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AGREEMENT BETWEEN
THE BARKHAMSTED BOARD OF EDUCATION
AND
THE BARKHAMSTED EDUCATION ASSOCIATION

July 1, 2019 through June 30, 2022

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THIS AGREEMENT is made and entered into by and between the BARKHAMSTED BOARD OF EDUCATION (hereinafter referred to as the Board), and the BARKHAMSTED EDUCATION ASSOCIATION (hereinafter referred to as the Association).

ARTICLE I - RECOGNITION

Section 1.01. The Board recognizes the Association as the exclusive representative of all certified professional employees employed by the Board in positions requiring a teaching or other certificate (other than temporary substitutes) not included in any administrator's unit or excluded from the purview of Section 10-1 53a to 10-1 53g, inclusive, of the Connecticut General Statutes.

Section 1.02. The term "teacher", for both full- and part-time, as used in this Agreement, except where otherwise indicated, is applied to all professional employees whose position requires a teaching certificate pursuant to Connecticut General Statutes §10-153b.

ARTICLE II - MANAGEMENT RIGHTS CLAUSE

Section 2.01. The Board has and will continue to retain the sole and unquestionable right, responsibility and prerogative to direct the operation of the school in all respects including, but not limited to, the following: To maintain such educational activities as in its judgment will best serve the interests of the Barkhamsted School; to employ, assign, and transfer teachers; to suspend and dismiss teachers in the manner provided by statute; to reduce teacher compensation for just cause; to prescribe rules for the management, studies, classification and discipline of the school. These rights, responsibilities, and prerogatives are not subject to derogation in whole or in part, except that the same shall not be exercised in a manner inconsistent with, or in violation of, any of the specific terms and provisions of this Agreement.

ARTICLE III - ASSOCIATION SECURITY

Section 3.01. - Deductions. The Board agrees to deduct from each teacher's pay an amount equal to the Association membership dues by means of payroll deductions. The amount of the deduction from each paycheck for membership dues shall be equal to the total Association membership dues divided by the number of paychecks from and including the first paycheck in September through and including the last paycheck in June. The amount of Association membership dues shall be certified by the Association to the Board prior to the opening of school each year.

Section 3.03. - Subsequent Employment. Those teachers whose employment commences after the start of the school year shall pay a prorated amount equal to the percentage of the remaining school year.

Section 3.04. - Forwarding of Monies. The Board agrees to forward to the Association each month a check for the amount of money deducted during that month. The Board shall include with such check a list of teachers from whose pay such deductions were made.

Section 3.05. - Lists. No later than the first paycheck in October of each school year, the Board shall provide the Association with a list of all employees of the Board and the positions held by said employees. The Board shall notify the Association monthly of any changes in said list.

Section 3.06. - Reference to Association. The singular reference to the "Association" herein shall be interpreted as referring to the Barkhamsted Education Association, the Connecticut Education Association and the National Education Association.

Section 3.07. - Hold Harmless. The Association shall indemnify and save harmless the Board and the Town of Barkhamsted against all claims, demands, suits and other forms of liability, including all attorney fees and costs incurred in the defense of same, which may arise by reason of any action the Board may take to carry out this Article.

ARTICLE IV - GRIEVANCE PROCEDURE

Section 4.01. - Definitions. The term "Grievance" is defined as a complaint by a teacher that this Agreement has been violated. The term "Day", except as otherwise noted, is defined as any day when school is in session and any business day when school is not in session during the summer recess.

Section 4.02. - Statute of Limitations. Failure by the teacher to file a grievance within fifteen (15) days after he knows, or should have known, of the act or conditions upon which the grievance is based, shall mean that the grievance has been waived. Failure at any procedural level to appeal a grievance to the next procedural level within the time limit shall be deemed to be acceptance of the decision rendered at that level.

Section 4.03. - Procedure. The following procedure may be followed as far as deemed necessary in the order as indicated:

1. The Board and the Association agree that most grievances can be resolved at the informal level as a result of open and honest communication between the principal and teacher. It is to this end that the parties agree, in most cases, that the teacher should be encouraged to meet with the principal without Association representation. In the event the teacher chooses to have Association representation at any stage of the procedure, nothing herein contained shall be construed as a relinquishment of that right. When appropriate, a grievance may be initiated at the Superintendent's level.

Prior to filing a formal grievance, the teacher shall meet with the principal in an attempt to resolve the problem. If the matter cannot be resolved informally, the teacher and/or the Association shall submit the grievance to the principal in writing. The principal shall meet with the teacher (and representative if the teacher so desires) within five (5) days. A decision shall be given to the teacher in writing within five (5) days.

2. If the aggrieved teacher is not satisfied with the disposition of the grievance or in

the event no decision has been rendered within five (5) days after the informal meeting with the principal, the teacher and/or the Association may submit the grievance in writing to the Superintendent within five (5) days.

3. Within ten (10) days after the receipt of the written grievance by the Superintendent, the Superintendent shall meet with the aggrieved teacher and/or an Association representative in an effort to resolve the grievance. Within five (5) days after the meeting, the Superintendent shall notify the teacher in writing of his decision.
4. In the event the aggrieved teacher is not satisfied with the disposition of the grievance or in the event no decision has been rendered within fifteen (15) days after receipt of the grievance by the Superintendent, the Association may submit the grievance to the Board. The Association shall also provide a copy of the original grievance, a copy of the Superintendent's decision or a statement that the Superintendent has taken no action. To be timely, the grievance must be submitted to the Board within five (5) days of the date a written decision was due from the Superintendent.
5. Within ten (10) days of its receipt of the grievance, the Board or the Superintendent shall notify the Association of the time and place of a meeting to consider the grievance. The Association shall be given at least two (2) days' notice of the meeting.
6. Within ten (10) days of the completion of the meeting, the Board shall notify the Association in writing of its decision.
7. The Association may, within ten (10) days of notification of the disposition of the grievance by the Board, proceed to arbitration of the grievance by filing the grievance with the American Arbitration Association. The rules of the arbitration agency shall govern all subsequent proceedings.

The arbitrator's jurisdiction shall be limited to those matters which involve the application and interpretation of this Agreement. The arbitrator shall have no power to add to, delete from or modify any terms of this Agreement.

The arbitrator's decision shall be in writing and shall contain an opinion and conclusion on the issues. The decision of the arbitrator shall be accepted as final and binding by the Association and the Board and both will abide by it, except as either party may elect to exercise any right of appeal to the courts as may be provided by law.

The arbitrator's fee(s) shall be shared equally by the Board and the Association.

ARTICLE V - WORKING CONDITIONS

Section 5.01. - Teacher Assignment. The Superintendent of Schools shall be ultimately responsible for the assignment and transfer of professional personnel. By January 15 of

each school year, the principal shall distribute to all teachers a form on which the teachers may indicate a desire to change grade level and/or subject area, or to remain in his/her present grade, for the next school year, and the grade and/or subject area to which he/she wants to change. Teachers shall return the completed forms to the principal by February 15. Whenever feasible, any transfer or reassignment will be made known to the teacher concerned by May 15 preceding the next school year. The administration has the ultimate decision making authority regarding teacher assignments and/or transfers. The principal shall meet with the teacher who is being transferred at least forty-eight (48) hours before the transfer is announced. The teacher shall have the right to have an officer and/or representative of the bargaining agent present.

