AGREEMENT

between the

REGIONAL SCHOOL DISTRICT NO. 13
BOARD OF EDUCATION

and

CONNECTICUT HEALTH CARE ASSOCIATES, NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, AFSCME, AFL-CIO (SCHOOL NURSES)

July 1, 2017 to June 30, 2020

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PREAMBLE

This agreement entered into by and between Regional District #13 Board of Education, State of Connecticut (hereinafter referred to as "the Board"), and Connecticut Health Care Associates, National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO (hereinafter referred to as "the Union") has as its purpose the promotion of harmonious relations between the Board and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and establishment of rates of pay, hours of work, working privileges or benefits or any other matters that come within the general meaning of the terms, working conditions or conditions of employment.

ARTICLE I
RECOGNITION

The Board recognizes the Union as the exclusive representative for the purpose of collective bargaining of all Registered Nurses (school nurses) and Licensed Practical Nurses employed by the Board.

ARTICLE II
DEFINITIONS

2.1 The practice of school nursing by a Registered Nurse is defined as a specialized practice of professional nursing that advances the well being, academic success and lifelong achievement of students. To that end, school nurses facilitate positive student response to normal development; promote health and safety; intervene with actual and potential health problems; collaborate with others to build student and family capacity for adaptation, self-management, self-advocacy and learning (National Association of School Nursing).

2.2 The school nurse job description and the nurse coordinator job description are on file at the Board of Education. In the event of a change to the school nurse or nurse coordinator job description, the Union President shall be notified.

2.3 Any reference in this Agreement to she or her or any form thereof shall refer to both female and male nurses.

ARTICLE III
EMPLOYMENT YEAR AND HOURS OF WORK

3.1 The work year for all school nurses is one hundred eighty-five (185) days of which three (3) days are staff development days and/or prep days, one (1) of which will be dedicated to cardio-pulmonary resuscitation (CPR) training.

3.2 All days worked beyond one hundred eighty-five (185) will be paid at the rate of one hundred and seventy-five dollars ($175) per day. The Board of Education will provide notice and negotiate over any proposed changes to the length of the school day.

3.3 The normal workdays and hours of employment for school nurses shall consist of reasonable times before and after the school day but not to include extra curricular activities. If a nurse is required by the administration to provide nursing services for an extracurricular activity that extends for one-half hour (1/2 hr.) beyond the school day, he/she shall be compensated at his/her her hourly rate based on his/her base annual salary. In the event that a school nurse is required to be present for an extracurricular activity as described in this paragraph the following procedure will be utilized:

a. The school nurse in the school building in which the extracurricular activity originates will be offered this duty.
b. If the school nurse from the originating building declines the extracurricular activity, nurses from the other schools will be offered this duty.
c. If none of the nurses employed by Region #13 accept this assignment, substitute or medical pool nurses will be utilized.

3.4 Every school nurse shall have a duty free lunch period during normal lunch hours for his/her building excepting for emergencies. The principal shall assign a person to be in the health office to cover lunch.

3.5 In the event that a school nurse is required to be present on a field trip which occurs outside of the school day the following procedure will be utilized:

a. The school nurse in the school building from which the trip originates will be offered this duty.
b. If the school nurse from the originating building declines the field trip, nurses from the other schools will be offered this duty.
c. If none of the nurses employed by Region #13 accept this assignment, substitute or medical pool nurses will be utilized.
d. An hourly wage will be assigned to Region #13 nurses attending field trips outside of the school day based on their base annual salary. Nurses will be reimbursed for a maximum of four (4) hours for any field trip of a single day's duration paid for each such occurrence.

e. For any field trip of multiple day duration, the nurse will be paid his/her normal pay plus five (5) hours of additional time at his/her hourly wage. For any trip that concludes during the normal workday hours, the nurse will only be paid for that day. The Board will pay for any accommodations and/or travel expenses.

3.6 If a school nurse is requested by the District and its agents (principals), and he/she agrees, to return to his/her building the evening at least three (3) hours after school dismissal, a stipend of sixty dollars ($60) shall be paid for each such occurrence.

