of athletics.

2. Appointments to coaching and supervisory duties shall be for one year.

3. The following stipends, based on the number of years experience in Region 19, shall be paid annually during the 2020-2021 school year.

4. The Board of Education may establish new positions upon recommendation of the superintendent.

5. Application to the Board of Education for recognition of new stipend positions shall be in accordance with Board of Education policy, “School Sponsored Clubs, Athletic Teams, and Activities.”

| **POSITION** | **YEAR 1-4** | **YEAR 5-8** | **YEAR 9+** |
| --- | --- | --- | --- |
|  |  |  |  |
| Baseball, Varsity | 4,129 | 4639 | 5,152 |
| Baseball, Junior Varsity | 2,515 | 3026 | 3,537 |
| Baseball, Freshman | 1,849 | 2362 | 2,873 |
| Basketball Varsity, Boys | 5,352 | 5867 | 6,379 |
| Basketball Junior Varsity Boys | 3,358 | 3867 | 4,380 |
| Basketball, Freshman Boys | 2,583 | 3094 | 3,610 |
| Basketball, Varsity Girls | 5,352 | 5867 | 6,379 |
| Basketball, Junior Varsity Girls | 3,358 | 3867 | 4,380 |
| Basketball, Freshman Girls | 2,583 | 3094 | 3,610 |
| Cheerleading (winter) | 3,358 | 3867 | 4,380 |
| Cheerleading (fall) | 3,693 | 4205 | 4,717 |
| Crew, Varsity | 4,129 | 4639 | 5,152 |
| Crew, Junior Varsity (2) | 2,515 | 3026 | 3,537 |
| Crew, Novice | 2,515 | 3026 | 3,537 |
| Cross Country, Boys | 3,065 | 3577 | 4,087 |
| Cross Country, Assistant Boys | 2,458 | 2969 | 3,481 |
| Cross Country, Girls | 3,065 | 3577 | 4,087 |
| Cross Country, Assistant Girls | 2,458 | 2969 | 3,481 |
| Diving (winter season) | 3,581 | 4093 | 4,605 |
| Diving (fall season) | 2,402 | 2914 | 3,426 |
| Field Hockey, Varsity | 3,361 | 3873 | 4,386 |
| Field Hockey, Junior Varsity (2) | 2,290 | 2800 | 3,313 |
| Football Head | 5,178 | 5702 | 6,233 |
| Football Assistant (5) | 3,693 | 4205 | 4,717 |
| Golf | 2,842 | 3354 | 3,863 |
| Golf, JV | 1,731 | 2243 | 2,754 |
| Ice Hockey | 5,144 | 5657 | 6,168 |
| Ice Hockey, Assistant | 3,358 | 3867 | 4,380 |
| Indoor Track **(3)** | 5,071 | 5586 | 6,094 |
| Lacrosse, Varsity Boys | 4,129 | 4639 | 5,152 |
| Lacrosse, Junior Varsity Boys | 2,515 | 3026 | 3,537 |
| Lacrosse, Varsity Girls | 4,129 | 4639 | 5,152 |
| Lacrosse, Junior Varsity Girls | 2,515 | 3026 | 3,537 |
| Soccer, Varsity Boys | 3,801 | 4312 | 4,826 |
| Soccer, Junior Varsity Boys | 2,290 | 2800 | 3,313 |
| Soccer, Freshman Boys | 1,748 | 2271 | 2,730 |
| Soccer, Varsity Girls | 3,801 | 4312 | 4,826 |
| Soccer, Junior Varsity Girls | 2,290 | 2800 | 3,313 |
| Soccer, Freshman Girls | 1,663 | 2162 | 2,730 |
| Softball, Varsity | 4,129 | 4639 | 5,152 |
| Softball, Junior Varsity | 2,515 | 3026 | 3,537 |
| Softball, Freshman | 1,849 | 2362 | 2,873 |
| Swimming (winter season) | 5,071 | 5586 | 6,094 |
| Swimming (fall season) | 3,426 | 3725 | 4,534 |
| Tennis, Boys | 3,293 | 3725 | 4,237 |
| Tennis, Girls | 3,426 | 3725 | 4,534 |
| Track, Boys | 4,045 | 4558 | 5,070 |
| Track, Assistant Boys **(2)** | 2,458 | 2969 | 3,481 |
| Track, Girls | 4,045 | 4558 | 5,070 |
| Track, Assistant Girls **(2)** | 2,458 | 2969 | 3,481 |
| Unified Sports, Basketball | 2,583 | 3094 | 3,610 |
| Volleyball, Varsity Girls | 3,801 | 4312 | 4,826 |
| Volleyball, Junior Varsity Girls | 2,290 | 2800 | 3,313 |
| Volleyball, Freshman Girls | 1,663 | 2162 | 2,730 |
| Volleyball, Varsity Boys | 3,801 | 4312 | 4,826 |
| Wrestling | 5,144 | 5657 | 6,168 |
| Wrestling Assistant | 3,358 | 3867 | 4,380 |