Section 5.02. - Preparation Time. Teachers will use, for preparation, all time during which their classes are receiving instruction from teaching specialists, except when their presence is necessary, as determined by the principal. Additional time for preparation may be formally scheduled by the administration, when necessary. Teachers of music, art, physical education, library/media and Spanish shall be provided with preparation time proportionate to their teaching assignment.

Section 5.03. - Lunch. Teachers will have a minimum of twenty-five (25) minutes of uninterrupted guaranteed lunch time.

Section 5.04. - Teacher Meetings.

a. Meetings called by the Board or Administration shall normally be preceded by no less than forty-eight (48) hour notice and shall not normally be held more frequently than two times per month, excluding meetings held in the case of emergencies. Prior to the last day of school, teachers will be notified of the normal day of the week for staff meetings during the following school year. No regular staff or curriculum meetings shall be scheduled by the administrators for before school or during the lunch period, except in emergency situations.

b. Grade level curriculum meetings shall not exceed sixty (60) minutes. The date will be chosen by each grade level team and will be reviewed and approved by the principal.

Section 5.05. - Parent Conferences/Open House. Unless excused by the appropriate school administrator, teachers are required to attend up to six (6) parent-teacher conference days scheduled for half-days and one (1) open house meeting per school year. Each scheduled parent-teacher conference session shall not exceed three and one half (3 1/2) hours.

Section 5.06. - Work Year. The teacher work year is 186 days of which four (4) days are non-teaching days. Three (3) non-teaching days are used for the purpose of in-service education, the dates and content of such days to be jointly agreed to and planned by the administration and staff. In the event such in-service days are scheduled before the first day of school, they shall be scheduled immediately prior to the day before school opens. The day immediately preceding the opening of school shall constitute one (1) non-teaching day used for faculty and grade level meetings, consulting with support staff,

distribution of materials and textbooks, preparation of classroom and other similar tasks.

Section 5.07. - Work Day. Except as otherwise modified by this Agreement, all teachers shall report to work by 8:15 a.m. and shall be free to leave the building at 3:30 p.m., provided the needs of the students have been met. Instructional time will be 8:25 a.m. until 3:20 p.m.

Section 5.08. - Curriculum Committee Meetings. Curriculum committees requested by the administration to meet outside of the regular school day shall be compensated in accordance with Article XI, Section 11.01. In addition, curriculum committees may meet during the hours of the regular school day for curriculum work with prior approval from the administration.

Section 5.09. - Materials and Supplies. No later than thirty (30) days after acceptance of the educational budget, all teachers will be notified, in writing, of the actual dollar amount available to each grade level for the purchase of materials and supplies.

ARTICLE VI - REDUCTION IN FORCE PROCEDURE

Section 6.01. - Reasons for Elimination of Certified Staff Position. Elimination of certified staff positions may result from decreases in student enrollment, changes in curriculum, severe financial conditions or other circumstances as determined by the Board.

Section 6.02. - Procedure.

a. Prior to commencing action to terminate teacher contracts under this procedure, the Board will give due consideration to its ability to effectuate position elimination and/or reduction in staff by:

- i. Voluntary retirements.
- ii. Voluntary resignations.
- iii. Transfer of existing staff members.
- iv. Voluntary leaves of absence.

b. A teacher's contract of employment may be terminated if his/her position is eliminated, but only if there is no other position available in the school system for which the teacher is certified and qualified. Determination of those to be released should be considered in the following order:

- i. Non-tenured teachers holding temporary, initial or provisional certification.
- ii. Non-tenured teachers holding professional certification.
- iii. Tenured teachers holding provisional certification.
- iv. Tenured teachers holding professional certification.

c. All of the following criteria will be used to select those employees who are to be considered for termination within the broad tenure and certification categories established

under 6.02 b.; however, total years of teaching experience in the Barkhamsted School System shall be the determining criterion provided that there is relative equality in the areas listed below:

- i. Areas of certification.
- ii. Qualifications and ability as determined by objective evaluation of the teacher's performance.
- iii. Teaching experience in other positions which may be available.
- iv. Advanced graduate study in areas related to the available position.

d. For the purpose of determining seniority, and /or the total years of teaching experience, one year's service will be credited for each year worked by a full-time teacher. Service for the purpose of determining seniority by a part-time teacher will be calculated on a prorated basis. Seniority will be determined on the basis of continuous years of service. Approved leaves of absence, although not credited for placement on the salary schedule, or for seniority, shall not be considered a break in service.

Section 6.03. - Recall Procedure. If the contract of employment of a teacher is terminated because of the elimination of a position, the name of that teacher shall be placed on a reappointment list and shall remain on such list for a period of two years. If a position becomes open during such period, the teacher on the Recall List who is certified and most qualified to hold that position, will be notified in writing by registered or certified mail, and sent to his/her last known address at least thirty (30) days prior to the anticipated date of employment. The teacher shall accept or reject the appointment in writing within ten (10) days after he/she should have normally received the notification. If appointment is accepted, the teacher shall receive a written contract within twenty (20) days of receipt of the teacher's reply to the Board. If the teacher rejects the appointment offer, or does not respond according to this procedure within ten (10) days after notification, the name of the teacher will be removed from the Recall List.

ARTICLE VII - RESIGNATIONS

Section 7.01. - Notification. Any teacher shall provide written notice to the Board of Education as soon as practical of his or her intent not to return to his or her position for the upcoming school year. Any teacher employed through the end of the work year and enrolled in a Board-sponsored medical insurance plan who provides such written notice to the Board by August 1st shall continue to receive medical insurance through August 30th.

ARTICLE VIII - PART-TIME TEACHERS

Section 8.01. - Definition. A part-time teacher is a certified teacher hired for less than full-time for a teaching position or any position covered by this Agreement.

Section 8.02. - Salary. Part-time teachers shall be paid on a pro-rata basis.

Section 8.03. - Benefits. Part-time teachers are eligible for the following benefits:

- a. Leave. Sick and childbearing leave and personal and bereavement leave shall be prorated based upon the ratio of the part-time teachers' contracted teaching days to the actual school year.
- b. Insurance. The amount of life insurance provided to part-time teachers shall be a pro-rata share of the amount of life insurance provided to full-time teachers. For part-time teachers enrolled in medical and dental insurance, the Board shall pay a pro-rata share of the insurance premiums which is the same as the proportion of a full-time work year for which the part-time teachers are employed.

ARTICLE IX - LEAVE PROVISIONS

Section 9.01. - Sick Leave. Each full-time teacher shall be entitled to fifteen (15) days sick leave per year, accumulative to 186 days. Up to two (2) days of sick leave per year may be used for illness for the teacher's child. For absences due to illness in excess of allowable leave, the teacher shall receive the difference between the substitute teacher's pay and the teacher's regular pay up to thirty (30) days per year. Said thirty (30) days are noncumulative. Teachers may use up to fifteen (15) days per year for the catastrophic illness of a parent, child or spouse. The teacher shall be paid the difference between his/her salary per diem and the salary per diem of the substitute. The teacher's per diem shall be calculated as 1/186th of his/her total salary. Catastrophic illness shall be determined by a Board selected doctor and at the Board's expense.