ARTICLE IV
ASSIGNMENTS, APPOINTMENTS AND TRANSFERS

4.1 The best interests of students, the educational program and the school health program are paramount in the assignment of all professional personnel. Changes in assignment or transfer shall be made only after the administration has consulted with the affected employee.

a. No school nurse shall be required to cover another health office except for emergencies.
b. For emergency coverage, the buddy system shall be utilized. The buddy system is whereby two (2) schools are paired so that when the school nurse is absent from his/her building, his/her buddy in a second school will be the nurse expected to respond to the emergency needs of the second school.
c. The nursing coordinator shall orient substitute nurses. The District may use substitutes to cover nurses who are out of the building due to illness, professional development, attendance at meetings within the District as well as during health screenings and any other professional activity required.

4.2 Transfers

a. Voluntary Transfers. School nurses who desire a change in school assignments shall file a written statement of such desire with the Pupil Personnel Director when the Superintendent sends out transfer letters.
b. Involuntary Transfers. Under normal circumstances, school nurses will retain their assignments for the full school year. A transfer shall be made only after a meeting between the person involved and the Superintendent, or his/her designee, at which time the person shall be notified of the reasons for the transfer.

ARTICLE V
VACANCIES

5.1 A vacancy shall be defined as a nursing position in the District that the Administration intends to fill. Such vacancy shall be made known to members of the bargaining unit by written memo. Internal applications must be made within two (2) weeks of issue of the memo of the vacancy.

5.2 In filling any vacancy or vacancies that occur for a subsequent year, preference shall be given to members of the staff who have previously filed a request to fill the position in which the vacancy has occurred and who are best qualified as determined by the Administration in collaboration with the Nurse Coordinator.

5.3 If system wide school reorganization should occur, or if reorganization should occur within a selected building or buildings and school nurses must change their position, preference in assignment shall be given to those school nurses with the greatest amount of seniority in the District.

ARTICLE VI
TERMINATION OF EMPLOYMENT

6.1 The professional school nurse shall give written notice of resignation at least two (2) weeks in advance of resignation date.

6.2 No Registered Nurse may be disciplined, suspended or discharged except for just cause.

ARTICLE VII
PROFESSIONAL MEETINGS, CONVENTIONS AND PROFESSIONAL DUTIES

7.1 Time for participation in professional and educational institutes, workshops, meetings and in any programs having CEUs applied, which will improve the individual's on the job performance and professional growth, may be granted by the Superintendent. Requests for such time should be made a minimum of two (2) weeks prior to the meeting, whenever possible. A response to this request should be made within five (5) working days of said request.

7.2 The Board shall make every effort to budget up to two thousand five hundred dollars ($2,500) to cover the costs of the institutes, workshops, and meetings referred to in Section 7.1 above. The cost may be individual or collective. Nurses may request funding for additional professional development time.

7.3 The Pupil Personnel Director or his/her designee will schedule bi-monthly nursing staff meetings. The meetings shall not be scheduled on a Friday afternoon or before a day off.

7.4 The Board shall make every effort to cover the costs for all school nurses to attend the Association of School Nurses of Connecticut's dinner meetings (at which CEUs are awarded) three (3) times per year.

7.5 The Board shall pay yearly combined membership in the National Association of School Nurses and the Association of School Nurses of Connecticut for each nurse.

7.6 In an effort to further encourage professional growth, the Board agrees to reimburse nurses up to three (3) semester hours per semester at the tuition rate charged by the University of Connecticut or the college attended, whichever is less. To qualify for reimbursement, courses must have received prior approval of the Superintendent.

7.7 Reimbursement will be made upon submission of the satisfactory completion of the course to the Superintendent's office in the form of a college grade report with a grade B or better.