**SUPPLEMENTAL PAY POSITIONS – EFFECTIVE 2020-2021**

|  |  |  |  |
| --- | --- | --- | --- |
| **POSITION** | **YEAR 1-4** | **YEAR 5-8** | **YEAR 9+** |
|  |  |  |  |
| Art Club | 1,074 | 1568 | 2,067 |
| Best Buddies  | 1,074 | 1568 | 2,067 |
| Board Game Club | 1,074 | 1568 | 2,067 |
| Book Club  | 1,074 | 1568 | 2,067 |
| Chamber Music | 1,735 | 2230 | 2,726 |
| Class Advisors: |  |  |  |
|  Freshmen  | 1,735 | 2230 | 2,726 |
|  Sophomore  | 1,735 | 2230 | 2,726 |
|  Junior  | 1,735 | 2230 | 2,726 |
|  Senior  | 1,735 | 2230 | 2,726 |
| Comic Book Club | 1,074 | 1568 | 2,067 |
| Connecticut Youth Forum | 1,074 | 1568 | 2,067 |
| Dance Team | 1,074 | 1568 | 2,067 |
| Debate  | 1,074 | 1568 | 2,067 |
| DECA | 2,395 | 2891 | 3,386 |
| Drama Club Assistant | 1,735 | 2230 | 2,726 |
| Drama Club Head | 2,395 | 2891 | 3,386 |
| Drama Club Sets | 1,074 | 1568 | 2,067 |
| Drum Line | 1,074 | 1568 | 2,067 |
| Environmental Club | 1,074 | 1568 | 2,067 |
| Gay Straight Alliance  | 1,074 | 1568 | 2,067 |
| International Association  | 1,074 | 1568 | 2,067 |
| Intramurals | 2,395 | 2891 | 3,386 |
| Jazz Band | 1,735 | 2230 | 2,726 |
| Leo Club | 1,074 | 1568 | 2,067 |
| Math Club  | 1,074 | 1568 | 2,067 |
| Math Honor Socieity, Mu Alpha Theta |  |  |  |
| Men's Choir | 1,735 | 2230 | 2,726 |
| National Honor Society | 1,735 | 2230 | 2,726 |
| Newspaper (Oracle) | 1,735 | 2230 | 2,726 |
| PantherPride |  |  |  |
| Peer Natural Helper Advisors  | 1,074 | 1568 | 2,067 |
| Poetry Club  |  |  |  |
| Radio and Electronics Club |  |  |  |
| Science Club | 1,074 | 1568 | 2,067 |
| Scuba Diving Club | 1,074 | 1568 | 2,067 |
| Ski Club | 1,735 | 2230 | 2,726 |
| Student Council  | 1,074 | 1568 | 2,067 |
| Students for International Socialism | 1,074 | 1568 | 2,067 |
| Technology Student Assoc.  | 1,074 | 1568 | 2,067 |
| United Theatre  | 1,074 | 1568 | 2,067 |
| Virtu | 1,074 | 1568 | 2,067 |
| Women's Choir | 1,735 | 2230 | 2,726 |
| World Language Honor Society  | 1,074 | 1568 | 2,067 |
| Yearbook  | 2,395 | 2891 | 3,386 |
| Youth Symphony | 1,735 | 2230 | 2,726 |
|  |  |  |  |
|  |  |  |  |
| Stipend Positions |  |
|  |  |
| Professional Development Chairs ) | 1,074 |
| Band Director | 4,836 |
| Choral Director | 4,836 |
| Curriculum Coordinator | 1,838 |
| 504 Coordinator | 2,050 |
| Orchestra Director | 4,957 |
| Senior Project Directors  | 2,026 |
| Technology Coach  | 1,512 |

The Association President and the Superintendent may mutually agree to revise the stipends provided above during the term of the Agreement.

If the Association President and the Superintendent do not agree upon proposed revisions, the status quo shall continue and any dispute shall not be grievable.