Section 9.02. - Childbearing Leave. Teachers shall be granted leave for the birth of a child for up to six (6) weeks in order to care and bond with the child. Said leave shall be unpaid but the employee's insurance and other benefits shall be maintained provided the employee pays all portions of their premiums.

Section 9.03. - Childrearing Leave. Any certified professional employee may request of the Board an extended leave without pay for the purpose of childrearing, apart from any period of childbirth disability leave without pay. Such leave, if granted, shall be for either a full semester or for a full school year in which the child is born, adopted or fostered. Employees requesting the leave shall submit, except in an emergency, not less than thirty (30) days written notice of the anticipated date of ending performance of duties. During such leave the employee may continue his/her insurance benefits at the group rate at his/her own expense. Upon return, the employee shall be assigned to his/her former position or its equivalent. Tenure, salary step and sick leave accumulation will be maintained at the level held previous to the leave. For any teacher opting for childrearing leave, the Board shall credit such leave against his or her Family and Medical Leave Act benefits.

Section 9.04. - Jury Duty Leave. A teacher who is called to jury duty shall promptly notify the Superintendent of Schools. If the Superintendent is unable to get the teacher excused from such duty when school is in session, the teacher shall receive his/her full pay for such period, but the amount received for such jury duty served during the school year shall be turned over to the Superintendent for deposit with the Town of Barkhamsted treasurer.

Section 9.05. - Personal and Bereavement Leave. Full-time teachers are allowed four (4) days annually with full pay, for personal business that cannot be transacted other than during the workday. Days taken for personal business should not be taken by more than one teacher at the same time, if possible, nor in a manner which would restrict or prohibit the normal operation of the school program. Personal days may not be taken on any day immediately prior to or immediately following a vacation or a vacation day except with prior approval. Personal days may be used for personal business that cannot be completed at times other than regular school hours, for example, care of ill members of the immediate family, subject to Section 9.01 above, attendance at graduation exercises or travel to graduation for self- or an immediate family member, marriage of self or a member of the immediate family and compulsory legal matters or an emergency situation.

Up to five (5) days are allowed for bereavement in the immediate family. The immediate family is defined as: Spouse, Parents, Grandparents, Brothers, Sisters, Children, Grandchildren of the teacher or spouse, as well as others legally dependent upon the employee and living with the employee at the time of death. Exceptions to the definition of "immediate family" will be considered and acted upon by the Superintendent. All days of Personal and Bereavement Leave are non-cumulative. Any Personal/Bereavement Leave not covered by the foregoing must be applied for in advance, in writing, stating the reason for such leave. Such leave may be granted if it does not restrict or prohibit the normal operation of the school program. A deduction in an amount equal to the pay of the substitute shall be made from the salary of the employee for each day of allowable leave as agreed to by the Board in excess of the stated limits.

ARTICLE X - INSURANCE

Section 10.01. - Medical Insurance.

For the 2019-2022 contract years, the Board will offer the High Deductible Health Insurance Plan with the Health Savings Account described in Appendix B. The Board shall fund fifty percent (50%) of the Two thousand two hundred and fifty Dollars (\$2,250) individual deductible or fifty percent (50%) of the Four thousand five hundred Dollars (\$4,500) family deductible, with co-pays for post-deductible prescription drug coverage of \$5/\$15/\$30. The Board's contribution of the deductible will be paid in two equal installments, with the first installment payable on the first scheduled pay date and the second installment on January 1 of each contract year.

Section 10.02. - Vision Coverage. The Board shall provide a full family vision rider.

Section 10.03. - Dental Insurance. The Board shall provide dental insurance for the individual employee only comparable to the Blue Cross Full Service Dental Plan with Riders A and C.

Section 10.04. - Life Insurance. The Board shall provide each teacher group term life insurance in the amount of \$70,000. Upon a teacher reaching age 65, the life insurance benefit shall be reduced in accordance with the insurance policy.

Section 10.05. - Payment of Insurance Premiums.

- a. Medical Insurance. The teachers shall pay, by payroll deduction, a percentage of the premium cost for medical insurance coverage as follows: (1) 2019-20 HDHP Plan with HSA – 22.5%; (2) 2020-21 HDHP Plan with HSA – 23% and 2021-22 HDHP Plan with HSA –23.5%.
- b. Dental Insurance. The teachers' premium share for dental insurance shall be twenty-two percent (22.0%) for 2019-20; twenty-two percent (22.0%) for 2020-21; and twenty-two percent (22%) for 2021-22.
- c. Life Insurance. The Board shall pay one hundred percent (100%) of the premium for teacher life insurance.

Section 10.06a. - Reimbursement for Waiver of Medical Insurance Coverage. Any individual qualified for two person coverage who elects to waive coverage will be reimbursed \$1,050. Any individual qualified for family coverage who elects to waive coverage will be reimbursed \$1,700. Any individual qualified for single coverage who elects to waive coverage will be reimbursed \$550. All waiver payments are contingent on the teacher submitting written notification that he or she has elected to waive coverage and proof of alternate medical insurance coverage.

Section 10.06b. - "Section 125" Plan. The Board shall maintain a "Section 125" Salary Reduction Agreement which shall be designed to permit exclusion from taxable income of the employees' share of health insurance premiums. The Board makes no representations or guarantees as to the initial or continued viability of such a Salary Reduction Agreement, and shall incur no obligation to engage in any form of impact bargaining in the event that a change in law reduces or eliminates the tax exempt status of employee insurance premium contributions. So long as the Board makes a good faith effort to comply with this paragraph, 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 cost or loss arising from a flaw or defect in the Salary Reduction Agreement, or from a change in law which may reduce or eliminate the employee tax benefits to be derived therefrom.

Section 10.07. - Change in Insurance Carriers. The Board reserves the right to change insurance carriers at any time as long as it gives prior notice to the Association and as long as the insurance coverage under the substitute insurance carrier's policy is substantially equal to the existing plan.

Section 10.08. - NEW

The Patient Protection and Affordable Care Act ("PPACA"; Public Law 111-148) has set forth and codified under the Internal Revenue Code (IRC) §4980I the imposition of an excise tax related to employer provided health insurance plans that exceed certain value thresholds. The impact of the excise tax is scheduled to take effect in 2018. Should any Federal statute or regulation pertaining to IRC §4980I be mandated to take effect in the

2017-2018 or 2018-2019 contract years triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations in accordance with the Teacher Negotiation Act. During such mid-term negotiations, the parties will reopen this Article only of the contract for the purpose of addressing the impact of the excise tax. No other provision of the contract shall be reopened during such mid-term negotiations.

ARTICLE XI - SALARY AND OTHER COMPENSATION

Section XI - Wages.

Yr. 1 - Freeze steps – 2% - GWI

Yr. 2 - Step plus 2.27% to maximum step only

Yr. 3 - Step plus \$1,000 to maximum step only

Section 11.01. - Salary.