ARTICLE VIII
LEAVES

8.1 Sick Leave

a. Each school nurse shall be allowed fifteen (15) days of sick leave with full pay each year. Unused sick leave shall be accumulated to a maximum of one hundred eighty-five (185) days.
b. A total of five (5) sick days per year, inclusive in the fifteen (15) cited in 8.1 a., shall be allowed for the serious illness of a member of the immediate family.
c. In the event of repeated absences or absences in excess of three (3) consecutive days, the Superintendent may request the filing of a medical opinion and/or certificate. For every thirty (30) calendar days thereafter, a medical certificate may be required.
d. Sick days shall be granted in no less than half (.5) day increments.

8.2 Personal Leave

a. Nurses shall be allowed up to five (5) personal days off annually with full pay.
b. Personal days may be taken without loss of pay to attend to personal business which cannot be transacted outside of normal work hours. An employee shall not be paid for a holiday if he/she fails to report for work on the regularly scheduled work day prior to or following the holiday. Additionally, personal days shall not be used to extend school vacations. This section shall not apply if an employee is on prior authorized leave.
c. Personal days shall be granted in no less than half (0.5) day increments.

d. An additional three (3) days per year may be granted by the Superintendent for major religious holidays not in the school calendar.
e. Application for any personal leave shall be made at least twenty-four (24) hours before taking such leave (except in the case of emergencies).

8.3 Family and Medical Leave

Unpaid family and medical leave will be granted in accordance with the Federal Family and Medical Leave Act.

8.4 Pregnancy and Childbirth leave

a. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom, shall be treated as temporary disabilities for all job-related purposes. (The term "temporary disability" shall be interpreted as being within the meaning of the term "sick" as used in §10-156 of the Connecticut General Statutes).
b. Accumulated sick leave shall be available for use during periods of such disability.
c. Disability leave beyond any accumulated sick leave shall be available for such reasonable further period of time as a an employee is determined by her physician to be disabled from performing the duties of her job because of pregnancy or conditions attendant thereto.
d. Policies involving commencement and duration of leave, the availability of extensions, the accrual of seniority and other benefits and privileges, protection under health or temporary disability plans, and payment of sick leave shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other disabilities.
e. Pregnancy or childbirth shall not be the basis of termination of employment or compulsory resignation.

8.5 Childrearing Leave

a. Upon written request submitted to the Superintendent, any nurse shall be granted a leave of absence for childrearing purposes. Such leave shall commence upon the termination of disability or notification of acceptance for adoption, and shall be without pay or benefits except as may be required by law.

b. The nurse may elect long-term childrearing leave for the remaining portion of a school year in which a child is born or adopted. The Superintendent may grant one (1) additional year upon written request from the nurse. Such leaves shall be without pay or benefits, except as may be required by law.

Upon return from any childrearing leave, all benefits that were accrued prior to commencement of said leave shall be restored to the nurse.

c. The request for childrearing shall be made at least thirty (30) days prior to its commencement. This provision may be waived in extraordinary circumstances.

d. Leaves within this provision shall be limited to a maximum of two (2) within a six (6) year period of time.

e. A nurse on such leave shall state, in writing, his/her intent to return the following school year no later than April 1st in the year of the leave. If no letter is submitted, it will be construed that the nurse has resigned.

f. In the event that a leave under this section is without benefits, and subject to the limitations imposed by the carrier, an employee shall be permitted to access benefits at the COBRA rate.

8.6 Jury Duty

Any nurse called to jury duty shall be paid the difference between the nurse's regular rate of pay and the fee received from serving as a juror. No nurse shall receive more compensation than he/she normally would have received in a regular workweek. A nurse called to jury duty shall furnish the Board with a notice to service in evidence of attendance. The Board may request exclusion for any nurse who received notification of jury duty.

8.7 Bereavement Leave

Each nurse shall be entitled to five (5) bereavement days for a death in the immediate family. Immediate family shall be defined as mother, father, brother, sister, child, spouse, in-laws or relative domiciled in the home.