**APPENDIX D**

**SIDE AGREEMENT**

**CANARX SERVICES INC. PRESCRIPTION MAIL ORDER**

The parties agree that if the Town of Mansfied establishes a mail order prescription drug program with CanaRX or another Canadian firm, such plan will be made available on a voluntary basis to the bargaining unit members of the E.O. Smith High School Teachers’ Association. The terms and conditions of such mail order prescription drug program shall be determined by the Town of Mansfield. If the Town of Mansfield eliminates the Canadian prescription drug mail order program, Regional School District #19 Board of Education will not be obligated to either continue the Canadian prescription drug program or to provide an alternative program.

**APPENDIX E - Summary Description of Medical and Dental Benefits**

# *CGHSA6318 with Incentives and Rx copays*

002416-120

|  |  |  |
| --- | --- | --- |
| COST SHARE PROVISIONS | **In-Network*****Member pays:*** | **Out-of-Network*****Member pays:*** |
| Annual Deductible (*individual/ family*) |  $2,000 / $4,000  |
| Coinsurance | 0% after deductible up to  | 20% after deductible up to  |
| Cost Share Maximum (*individual/ family)* | $3,000 / $6,000 |
| Lifetime Maximum | Unlimited | Unlimited |

|  |  |  |
| --- | --- | --- |
| **PREVENTIVE CARE - *Included are the preventive care services that meet the requirements of federal and state law, including******certain screenings, immunizations and physician visits*** | **In-Network After Annual Deductible*****Member pays:*** | **Out-of-Network After Annual Deductible*****Member pays:*** |
| Well child care | No Charge; Deductible waived | 20% |
| Periodic, routine health examinations | 20% |
| Routine OB/GYN visits  | 20% |
| Mammography | 20% |
| Hearing screening  | 20% |

**MEDICAL CARE**

|  |  |  |
| --- | --- | --- |
| Office visits | 0% | 20% |
| Outpatient mental health & substance abuse | 0% | 20% |
| OB/GYN care | 0% | 20% |
| Surgical fees of a Physician or Surgeon | 0% | 20% |
| Maternity care  | 0% | 20% |
| Diagnostic lab and x-ray  | 0% | 20% |
| High-cost outpatient diagnostic – *prior authorization required* The following are subject to cost share: MRI, MRA, CAT, CTA, PET, SPECT scans | 0% | 20% |
| Allergy servicesOffice visits/testing*Injections* | 0%0% | 20%20% |

**HOSPITAL CARE – *Prior authorization required***

|  |  |  |
| --- | --- | --- |
| Semi-private room *(General/Medical/Surgical/Maternity)* | 0% | 20% |
| Inpatient mental health & substance abuse | 0% | 20% |
| Skilled nursing facility – *up to 120 days per calendar year*  | 0% | 20% |
| Rehabilitative services – *up to 100 days per person per calendar year* | 0% | 20% |
| Outpatient surgery – *in a hospital*  | 0% | 20% |
| Ambulatory surgery- *in other than a hospital setting* | 0% | 20% |

**EMERGENCY CARE**

|  |  |  |
| --- | --- | --- |
| Walk-in centers | 0% | 20% |
| Urgent care – *at participating centers only* | 0% | 20% |
| Emergency care  | 0% | 0% |
| Ambulance  | 0% | 0% |

RSD 19

CGHSA6318 INC w Rx copay Non Emb (*Eff. 1/2018*)

|  |  |  |
| --- | --- | --- |
| **OTHER HEALTH CARE** | **In-Network After Annual Deductible*****Member pays:*** | **Out-of-Network After Annual Deductible*****Member pays:*** |
| Outpatient rehabilitative services – PT, OT, ST, and Chiro - *Prior authorization required after the first visit for PT and OT. 50 combined visit maximum for PT, OT, ST, and Chiro per year.*  | 0% | 20% |
| Durable medical equipment / Prosthetic devicesUnlimited maximum per calendar year | 0%  | 20% |
| Diabetic supplies, drugs & equipment*Diabetic drugs are covered at in-network benefit level.* | 0%  | 20% |
| Infertility – *prior authorization required**Some restrictions may apply* | 0% | 20% |
| Home health care*200 visits per member per calendar year* | 0% | 20% |

**PRESCRIPTION DRUGS**

|  |  |  |
| --- | --- | --- |
| Tier 1 *Tier 1 drugs have the lowest copayment. This tier contains low cost or preferred medications that may be generic, single source brand drugs* | $0 Copayment | 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield’s payment and the pharmacist’s actual charge |
| Tier 2*Tier 2 drugs have a higher copayment than those in Tier 1. This tier will contain low cost or preferred medications that may be single source brand drugs* | $15 Copayment  |
| Tier 3*Tier 3 drugs have a higher copayment than those on Tier 2. This tier will contain low cost or preferred medications that may be single source brand drugs* | $30 Copayment  |

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.
* 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.
* For services rendered by out-of-network providers, members are responsible for paying any charges in excess of the Maximum Allowable Amount.  Please reference your Subscriber Agreement/Certificate of Coverage for additional details.