- a. **Teachers Salary Schedule.** The salaries of all teachers covered by this Agreement are as set forth in Appendix A attached hereto and made a part of this Agreement.
- b. **Salary Schedule Placement.** All teachers shall be placed on the appropriate step of the salary schedule based upon public and military dependency school teaching experience provided that such experience shall have been continuous service of at least one-half of any school year. Teachers must submit all official transcripts for a salary lane change to the Superintendent's office by August 15th of each year in order to be placed on the proper salary lane. Failure to submit paperwork by this date will result in a delay in the disbursement of the total increase. Said increase shall be paid over the remaining pay periods based on the date of submission, except for teachers hired after August 15th in any school year. Credit for teaching experience shall be determined by the Superintendent, subject to approval by the Board.
- c. **Degree Definitions.** For employees hired on or after July 1, 2019, salary schedules shall be applied in accordance with the following definitions:

BA - A baccalaureate degree earned at an accredited college or university.

MA - A master's degree earned at an accredited college or university.

MA + 15 - A master's degree plus fifteen (15) hours earned at an accredited college or university and approved by the Superintendent.

6th Year - A second master's degree or sixth year certificate earned at an accredited college or university and approved by the Superintendent.

For employees hired before July 1, 2019, salary schedules shall be applied in accordance with the following definitions:

BA - A baccalaureate degree earned at an accredited college or university.

MA - A master's degree or the completion of thirty (30) hours beyond the baccalaureate degree in a planned program earned at an accredited college or university and approved by the Superintendent.

MA + 15 - A master's degree plus fifteen (15) hours or the completion of forty-five (45) hours beyond the baccalaureate degree earned at an accredited college or university and approved by the Superintendent.

6th Year - A second master's degree, sixth year certificate, or the completion of thirty credits beyond the master's degree or sixty credits beyond the bachelor's degree in a program earned at an accredited college or university and approved by the Superintendent.

- d. Withholding Increment. Annual increments (step increase) shall be granted for satisfactory teaching services in the Barkhamsted Elementary School. Whether satisfactory service is performed shall be based on the judgment and recommendation of the school principal. In the event unsatisfactory service is indicated, evidence shall be presented to verify that recommendations have been made to help the teacher correct the areas of unsatisfactory performance. Such assistance shall be forthcoming prior to March 1st and final decision on withholding the increment by May 1st. Said increments shall not be denied for arbitrary or capricious reasons. Only the Board approved evaluation instrument shall be used for withholding increments.
- e. Pay Period Options. If the teacher's authorization has been received prior to June 15, he/she shall be paid on either of the following two options: otherwise he/she shall be paid on Option II.

Option I: Teachers shall be paid 1/21st of their salary every two weeks for twenty-one (21) payments. Said payments shall be on every other Friday commencing no later than the second Friday in September.

Option II: Teachers shall be paid 1/26th of their salary every two weeks for twenty-one payments. Said payments shall be on every other Friday commencing no later than the second Friday in September. With the twenty-first payment, they shall receive another check for 5/26th of their salary.

- f. 403b Plans. Teachers shall have the option of contributing to one of those Board-approved companies offering 403b plans unless otherwise mutually agreed to by the Association and the Board. The Board will provide the Association with an approved list of companies within thirty (30) days of the effective date of this Agreement.
- g. Direct Deposit. There will be electronic direct deposit of paychecks to the banks or

credit unions of a teacher's choice, not to exceed two different financial institutions per teacher.

- h. Extended Work Year. If the Board mandates that a teacher work any additional days over the 186 day work year, such teacher shall be paid a per diem of his/her salary per day.
- i. Curriculum Work. If the Board operates a program, including curriculum development, during the summer or a vacation period that a faculty member can apply for voluntarily, the rate of pay shall be \$40.00 per hour for each of the 2019-2020, 2020-2021 and 2021-2022 years. Any posting for development of curriculum shall include a description of the duties to be performed, time involved and schedule of payment date.
- j. Kindergarten Bus Ride and Kindergarten Orientation. If the Board provides Kindergarten Orientation outside of the teacher's contracted work day and the teacher is required to attend, the teacher shall be compensated at the hourly curriculum work rate.

If the teacher is required by the principal to attend the Kindergarten Bus ride orientation on a non-contracted teacher work day, the teacher shall be compensated at the teacher's pro-rated individual per diem salary.

Section 11.02. - Longevity. For all teachers hired before July 1, 2006, a longevity payment of \$575 per year will be paid for fifteen (15) through eighteen (18) consecutive years in Barkhamsted School, and \$700 per year for nineteen (19) or more consecutive years in Barkhamsted School.

Section 11.03. - Stipends. Teachers may notify the principal in writing by no later than May 30 if they wish to be considered for a stipend position for the following school year. The principal shall have the final and non-appealable decision as to which teachers shall fill the stipend positions.

Teachers shall receive the following stipends for duties outside their regular teaching responsibilities:

\$1560 for 2019-20	Head Teacher
\$1560 for 2020-21	Head Teacher
\$1560 for 2021-22	Head Teacher

Except in an emergency or unusual circumstances when the principal has less than 24 hour notice of his/her need to be absent from the building, every effort will be made to schedule a paraprofessional assistant to assist the head teacher for the total instructional time that the principal is out of the building and administrative responsibilities are given to the head teacher. In addition, the head teacher shall chair a school-wide committee as

assigned by the principal.

\$250 per night	Overnight field study instructor (White Memorial, etc.)
\$200 per field study	Coordinator of extended field study involving an overnight experience
\$350 per annum	Student Council Advisor (maximum of two)
\$230 per annum	SOAR Leader Advisor (maximum of two)
\$33 per hour	Faculty advisor for club; however all clubs must be approved by the administration and the clubs may be cancelled at any time due to lack of enrollment or for any other valid reason as determined by the administration.
\$500 per annum	TEAM Mentor (per mentor per mentee)
\$260 per annum	Professional Development Committee Chairperson
\$200 per annum	Professional Development Committee Members (maximum of 4, exclusive of chairperson)
\$700 per annum	Curriculum Coordinators (as determined by administration based on school goals and curriculum needs)

Section 11.04. - Retirement and Severance Pay.

a. A teacher who intends to retire shall give the Superintendent written notice of his/her intent by February 15 of the teacher's final school year.

b. For all teachers hired before July 1, 1999, upon retirement from the Barkhamsted School System, or upon death while still employed by the Barkhamsted Board of Education, a teacher shall receive a severance benefit of one day's pay for each year served in the Barkhamsted School System. For part-time teachers this benefit shall be prorated. If the severance pay amount exceeds three thousand dollars (\$3,000), the benefit shall be paid in three equal annual installments in the month of September, commencing the first school year after the teacher's death or retirement. Effective July 1, 2009, the severance pay shall be capped at a total payment of fourteen thousand dollars (\$14,000).

Section 11.05. - Professional Development Reimbursement. Each full-time and part-time teacher shall be granted professional development reimbursements up to \$300 per year to be used for the payment of professional development fees approved by the Principal. Part-time teachers who are eligible to receive a reimbursement from another school district shall be eligible for a prorated amount from this Board.