8.8 Sabbatical Leave/Unpaid Leave

a. The Superintendent may permit members of the nursing staff to take leave with or without pay or benefits not to exceed one (1) school year for reasons including further study. Upon completion of such leave the nurse will be returned to the same position or a like position. Upon return the nurse who was on leave shall be reinstated at the salary level and with the benefits to which he/she would have been entitled had his/her employment by the Board not been interrupted by the leave.

b. Other extended leaves (i.e., restoration of health, travel), with or without pay or benefits may be granted at the discretion of the Superintendent. When

such leave is granted the nurse will be returned to a position for which he/she is qualified. Upon the nurse's return the salary level and benefits will be those accrued and earned prior to the year's leave of absence.

c. In the event that a leave under this section is without benefits, and subject to the limitations imposed by the carrier, an employee shall be permitted to access benefits at the COBRA rate.

ARTICLE IX
DUES DEDUCTION AND UNION SECURITY

9.1 All nurses initially covered by this Agreement and all nurses hired during its life who are not now members of the Union or do not subsequently become members, and who do not maintain such membership for the duration of this Agreement, shall pay a service fee in an amount designed by the Union after thirty (30) days employment as a condition of continued employment.

9.2 The Board shall deduct Union dues from the earned wages of the nurses bi-weekly in such amounts as determined by the Union, provided that no such deduction shall be made from any nurses' wages except when authorized by them in writing. All sums so deducted shall be sent to the Union's office on a bi-weekly basis with a record of the amount and the names of those from whom deductions have been made.

9.3 The Board's obligation to make such deductions shall terminate automatically upon termination of employment.

ARTICLE X
INSURANCE

The Board shall offer and pay for the following health care plan for all nurses electing coverage and their eligible family members. The Board shall have the right to change insurance carriers (including a change in third party administrators) in whole or in part, in order to provide the coverage set forth below, provided that the plans(s) that result(s) from change in carriers or third party administrators are substantially equivalent to the plan(s) described below, in terms of coverage benefits, and administration.

The Union representative shall be notified in writing within thirty (30) days of any intention to change carriers or third party administrators and shall have a reasonable opportunity to review the proposed changes, but shall have no more than thirty (30) days from the date the new plan is presented to the bargaining unit. The proposed changes shall be presented to the bargaining unit through a Board Committee including a representative of the insurance carrier who will explain the proposed changes. If the bargaining unit does not approve of the proposed changes recommended by the Board

Committee, it shall submit a written statement detailing the reasons for such disapproval, specifically listing the reduction in the level of coverage, benefits or administration to which it objects. The bargaining unit must submit this written statement within thirty (30) days of the meeting noted above. Failure to submit such statement within the thirty (30) day time period shall be deemed approval of the proposed plan and a waiver of any right to arbitrate the issue.

If the bargaining unit disapproves of any change pursuant to the written statement noted above, it may submit the issue to arbitration within fifteen (15) days of receipt of notice from the Superintendent that the Board intends to implement the new plan. The Board must receive a written decision therein prior to implementing any change. The sole substantive issue for arbitration shall be as follows: Is the proposed insurance plan(s) substantially equivalent to the existing plan (s) in terms of benefits, coverage and administration.

10.1 Health

Nurses electing coverage shall receive coverage from the plan listed below and pay the premium in accordance with the following terms and conditions.

High deductible health care plan ("HDHP") with a health savings account ("HSA" feature)

A summary of the HDHP plan shall be included in Appendix C to the contract, for informational purposes only.

For nurses electing the HDHP Plan, the Board will contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts on or around the first payroll of the school year. The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HDHP plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed nurses. The Board shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment.

Effective July 1, 2017, the Board agrees to pay eighty seven percent (87%) and the employees agree to pay thirteen percent (13%) of the cost of coverage under the HDHP plan.

Effective July 1, 2018, the Board agrees to pay eighty-six and one-half percent (86.5%), and the employees agree to pay thirteen and one-half percent (13.5%) of the fully insured premium rate for coverage under the HDHP plan.

Effective July 1, 2019, the Board agrees to pay eighty-six and one-half percent (86.5%), and the employees agree to pay thirteen and one-half

percent (13.5%) of the fully insured premium rate for coverage under the HDHP plan.