**Earn Rewards**

|  |
| --- |
| What’s special about your HSA plan is that you may earn additional funds for your health account through the Healthy Rewards incentive program. It's how your plan rewards you for taking steps to improve your health.  |
| **If you do this:** | **You can earn:** |
| Future Moms participation and completionOnline Wellness Toolkit participationConditionCare participation and completion  Some eligibility requirements apply.  | * Up to $200
* Up to $150
* Up to $300
 |

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; refractive eye surgery; 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.

*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.*

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

|  |
| --- |
| https://egi-ct.secure.anthem.com/EGI/ec3/eanthem/anthem/ECimages/AnthemLogo1sm.gif |
|  |
| **Employer/Group:** TOWN & BOE OF MANSFIELD (RSD #19) |  |  |
|  |  |  |
| **DENTAL FLEX**  |  |  |
|  |
| https://egi-ct.secure.anthem.com/EGI/ec3/eanthem/anthem/ECimages/spacer.gif |

|  |  |
| --- | --- |
| **Description of Benefits** | ***You Pay:*** |

|  |  |
| --- | --- |
| Annual Deductible *(individual/family)* | $50.00/Does not Apply |
| Annual Maximum *(per member per calendar year)* | $1,000.00 |
| Lifetime Orthodontic Maximum *(per member)* | Does not Apply |

|  |
| --- |
| **Diagnostic & Preventive Services** |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |
| --- | --- |
| - Periodic evaluations | - Space maintainers to age 19 |
| - Initial evaluation | - X-rays |
| - Cleanings, 2 per year  | - Emergency Palliative treatment |
| - Fluoride treatments to age 19 | - Sealants to age 19 |

 | No Charge |

|  |
| --- |
| **Basic Services** |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |
| --- | --- |
| - Fillings | - Simple and surgical extractions |
| - Repair Bridge | - Recement crown |
| - Repairing and relining of dentures | - Recement bridge |
| - Endodontics including but not limitedto root canal therapy | - Periodontics |
| - Oral surgery | - General anesthesia |

 | 20%, after deductible |

|  |
| --- |
| **Major Services** |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|

|  |  |
| --- | --- |
| - Prosthodontics including butnot limited to bridework,partial and full dentures | - Onlays |
| - Crowns | - Post and core |
| - Inlays |  |

 | 50%, after deductible |

**Accessing Benefits:**

|  |
| --- |
| **Participating Dentists Benefits:** When a member receives care from one of our participating Dentists, he or she simply presents his or her identification card showing dental coverage. The dentist bills us directly for all covered services. For dental care provided by a Participating Dentist, we will pay the lesser of Dentist's usual charge or maximum allowable amount as determined by Anthem BCBS. The participating Dentist will accept Anthem BCBS's payment in full and make no additional charge to the member, except as otherwise specified in the member's certificate of coverage.**Non-Participating Dentists Benefits:** Anthem BCBS will pay the maximum allowable amount as determined by Anthem BCBS. The member is responsible for any difference between the amount paid by Anthem BCBS and the fee charged by the Dentist. Dental claims should be submitted to Anthem BCBS Dental, P.O.Box 547, North Haven CT 06473. |
| **Principle Limitations and Exclusions***Services received from a dental or medical department maintained by an employer, a mutual benefit association, labor union, trustee or other similar person or group; Services for which the member incurs no Dentists' Charge or which are services of a type ordinarily performed by a physician, or charges which would not have been made if insurance was not available; Services with respect to congenital malformations; Services, treatment or supplies furnished by or at the direction of any government, state or political subdivision; Any items not specifically listed in this Policy; Lost or stolen dentures or denture duplication; Gold foil restorations; Temporary services and appliances; such as crown or tooth preparations and temporary fillings, crowns, bridges and dentures; Services as determined by the company, that are rendered in a manner contrary to normal dental practice. A complete list of exclusions appears in the Certificate of Coverage.This is not a legal policy or contract. It is only a general description of your benefits. If there are discrepancies between the Certificate of Coverage and this summary, the Certificate of Coverage shall control.* June 6, 2014  |