ARTICLE XII - GENERAL PROVISIONS

Section 12.01. - Copies of the Contract. The Board shall provide the Association with 25 copies of the complete text of this Agreement or any successor Agreement within fifteen (15) days after final adoption.

Section 12.02. - Savings Clause. In the event that any provision or portion of this Agreement is ultimately ruled invalid for any reason, by an authority of established legal or other competent jurisdiction, the balance and remainder of this Agreement shall remain in full force and effect.

Section 12.03. - Alteration of Agreement. If a change in the existing Agreement is deemed necessary by the Board or the Association, the Board and the Association agree to the following procedures: This Agreement contains the full and complete Agreement between the Board of Education 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 in this Agreement. This Agreement may be amended or modified by the mutual agreement of the parties although it is recognized that neither party has any obligation to negotiate such amendment or modification during the life hereof. It is understood and agreed that the Board or its representatives will not, without prior notification and discussion with the Association, take any action affecting working conditions not encompassed within the terms and provisions of this Agreement which affect teachers.

Section 12.04. - Personnel Policies. If the Board of Education deems it necessary to modify any of its personnel policies affecting teachers, the Superintendent shall notify the president of the Association at least thirty (30) days prior to the suggested change(s) coming before the Board of Education for action. The Superintendent shall provide the Association with a copy of the recommended change at the time of the notification. The Superintendent shall meet with the Association within one (1) week to review the proposed change and have a full discussion of the matter with the Association. If the parties cannot reach agreement on recommended language to be provided to the Board of Education, the Association may, if it so desires, present its recommended language to the Board of Education when the recommended change is placed on the Board of Education's agenda for action. The Association shall have the right to speak at the Board of Education meeting when the agenda item comes up for discussion. The Association shall notify the Superintendent of this desire at least three (3) days prior to the meeting.

Section 12.05. - Separate Agreements. No individual employee in the bargaining unit or representative agent or employee of the Board may enter into any separate agreement or understanding which will be inconsistent with the terms of this Agreement unless such agreement has been reduced to writing and approved by the Board and the Association.

Section 12.06. - Teacher Protections.

a. Hold Harmless. The Board shall hold the teachers harmless pursuant to Section 10-236a of the Connecticut General Statutes.

b. Complaints Against a Teacher. In the event a signed complaint against a teacher prompts an investigation, the teacher shall be given an opportunity to meet with the investigator and to present statements regarding the complaint in question.

c. Just Cause. No teacher will be reprimanded in writing or suspended without pay without just cause.

d. Personnel Files. Teachers have the right to inspect their personnel files. No letters of reprimand shall be placed in a teacher's personnel file without written notice to the teacher. The letter of reprimand shall be deemed the teacher's written notice.


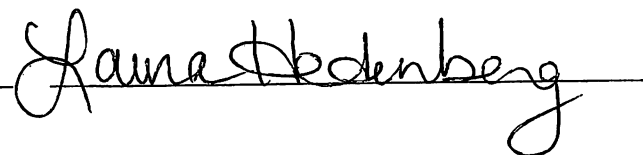
ARTICLE XIII - DURATION

Section 13.01. - Term of Agreement. This Agreement shall be effective as of July 1, 2019 and continue and remain in full force and effect through June 30, 2022.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals this 21st day of December, 2018.

BARKHAMSTED BOARD OF
EDUCATION

BARKHAMSTED EDUCATION
ASSOCIATION

APPENDIX A
2019 - 2020 SALARY SCHEDULE

STEP	BA	MA	MA+15	6 TH YEAR
1	40,939	45,534	47,140	50,746
2	42,908	47,888	49,536	53,166
3	44,974	50,365	52,053	55,703
4	47,139	52,970	54,698	58,361
5	49,408	55,708	57,477	61,145
6	51,786	58,589	60,398	64,061
7	54,278	61,619	63,466	67,118
8	56,892	64,806	66,692	70,320
9	59,630	68,128	70,080	73,675
10	62,499	71,681	73,642	77,189
11	65,508	75,388	77,384	80,872
12	68,661	79,286	81,315	84,729
13		83,386	85,447	88,772
14		90,318	92,472	95,785

All teachers remain on current step for the 2019-20 year only.

APPENDIX A
2020 - 2021 SALARY SCHEDULE

STEP	BA	MA	MA+15	6TH YEAR
1	40,939	45,534	47,140	50,746
2	42,908	47,888	49,536	53,166
3	44,974	50,365	52,053	55,703
4	47,139	52,970	54,698	58,361
5	49,408	55,708	57,477	61,145
6	51,786	58,589	60,398	64,061
7	54,278	61,619	63,466	67,118
8	56,892	64,806	66,692	70,320
9	59,630	68,128	70,080	73,675
10	62,499	71,681	73,642	77,189
11	65,508	75,388	77,384	80,872
12	68,661	79,286	81,315	84,729
13		83,386	85,447	88,772
14		92,368	94,571	97,959

All teachers not on max advance one step per year on the salary schedule.

APPENDIX A
2021 - 2022 SALARY SCHEDULE

STEP	BA	MA	MA+15	6 TH YEAR
1	40,939	45,534	47,140	50,746
2	42,908	47,888	49,536	53,166
3	44,974	50,365	52,053	55,703
4	47,139	52,970	54,698	58,361
5	49,408	55,708	57,477	61,145
6	51,786	58,589	60,398	64,061
7	54,278	61,619	63,466	67,118
8	56,892	64,806	66,692	70,320
9	59,630	68,128	70,080	73,675
10	62,499	71,681	73,642	77,189
11	65,508	75,388	77,384	80,872
12	68,661	79,286	81,315	84,729
13		83,386	85,447	88,772
14		93,368	95,571	98,959

All teachers not on max advance one step per year on the salary schedule.

MEMORANDUM OF UNDERSTANDING

The parties agree that they will work together for the purpose of and with the goal of developing a flex schedule for art, music, physical education, Spanish and/or Library/Media teachers, although their standard number of work hours will be as set forth at Article 5.07 of the Agreement. An individual teacher, the Association, and the school administration may agree upon a flexible schedule with an early start time or a later end time than as set forth in Article 5.07, as well as any other working conditions which may be necessary as part of the agreed upon flexible schedule. The teacher shall not be entitled to any additional wages or compensation, or other benefits, as a result of work done for or during the flexible schedule.

ATTACHMENT B - HIGH DEDUCTIBLE HEALTH PLAN W/HSA SUMMARY SHEET

ConnectiCare

FlexPOS-CNT-HSA-22501/4500F-07-Combined Open Access Contract Year Benefit Summary (A)

The individual deductible and out-of-pocket maximum applies if you have coverage only for yourself and not for any dependents. The family deductible and out-of-pocket maximum applies if you have coverage for yourself and one or more eligible dependents. In addition, if you have family coverage, any applicable copayments or coinsurance will not apply to services until the total deductible is met for the family, without regard to how much any one family member has met. No one member will exceed an in-network maximum out-of-pocket greater than \$6,850.

Your ConnectiCare health plan helps you get the care you need. Here are the most frequently used services. Refer to your certificate of coverage on connecticare.com for a complete list of benefits.