Subject to any limitations imposed by the carrier(s), a nurse retiring and having ten (10) years or more in the District may remain on the District plan offered to active nurse employees at the nurse's expense for the first five (5) years following his/her effective retirement date or until eligible for Medicare, whichever comes first.

10.2 Dental

a. Option 1: standard full service Dental Plan with Rider A.
b. Option 2: Flex Dental and Orthodontics
c. The Board will pay one hundred percent (100%) of the employee's premium at Option 1 rates.
d. The Board will pay sixty per cent (60%) of the employee's spousal and/or dependent coverage at Option 1 rates.
e. Subject to any limitations imposed by the carrier(s), a nurse retiring and having ten (10) years or more in the District may remain on the District plan offered to active nurse employees at the Nurse's expense for the first five (5) years following his/her effective retirement date.

10.3 Life

a. The Board will pay ninety-five per cent (95%) of the premium for Life Insurance coverage to the nearest one thousand dollars ($1000) of the Nurse's salary with a minimum coverage of twenty-five thousand dollars ($25,000). In order to be eligible, employees must enroll at time of hire.

b. The Board will pay ninety-five per cent (95%) of the premium for an accidental death or dismemberment plan of five thousand dollars ($5000).

c. Subject to any limitations imposed by the carrier(s), life Insurance coverage may be converted after retirement to an Individual personal plan at the nurse's expense.

ARTICLE XI
PENSION

The nurses may participate in the Regional School District No. 13 Pension Plan. The nurses will be represented by their selected delegate at all future pension negotiations.

ARTICLE XII
TRANSPORTATION

School nurses who are required to provide their own transportation for inter- school assignments shall be paid the IRS rate per mile. The School Nurse Coordinator shall be paid the IRS rate per mile for necessary meetings out of the District.

ARTICLE XIII
APPOINTMENT TO POSITION

13.1 Confirmation of appointment, job description and salary shall be in writing and/or electronic and given to each school nurse upon starting with the District.

13.2 The Union shall be notified in writing or electronically of the name and address of each new school nurse.

13.3 Copies of this contract shall be made available to each member of the local unit.

13.4 Board personnel policies shall be available to each member of the local unit upon request.

ARTICLE XIV
EVALUATION

14.1 The Pupil Personnel Director or his/her designee shall do a written evaluation of school nurse's performance annually. The school nurse shall review this evaluation with the administrator and shall have opportunity to sign it and include written comments.

14.2 When the evaluation report regarding a school nurse is prepared, a copy shall be given to the individual and the date shall be recorded on each report.

14.3 Each nurse shall have the right to see and review his/her personnel file upon request by appointment. No separate active personnel file shall be maintained other than the one subject to the nurse's inspection.

ARTICLE XV
GRIEVANCE PROCEDURE

15.1 Any grievance concerning the discharge, suspension, discipline or demotion of a nurse or a misunderstanding involving the application, meaning or interpretation of this agreement or the violation of the specific terms of this agreement shall be settled in the following manner:

Step 1: Within thirty (30) days after a nurse knows, or should have known, of a grievance (which is defined as an alleged breach or violation of this collective bargaining agreement), he/she may present his/her claim as a written document to the Pupil Personnel Director. The Pupil Personnel Director shall, within five (5) days after the receipt of the written grievance, render his/her decision and the reasons therefore in writing to the aggrieved nurse with a copy to the CHCA.

Step 2: If the aggrieved nurse is not satisfied with the disposition of his/her grievance at Step 1, he/she may, within ten (10) days after receiving the response, file his/her written grievance, to the Superintendent or his/her agent. The Superintendent or his/her agent shall, within ten (10) days of the receipt of the written grievance, meet with the aggrieved nurse and with representatives of CHCA for the purpose of resolving the grievance. The Superintendent shall, within ten (10) days after the hearing, render his/her decision and the reasons therefore in writing to the aggrieved nurse with a copy to CHCA.