Personalized for: Barkhamsted BOE

In-Network Preventive Services		
These services are no cost to you when you use an in-network doctor or facility. Frequency is based on age and gender. For a complete list of preventive services and to find a doctor, refer to connecticare.com.		
Getting care within ConnectiCare's network typically costs you less. You may also get care outside of our network; however, your share of the costs will be higher. Out-of-network doctors and facilities do not appear in the "Find a doctor" directory on connecticare.com.		
<ul style="list-style-type: none"> Physical Well woman visit and pap test More than 25 screenings, including mammograms and colonoscopies Flu shot Vaccinations Certain birth control and other prevention medications 		
	In-network member pays	Out-of-network member pays
Your deductible Deductible is combined for medical services and prescription drugs. Deductible is combined for in and out-of-network.	\$2,150 Individual \$4,500 Family	\$2,150 Individual \$4,500 Family
Your out-of-pocket maximum Includes a combination of deductible, copayments and coinsurance for medical and pharmacy services. Out-of-pocket is combined for in and out-of-network.	\$4,500 Individual \$9,000 Family	\$4,500 Individual \$9,000 Family
Out-of-network reimbursement	Not applicable	Plan will reimburse the coinsurance percentage of the maximum allowable amount.
After you have spent the out-of-pocket maximum amount in deductibles, copayments and coinsurance, ConnectiCare will pay 100% of your covered health care expenses for the remainder of the year.		

CCI Flex HSA and Health Maintenance (HMO) Effective Date: 7/25/18
 FlexPOS-CNT-HSA-22501/4500F-07-Combined
 FlexPOS-CNT-HSA-22501/4500F-07-Combined 85776338

Screenings	In-network member pays	Out-of-network member pays
Baseline routine mammography	No charge	10% coinsurance after plan deductible
Routine mammography including tomosynthesis screening	No charge	10% coinsurance after plan deductible
Breast ultrasound	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Routine vision exam one exam per year	No charge	10% coinsurance after plan deductible
Allergy testing: Unimodal	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Hearing Screenings one exam per year	No charge	10% coinsurance after plan deductible
Ongoing Care and Sick Visits	In-network member pays	Out-of-network member pays
Primary care services	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Specialist services	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Gynecologist services	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Maternity and prenatal care visits	No charge	10% coinsurance after plan deductible
Allergy injections	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Telemedicine visit	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Retail clinic	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Nutritional Counseling Limit 3 visits per year	0% coinsurance after plan deductible	10% coinsurance after plan deductible
Infertility Infertility benefits outlined in the Certificate of Coverage are unlimited with no age or cycles restrictions	0% coinsurance (Office visit) after plan deductible 0% coinsurance (Ambulatory Services Outpatient) after plan deductible 0% coinsurance (Inpatient Hospital) after plan deductible	10% coinsurance after plan deductible

Lab and Radiology Performed in a hospital, lab or imaging facility	In-network member pays	0% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Laboratory services	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Non-advanced radiology X-ray, diagnostic	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Advanced radiology Hospital facility MRI, PET and CAT scan and nuclear cardiology	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Advanced radiology MRI, PET and CAT scan and nuclear cardiology	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Urgent care or other walk-in clinic	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Emergency room	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Ambulance	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Inpatient hospital services	In-network member pays	0% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Inpatient hospital services, including room and board	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Skilled nursing facilities up to 120 days per year	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Inpatient rehabilitation up to 100 days per year	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Private duty nursing up to \$11,000 per year	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Outpatient hospital services and Home Care	In-network member pays	0% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Hospital outpatient facilities	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Ambulatory surgical center	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays
Home health services Nursing and therapeutic services limited to 200 visits Home health aide services limited to 80 visits that are applicable to the 200 visit limit	0% coinsurance after plan deductible	10% coinsurance after plan deductible	10% coinsurance after plan deductible	Out-of-network member pays

CCI Plan USA and Cigna Health Plans (012516) Effective Date 7/1/18
PROVIDER CONTRACT
PPO-CC1 USA, 2018-2019, at Contract #177339

Out-of-network member pays	70% coinsurance after plan deductible	Rehabilitative Services includes services continued for physical, speech and occupational therapy and diagnostic services up to 90 visits per year
In-network member pays	0% coinsurance after plan deductible	Mental Health and Substance Abuse
Out-of-network member pays	70% coinsurance after plan deductible	Inpatient mental health services
Out-of-network member pays	70% coinsurance after plan deductible	Outpatient mental health, alcohol and substance abuse treatment
Out-of-network member pays	70% coinsurance after plan deductible	Outpatient mental health, alcohol and substance abuse treatment
Out-of-network member pays	70% coinsurance after plan deductible	Supplies
Out-of-network member pays	70% coinsurance after plan deductible	Durable medical equipment including prostheses and disposable medical supplies
Out-of-network member pays	70% coinsurance after plan deductible	Includes wrap provided by an oncologist for a member suffering from a need of chemotherapy or radiation therapy up to one visit per year
Out-of-network member pays	70% coinsurance after plan deductible	Diabetic equipment and supplies
Out-of-network member pays	70% coinsurance after plan deductible	Modified food products and specialized formula pharmacy benefit
Important Information		
<p>This is a brief summary of benefits. Refer to your Contract with Insurance Company, Inc. Certificate of Coverage for complete details on benefits, conditions, limitations and exclusions, or consult with your benefits manager. All benefits described are per member per Contract year.</p> <ul style="list-style-type: none"> If you have questions regarding your plan, visit our website at www.consumerscare.com or call us at (800) 674-5757 or 1-800-251-3721. Our Out-of-Network reimbursement is based on the maximum allowed amount. Members are responsible to pay any charges in excess of the amount. Please refer to your Contract with Insurance Company, Inc. Certificate of Coverage for more information. If you are a Kaiser Permanente resident, please refer to your membership rider for additional network providers and the administrative details of your benefits. If you are a Kaiser Permanente resident, this plan along with primary coverage meets Minimum Essential Requirements (MEY) standards for 2018. 		

ConnectiCare.

FlexPOS Combined Deductible Prescription Drug Plan for Use with Health Savings Account (HSA) Benefit Summary

This is a brief summary of your prescription drug benefits. Refer to your Prescription Drug Rider for complete details on benefits, conditions, limitations and exclusions, or consult with your benefits manager. All benefits described below are per member per Contract year. Personalized for: Barkhamsted BOE - Custodians, Non-Certified Staff

Covered prescription drugs through retail Participating Pharmacies or our mail order service. Your Plan includes the following: Mandatory Drug Substitution, Tiered Cost-Share Program, and Voluntary Mail Order Program.		
	In-network member pays	Out-of-network member pays
Your deductible (Deductible is combined for medical services and prescription drugs) (Deductible is combined for in and out-of-network)	\$1,350 Individual \$4,500 Family	\$1,350 Individual \$4,500 Family
Your out-of-pocket maximum (Includes a combination of deductible, copayments and coinsurance for medical and pharmacy services) (Out-of-pocket maximum is combined for in and out-of-network)	\$4,500 Individual \$9,000 Family	\$4,500 Individual \$9,000 Family
Retail Pharmacy (up to a 30-day supply per prescription)	In-network member pays	Out-of-network member pays
Generic drugs (Tier 1)	\$5 copayment/prescription after plan deductible	30% coinsurance after plan deductible
Preferred brand drugs (Tier 2)	\$15 copayment/prescription after plan deductible	30% coinsurance after plan deductible
Non-preferred brand drugs (Tier 3)	\$30 copayment/prescription after plan deductible	30% coinsurance after plan deductible
Mail Order Pharmacy (up to a 90-day supply per prescription)	In-network member pays	Out-of-network member pays
Generic drugs (Tier 1)	\$10 copayment/prescription after plan deductible	Not covered
Preferred brand drugs (Tier 2)	\$30 copayment/prescription after plan deductible	Not covered
Non-preferred brand drugs (Tier 3)	\$60 copayment/prescription after plan deductible	Not covered