Step 3: If the aggrieved nurse is not satisfied with the disposition of his/her grievance at Step 2, he/she may, within ten (10) days after receiving the response, file his/her written grievance with the Board of Education. The Board of Education or a committee thereof shall, within twenty (20) days of the receipt of the written grievance, meet with the aggrieved nurse and with representatives of CHCA for the purpose of resolving the grievance. The Board of Education shall, within ten (10) days after the hearing, render its decision and the reasons therefore in writing to the aggrieved nurse with a copy to CHCA.

Step 4: If the aggrieved nurse is not satisfied with the disposition of his/her grievance at Step 3, CHCA may, within six (6) days after receiving the response, submit the grievance to arbitration with the American Arbitration Association or the Connecticut State Board of Mediation and Arbitration by so notifying the Superintendent in writing. The arbitrator shall render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning, and conclusions on the issues submitted.

15.2 The decision of the arbitrator shall be consistent with the terms of this Agreement, be in accordance with the agency's rules and regulations and shall be final and binding.

15.3 Each party shall bear the expenses of its own representatives and witnesses and related expenses, and both parties shall share equally the fees and expenses of the arbitrator.

15.4 Time limits may be extended by mutual agreement. In computing the time limits, Saturdays, Sundays and holidays shall not be included.

15.5 Failure to process a grievance in accordance with the steps outlined herein shall cause the grievance to be waived.

15.6 Nothing herein contained shall prevent the parties from meeting informally to attempt to resolve a grievance.

15.7 All documents, communications and records of grievance shall be filed separately from the personnel files.

ARTICLE XVI
SENIORITY

16.1 For the purposes of this Article, union seniority is defined as the length of continuous employment with the Board of Education of District #13 in a bargaining unit position.

16.2 A nurse shall lose seniority by the following:

a. Voluntary resignation
b. Discharge for cause
c. Retirement
d. Layoff in excess of twenty-four (24) months
e. Failure to report to work following recall within two (2) weeks of notice presented by certified mail.

16.3 Nurses shall serve a probationary period of six (6) months when first hired. During the probationary period, nurses may be disciplined up to and including termination without recourse to the grievance and arbitration provisions of this Agreement. Upon completion of the probationary period, the seniority of such new nurses shall be retroactive to the date of hire.

16.4 In the event of a reduction in staff, the nurse with the least amount of seniority shall be subject to layoff providing that the nurses then remaining are qualified in all aspects to perform the work available. CHCA and the affected nurses shall receive a minimum of thirty (30) days' notice or pay in lieu thereof. The best interests of the students and the school system as determined by the Superintendent shall be considered.

16.5 All employees who have been laid off will be placed on a reemployment list for his/her classification and remain on such list for one (1) calendar year. The order of recall shall be reverse the order of layoff. Notification of recall shall be mailed, return receipt requested, to the last address given by the employee. A recalled employee must report to work within ten (10) days of receipt of the recall notice. Should an employee fail to do so, said employee permanently waives his or her

right to recall. Employees returning to work under this section shall retain the level of seniority present at the time of layoff.

ARTICLE XVII
WORKERS' COMPENSATION

Whenever a nurse is absent from school as a result of personal injury caused by an accident arising out of and in the course of her employment, he/she shall be paid his/her full salary (less the amount of any worker's compensation award made for temporary disability due to said injury) for the period of such absence, not to exceed one (1) year, and no part of such absence shall be charged to his/her annual or accumulated sick leave. For injuries that exceed the one (1) year limitation period, coverage will be provided to the extent as determined by the Workers' Compensation Law.

ARTICLE XVIII
STIPENDS

18.1 Nurses holding a national Certification in School Nursing shall receive an annual stipend of five hundred dollars ($500).

The Coordinator shall receive an annual stipend of five percent (5%) of RN salary schedule, Step 1.