CCI Flex HSA and Comb-Member ID (01/01/18) Effective Date: 7/1/19
R001FIMPOS-C3268714
FlexPOS-CNT-HSA-3268714-001-OF-Combined 05/17/2019

5

Additional Information

- Under this program covered prescription drugs and supplies are put into categories (i.e., tiers) to designate how they are to be covered and the member's cost-share. The placement of a drug or supply into one of the tiers is determined by the ConnectCare Pharmacy Services Department and approved by the ConnectCare Pharmacy & Therapeutics Committee based on the drug's or supply's clinical effectiveness and cost, not on whether it is a generic drug or supply or brand name drug or supply.
- Amounts paid by members because they must pay a price difference for a brand name drug do not count towards meeting any deductible, coinsurance, copayment, or cost share maximum.
- Most Specialty drugs are dispensed through specialty pharmacies by mail, up to 30 day supply. Specialty pharmacies have the same member cost share as all other participating pharmacies and are not part of ConnectCare's voluntary mail order program. The member cost share for specialty pharmacy is different from the cost share for ConnectCare's mail order program.
- If you are a Massachusetts resident, please refer to your amendment rider for Massachusetts mandated benefits for additional details of your benefits.

ATTACHMENT C - DENTAL INSURANCE SUMMARY SHEET



ATTACHMENT C

Employer/Group: REGIONAL SCHOOL DISTRICT #07
Plan Division: 005555081 - BARKHAMSTED BD OF HSA
FULL DENTAL AC

The Full Dental Plan covers diagnostic, preventive and restorative procedures necessary for adequate dental health.

Covered Services Include:

- Oral examinations
- Pediatric and X-raying teeth
- Dental X-ray applications for members under age 18
- Periodontics including cleaning, scaling and polishing
- Filling of dentures
- Repair of broken removable dentures
- Full denture (complete dentures)
- Root canal therapy including root canal preparation and root canal treatment, including stainless steel crowns (primary teeth)
- Simple extractions
- Endodontics including pulpotomy, direct pulp capping and root canal therapy (including restoration)

* Payment for a filling, crown or direct restorative procedure payable for a third surface procedure filling when the member is not covered by Dental Amendment Rider A.
** Payment for a surgical extraction or a hemisection with root removal and waxed the amount payable for a simple extraction when the member is not covered by the Dental Amendment Rider A.

Accessing Benefits:

Participating Dentists: Participating dentists are dentists who are part of over 1,000 Participating Dentists. As a member, you must present his or her identification card showing dental coverage. The dentist will be directly for all covered services.

For dental care provided by a Participating Dentist, we will pay the lesser of the dentist's usual charge or the Usual, Customary and Reasonable Charge as determined by us. The dentist accepts our reimbursement at 80% payment and may not bill for services for any additional charges.

Non-Participating Dentist Billing:

For covered dental services provided by a Non-Participating Dentist, in areas of Connecticut, we pay the lesser of the dentist's charge or the applicable allowance for the procedure, as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. It is only a general description for the purposes of this Request for Proposal of the Anthem Blue Cross Blue Shield Full Dental Plan. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, amounts, exclusions and limitations.

**Dental Appendatory Rider A
Additional Basic Benefits**

ATTACHMENT C

In addition to the services provided under your dental program, the following additional basic benefits are provided:

- X-rays (not part of initial)
- Crowns (not part of initial)
- Bridges (not part of initial)
- Root Canal Treatment
- Oral Surgery (including of Biopsy and拔牙 treatment, diagnosis and treatment of oral and maxillofacial, surgical extractions and impacted
- Appliances

The dental services listed above are subject to the following qualifications:

We will pay for individual crowns, bridges and dentures only when analogous or synthetic ferris would not be satisfactory for the retention of the tooth, as determined by us.

We will not pay for a replacement provided less than two (2) years following a placement or replacement which was covered under this Rider. We will not pay for individual crowns, bridges or dentures placed by a vertical dimension, for the purpose of protection attachment of dentures, or when they are repaired together for any reason.

Accessing Benefits:

Participating Dental Members:
Active Plan Only and this Rider will pay the lesser of 50% of the dentist's usual charge or 80% percent of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental program agree to accept our allowance as full payment and may not bill the member for any additional charges beyond the remaining coinsurance balance.

Non-Participating Dental Members:
In the event these services are rendered by a non-participating dentist, we will pay to the member the lesser of 50% of the dentist's charge or 80% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. It is only a general description for the purpose of this Request for Proposal, of the Anthem Blue Cross and Blue Shield Dental Appendatory Rider A. Refer to your Master Group Policy or Description of Benefits, on file with your employer, for a complete listing of benefits, insurances, exclusions and restrictions.

**Dental Amendment Rider C
Periodontics**

ATTACHMENT C

Periodontal services consisting of:

- Gingival surgery
- Periodontal and periapical
- Chronic abscess, including flap entry and closure
- Management of acute infection and oral lesions

The maximum benefit we will provide for periodontal services per person per year is \$100.00

Accessing Benefits:

Participating Dentists:

Participating dentists and their offices will pay the balance of 80% of the dentist's usual charge or 80% of the Usual, Customary and Reasonable Charge, as determined by us, for the dental services described in this Rider. Dentists who participate in our dental programs agree to accept our allowance as full payment and they are not to invoice for any additional charges except for the existing balance.

Non-Participating Dentists:

If the dental services are rendered by a non-participating dentist, we will pay to the member the lesser of 80% of the dentist's charge or 80% of the applicable allowance for the procedure as determined by us. The member is responsible for any difference between the amount paid by us and the fee charged by the dentist.

This does not constitute your health plan or insurance policy. It is only a summary description for the purpose of this Request for Proposal of the Anthem Blue Cross and Blue Shield Dental Amendment Rider C. Refer to your Member Group Policy or Description of Benefits, and file with your employer for a complete policy of benefits, amendments, exclusions and restrictions.

ATTACHMENT D - VISION RIDER SUMMARY SHEET

ATTACHMENT D

Eye-To-Eye Vision Care for Regional School District #7

Did you know that 54% of Americans wear glasses? Moreover, only a few of us actually have 20/20 vision in both eyes — and this condition worsens with age. Thankfully, as a ConnectiCare member, you have Vision Care. The Vision Care Program helps to maintain the health of your eyesight by covering both medical and preventive care. Through annual eye exams and coverage for medical conditions of the eye, members can receive the treatment they need to keep their eyes seeing clearly.

In addition to eye care, ConnectiCare's Vision Care Program offers members discounts on lenses, contacts and frames when they use a participating provider. Not all participating providers who are contracted for Vision Care offer the discount. Please refer to the provider directory or click on "FIND A DOCTOR" on our website at www.connecticare.com to determine participation in the discount program. This is identified by the eyeglass icon.

Routine and medical eye exams are covered under your medical benefits. For more detailed information, please refer to your benefit summary.

For more information, refer to the chart below to learn about what's covered under your Vision Care benefit. If you have additional questions about Vision Care and your eye care benefits, please call Member Services at 1-800-251-7722.



ATTACHMENT D

YOUR CONNECTICARE VISION PLAN AT-A-GLANCE

		Medical Benefit	
		In-Network	Out-Of-Network
Eyeglass frames			
Once every 12 months since your last date of purchase, you may select an eyeglass frame and receive the following allowance toward the purchase price:			
		\$130 allowance then 20% off any remaining balance	\$64 allowance
Eyeglass lenses (Standard)			
Factory scratch coating included. Polycarbonate lenses included for children under 19 years old, Transitions® lenses included for children under 19 years old.			
Once every 12 months from your last date of service, you may receive any one of the following lens options:			
Standard plastic single vision lenses (1 pair)		\$25 copay, then covered in full	\$36 allowance
Standard plastic bifocal lenses (1 pair)		\$25 copay, then covered in full	\$54 allowance
Standard plastic trifocal lenses (1 pair)		\$25 copay, then covered in full	\$69 allowance
Eyeglass lens upgrades	Lens Options	Member cost	
	UV Coating	\$15	
	Tint (solid or gradient)	\$15	
	Standard Polycarbonate	\$40	
	Transitions® lenses	\$75	
	Progressive lenses		
	Standard	\$65	Discounts on lens upgrades are not available out-of-network.
	Premium Tier 1	\$91	
	Premium Tier 2	\$97	
	Premium Tier 3	\$103	
	Standard Anti-Reflective	\$45	
	Prem. Tier 1 Anti-Reflective	\$57	
	Prem. Tier 2 Anti-Reflective	\$68	
	Other add-ons and services	20% off retail price	
Contact lenses — once every 12 months from last date of service			
Prefer contact lenses over glasses? You may choose contact lenses instead of eyeglass lenses and receive an allowance toward the cost of a supply of contact lenses.			
Elective Conventional Lenses		\$130 allowance, then 15% off any remaining balance	\$105 allowance
Elective Disposable Lenses		\$130 allowance (no additional discount)	\$105 allowance
Non-Elective Contact Lenses		Covered in full	\$210 allowance

ATTACHMENT D

Your contact lens allowance can only be applied toward the first purchase of contacts you make during a benefit period.

Any unused amount remaining cannot be used for subsequent purchases made during the same benefit period, nor can any unused amount be carried over to the following benefit period.

To obtain reimbursement for vision care hardware from both participating and nonparticipating providers:

- Pay the provider at the time of your appointment
- Mail back the claim reimbursement form (Keep a copy for your records)
- Use the claim form and envelope that is provided

ADDITIONAL DISCOUNTS:	DESCRIPTION:	PLAN BENEFITS:
Additional Coverage	Sunglasses	20% discount
	• Prescription	
	• Non-prescription	
	Replacement lenses/frames	25% discount

LASIK Eye Surgery

LASIK is a surgical procedure intended to reduce a person's dependency on glasses or contact lenses. Laser vision correction is an FDA-approved procedure which may be used by ophthalmologists to treat nearsightedness, farsightedness and astigmatism. ConnectCare members are eligible to receive a discount of up to 25% of the provider's usual and customary fees or up to 5% off any advertised special at all providers affiliated with Davis Vision LASIK. (Check with your provider to confirm the discount prior to your appointment.) To find the nearest Davis Vision LASIK provider, call 1-800-584-2866 or go to www.davisvision.com and choose "Laser Vision Correction." Check with your doctor to determine if LASIK may be right for you.

Please note that LASIK eye surgery is not a covered benefit under your ConnectCare plan. Davis Vision LASIK providers may not be ConnectCare participating providers, and ConnectCare does not credential Davis Vision LASIK providers.

ATTACHMENT D

EXCLUSIONS AND LIMITATIONS

This is a primary vision care benefit and is intended to cover only eye examinations and corrective eyewear. Covered materials that are lost or broken will be replaced only at normal service intervals indicated in the plan design; however, these materials and any items not covered below may be purchased at preferred pricing from a ConnectCare vision provider. In addition, benefits are payable only for expenses incurred while the group and insured person's coverage is in force.

Combined Offers. Not combined with any offer, coupon, or in-store advertisement.

Experimental or Investigative. Any experimental or investigative services or materials.

Crime or Nuclear Energy. Conditions that result from: (1) insured person's commission of or attempt to commit a felony; or (2) any release of nuclear energy, whether or not the result of war, when government funds are available.

Uninsured. Services received before insured person's effective date or after coverage ends.

Excess Amounts. Any amounts in excess of covered vision expense.

Routine Exams or Tests. Routine examinations required by an employer in connection with insured person's employment.

Work-Related. Work-related conditions if benefits are recovered or can be recovered, either by adjudication, settlement or otherwise, under any workers' compensation, employer's liability law or occupational disease law, even if insured person does not claim those benefits.

Government Treatment. Any services actually given to the insured person by a local, state or federal government agency, except when payment under this plan is expressly required by federal or state law. We will not cover payment for these services if insured person is not required to pay for them or they are given to the insured person for free.

Services of Relatives. Professional services or supplies received from a person who lives in insured person's home or who is related to insured person by blood or marriage.

Voluntary Payment. Services for which insured person is not legally obligated to pay. Services for which insured person is not charged. Services for which no charge is made in the absence of insurance coverage.

Not Specifically Listed. Services not specifically listed in this plan as covered services.

Private Contracts. Services or supplies provided pursuant to a private contract between the insured person and a provider, for which reimbursement under the Medicare program is prohibited, as specified in Section 1802 (42 U.S.C. 1395a) of Title XVIII of the Social Security Act.

Eye Surgery. Any medical or surgical treatment of the eyes and any diagnostic testing. Any eye surgery solely or primarily for the purpose of correcting refractive defects of the eye such as nearsightedness (myopia) and/or astigmatism. Contact lenses and eyeglasses required as a result of this surgery.

Sunglasses. Sunglasses and accompanying frames. **Safety Glasses.** Safety glasses and accompanying frames.

Hospital Care. Inpatient or outpatient hospital vision care.

Orthoptics. Orthoptics or vision training and any associated supplemental testing.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts. Plano lenses or lenses that have no refractive power.

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames, unless insured person has reached a new benefit period.

Frames. Discount is not available on certain frame brands in which the manufacturer imposes a no discount policy.

Disclaimer: This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's Policy, which shall control in the event of a conflict with this overview.

Note: Plans may vary by employer. This is only a summary of benefits. Benefits may be offered on a contract-year or calendar-year basis. Please refer to your benefit documents for a full description of your benefits and exclusions.