18.2 There shall be fifty-three (53) days in a pool to be used to complete necessary work for the nursing staff. The days shall be paid at the rate of one hundred seventy-five dollars ($175) per day. The days shall typically be used based upon the following guidelines, but may be changed by the administration to meet the needs of the District.

a. Coginchaug High School 16 days
b. Memorial School 14 days
c. Strong School 7 days
d. Brewster School 7 days
e. Lyman School 9 days

ARTICLE XIX
DURATION

This agreement shall remain in full force and effect from July 1, 2017 through and until June 30, 2020. From year to year thereafter unless either party notifies the other, in accordance with the MERA, that it wishes to modify the Agreement.

This contract contains the full and complete Agreement between the Board and the Union on all negotiable issues and neither party shall be required, during the term of this contract, to negotiate upon any issues whether covered or not covered in the contract. This agreement may be modified by mutual agreement and in a writing signed by the Board and the Union.

Regional District #13

June 30, 2017

Mary Florio 6/30/2017
Connecticut Health Care Associates

Aime Juncadella 6/30/17
Frances Ciccolella RN 6/30/17

APPENDIX A

2017-2018 Salary Scale

STEP	RN	BS	MS
1	50,117	51,522	52,925
2	50,861	52,286	53,735
3	51,615	53,061	54,510
4	52,383	53,850	55,318
5	53,157	54,518	56,139
6	53,948	55,471	56,974
7	54,750	56,295	57,821
8	55,563	57,131	58,680
9	56,389	57,980	59,551
10	57,227	58,842	60,436

2018-2019 Salary Scale

STEP	RN	BS	MS
1	50,868	52,295	53,719
2	51,624	53,070	54,541
3	52,389	53,857	55,327
4	53,169	54,658	56,147
5	53,954	55,335	56,981
6	54,757	56,303	57,829
7	55,571	57,139	58,688
8	56,397	57,988	59,560
9	57,235	58,850	60,445
10	58,085	59,724	61,343

2019-2020 Salary Scale

STEP	RN	BS	MS
1	51,631	53,080	54,525
2	52,398	53,866	55,359
3	53,175	54,665	56,157
4	53,966	55,477	56,989
5	54,763	56,165	57,835
6	55,579	57,147	58,696
7	56,405	57,996	59,568
8	57,243	58,858	60,453
9	58,093	59,733	61,351
10	58,956	60,620	62,263

Eligible nurses will advance on the wage schedule effective July 1, 2017, July 1, 2018 and July 1, 2019.

In addition to those payroll deductions required by law, the following agencies are eligible for payroll deductions. All requests for deductions must be in writing on approved authorization forms. Each deduction shall be itemized on the pay stub, including but not limited to:
Credit Union
Regional District 13 Health and Dental Insurance
Flexible Spending Account
Long-term Disability Insurance
TSA/Pension
The Board of Education has agreed to handle the disbursement of monies collected for Tax Sheltered Annuity Plans
HSA/HRA

Method of Payment

(a) All nurses shall receive twenty-one (21) paychecks per year on alternate Fridays.

(b) Each nurse shall have the option of being paid either:

(1) Ten month basis - twenty-one (21) paychecks as equally divided as practicable.

(2) Twelve month basis - twenty (20) paychecks as equally divided as practicable and one (1) "balloon" check equal to the balance of his/her earned salary for a school year in a single payment.

(c) Nurses shall be required to utilize direct deposit for their paychecks.

APPENDIX B

The parties agree that the School Nurse and the School Nurse Coordinator job descriptions shall be on file at the Central Office. The local Union Representative will be notified of any changes to the School Nurse and School Nurse Coordinator job descriptions when such changes are made and will be provided with a dated copy of the revised job descriptions.

Personnel Files

A. No material excluding ordinary business records originating after original employment shall be placed in a nurse's personnel file for more than thirty (30) days unless the nurse has been notified and has had an opportunity to review the material. The nurse 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 nurse is asked to sign material placed in his/her file, such signature shall be understood to indicate his/her awareness of the material, but in no instance shall said signature be interpreted to mean agreement with the content of the material.

B. Any substantive, serious complaint made to the administration against a nurse or person for whom the nurse is administratively responsible, by any parent, student, or other person, shall promptly be called to the attention of the nurse. In no case shall any anonymous complaint or other complaint of third parties not investigated by the administration be placed in any nurse's file.

C. Each nurse shall have the right to review and make copies of any material in the nurse's personnel file upon reasonable notice during the hours in which the Board's office is open.

APPENDIX C
INSURANCE PLAN
FOR INFORMATIONAL PURPOSES ONLY
2017-2020

BENEFIT **Costshares**	**High Deductible Health Plan (HDHP)** No Office Visit Maximum **In-Network Services** Deductible (individual/aggregate family) $2,000/$4,000; $2,250/$4,500 (Yr. 3) (combined with Out-of-Network) Co-insurance $2,000/$4,000; $2,250/$4,500 (Yr. 3) maximum out of pocket In Network Preventative care covered at 100% Lifetime In-network - Unlimited **Out of Network services subject to coinsurance below:** 70% out of network coinsurance Co-insurance $4,000/$8,000; $4,500/$9,000 (Yr. 3) maximum out of pocket Lifetime Out of Network - Unlimited
Preventive Care Pediatric and Adult	In-Network: Deductible not applicable 100% Coinsurance Out-of-Network: 70% co-insurance after deductible, subject to co-insurance maximum No frequency or age restrictions
Vision	In-Network: Deductible not applicable 100% Coinsurance Out-of-Network: 70% co-insurance after deductible, subject to co-insurance maximum
Hearing	In-Network: Deductible not applicable 100% Coinsurance Out-of-Network: 70% co-insurance after deductible, subject to co-insurance maximum
Gynecological	In-Network: Deductible not applicable 100% Coinsurance Out-of-Network: 70% co-insurance after deductible, subject to co-insurance maximum
Medical Services Medical Office Visit Specialist Office Visit Mental-Health Care Outpatient Session	Subject to Deductible-0% Coinsurance
Outpatient PT/OT/Chiro/Speech	Subject to Deductible-0% Coinsurance Unlimited
Allergy Testing Allergy Treatment/Injections	Subject to Deductible-0% Coinsurance Unlimited
Diagnostic Lab & X-ray	Subject to Deductible-0% Coinsurance
Inpatient Medical Services	Subject to Deductible-0% Coinsurance

Surgery Fees	Subject to Deductible-0% Coinsurance
Office Surgery	Subject to Deductible-0% Coinsurance
Emergency Care Emergency Room	Subject to Deductible-0% Coinsurance
Urgent Care	Subject to Deductible-0% Coinsurance
Ambulance	Subject to Deductible-0% Coinsurance Covered Land & Air Ambulance
Inpatient Hospital General/Medical/Surgical/Maternit y (Semi-Private)	Note: All hospital admissions require pre-cert Subject to Deductible-0% Coinsurance
Ancillary Services (Medication, Supplies)	Subject to Deductible-0% Coinsurance
Mental Health	Subject to Deductible-0% Coinsurance
Substance Abuse/ Detox	Subject to Deductible-0% Coinsurance
Rehabilitative	Subject to Deductible-0% Coinsurance 180 days per member per calendar year
Skilled Nursing Facility	Subject to Deductible-0% Coinsurance Up to 220 days per member per calendar year
Home Health	Subject to Deductible-0% Coinsurance Unlimited
Hospice	Subject to Deductible-0% Coinsurance Unlimited
Outpatient Hospital Outpatient Surgery Facility Charges	Subject to Deductible-0% Coinsurance
Diagnostic Lab & X-ray	Subject to Deductible-0% Coinsurance
Pre-Admission Testing	Subject to Deductible-0% Coinsurance
Other Services Durable Medical Equipment	Subject to Deductible-0% Coinsurance Unlimited
Bariatric Surgery	Included
Prescription Drugs	Plan pays 100% After Deductible is Met Retail 30 Day Supply MOD 100 Day Supply
Infertility	Subject to Deductible-0% Coinsurance No age or cycle restrictions