

AGREEMENT

between the

EAST GRANBY BOARD OF EDUCATION

and the

**EAST GRANBY ADMINISTRATORS'
ASSOCIATION**

July 1, 2018 – June 30, 2021

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE No(s).</u>
I	Recognition	1
II	Salaries	1
III	Travel Expenses	1-2
IV	Work Year	2
V	Vacation	2
VI	Holidays	2
VII	Leaves of Absence	3-4
VIII	Insurance	4
IX	Dues Deduction and Checkoff	4-5
X	Professional Development	5
XI	Retirement Benefits	5-6
XII	Reduction in Force	6-7
XIII	Tax Deferred Account	7-8
XIV	Just Cause	8
XV	Grievance Procedure	8-10
XVI	Starting Salary Notification	10
XVII	Duration	10-11
	Appendix A List of Holidays	12
	Appendix B Administrator Salaries 2018-2021	13
	Appendix C Insurance Benefits	14-18

Article I
Recognition

The Board recognizes the East Granby Administrators' Association (EGAA) as the exclusive representative of the "administrators' unit" of Board administrators, as defined in Sec. 10-153b of the Connecticut General Statutes, who are employed in positions requiring an intermediate administrator or supervisor certificate, excluding the Superintendent, Assistant Superintendent(s), and certified professional employees who act for the Board in negotiations with certified professional personnel or are directly responsible to the Board for personnel relations or budget preparation, temporary administrative substitutes, members of the "teachers' unit", and all noncertified employees of the Board.

Article II
Salaries

- A. Salaries for all administrators are shown in Appendix B.
- B. The salaries of any new administrator will be established before the Board of Education and that administrator sign a contract of employment.
- C. The new administrators hired shall be hired at a salary within a range of eight percent (8%) below and four percent (4%) above the salary as stipulated in Appendix B for that position.
- D. The salary for any administrator hired within such range below the amount stipulated in Appendix B shall be adjusted upward each year in equal installments so as to attain the salary level stipulated in Appendix B in the third year of employment.
- E. Any administrator hired at a percentage above the salary stipulated in Appendix B shall move to the salary stipulated in Appendix B in the third year of employment, provided that no such administrator will have a salary reduction to get on the grid.
- F. Placement in the range is at the discretion of the Superintendent of Schools, giving consideration to such factors as experience and education.

Article III
Travel Expenses

- A. Administrators shall be remunerated for travel on school business in their personal vehicles which is approved in advance by the Superintendent of Schools at the maximum non-taxable mileage reimbursement rate established by the Internal Revenue Services as of July 1st of each year. A travel account separate from the professional development account will be used.

- B. **Out-of-District Travel** - Vouchers will be submitted and the individual will be reimbursed for job-related travel out of district, but not for professional improvement. A travel account, separate from the professional development account will be used.

Article IV
Work Year

All Administrators are twelve (12) month employees.

Article V
Vacation

- A. All twelve (12) month administrators shall receive twenty-five (25) vacation days per contract year, July 1st through June 30th, which shall be credited on July 1st of each contract year.

An Administrator who works less than twelve (12) months shall receive a prorated number of vacation days based upon his/her work year.

An Administrator who is hired during the term of a contract year shall receive a prorated number of vacation days in his/her first year of employment based upon his/her actual work year for such year of the contract.

- B. Vacation days are subject to the approval of the Superintendent of Schools.
- C. In the event of a snow day, administrators may choose the option of taking that day as a vacation day, subject to the approval of the Superintendent of Schools.
- D. Unused vacation time, not to exceed nine (9) days per contract year, may be carried over to the next contract year. Additionally, on July 1st of each school year, all members of the bargaining unit shall be compensated for unused vacation days for the previous school year that exceeded thirty-four (34) accumulated days to a maximum of six (6) days.
- E. An administrator shall not receive payment for any unused vacation days upon his/her separation from employment.

Article VI
Holidays

All twelve (12) month administrators shall be granted all State and Federal holidays (see Appendix A) and the day after Thanksgiving, and the day before New Year's Day. If Christmas occurs on a Monday, the holiday scheduled before Christmas will be on the Tuesday after Christmas.

Article VII
Leaves of Absence

- A. **Sick Leave** - All twelve (12) month administrators shall be granted twenty (20) sick days per school year, which may be accumulated up to two hundred (200) days.

An Administrator who works less than twelve (12) months, shall receive a prorated number of sick days per contract year based upon his/her work year (which may accumulate up to two hundred (200) days).

An Administrator who is hired during the term of a contract year shall receive a prorated number of sick days in his/her first year of employment based upon his/her actual work year for such year of the contract.

- B. **Personal Leave** - Each administrator shall be entitled to up to six (6) personal days per contract year. The Superintendent of Schools must approve all personal leave. Two (2) personal days per year may be taken without reason. The other four (4) personal days must be for a specific reason set forth below. Personal days shall not be cumulative.

An Administrator who is hired during the term of a contract year shall receive a prorated number of personal days in his/her first year of employment based upon his/her actual work year for such year of the contract.

- Legal matters
- Funeral of a member of the administrator's immediate family*
- Attendance at the commencement ceremony of the administrator's spouse, child, or grandchild
- Marriage of administrator, the administrator's child, or grandchild
- Birth or adoption of a child in the administrator's immediate family
- Illness in immediate family
- Religious holidays

*Immediate family shall be defined as the administrator's spouse, child, parent, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, or grandchild.

- C. **Childrearing Leave** - All tenured administrators shall be entitled, upon submission of a written request to the Superintendent of Schools to an extended

leave of absence without pay and without fringe or other benefits, for the purposes of childrearing leave, provided that such written notice must be submitted to the Superintendent within three (3) weeks from the date of the birth, adoption, or fostering of the administrator's child. The administrator shall also be encouraged to notify the Superintendent of intention to be absent on childrearing leave as far in advance of the date of birth, adoption, or fostering as possible. The childrearing leave will begin not sooner than thirty (30) days after the filing of the request, but the start may be delayed for up to an additional thirty (30) days if administrative needs so require. Such tenured administrator shall be entitled to childrearing leave for up to one calendar year, provided that the administrator shall only be entitled to return from a childrearing leave on the start of school or on the start of school in the second semester (second half of the school year), usually during January.

Upon the expiration of the leave, the tenured administrator shall return to the same position as held prior to the start of the leave, provided that there has been no position restructuring, program change, or position reduction in the administrator's certification area within the school during the period of such leave. If such restructuring, change, or reduction has occurred, the returning tenured administrator will be reinstated to another vacant bargaining unit position for which he/she is certified and qualified. If no such position is available when the tenured administrator is due to return from leave, he/she will be continued on unpaid, unbenefited leave for a maximum period of two (2) years from the date of requested return from leave and shall be reinstated to the first vacant bargaining unit position for which he/she is certified and qualified, provided that if no such position becomes available within the aforesaid two (2) year period, after which time the Administrator shall be the subject of a layoff procedure under the layoff and recall provisions of this Agreement, and shall be laid off unless able to displace another administrator under said layoff and recall provisions and/or the Teacher Tenure Law.

Tenured administrators returning from childrearing leave will be granted the same accumulated seniority, and benefits and other service related credits or benefits which they possessed at the time of the commencement of the leave.

Article VIII **Insurance**

The East Granby Board of Education will provide insurance benefits as set forth in Appendix C.

Article IX **Dues Deduction and Checkoff**

- A. For any administrator who has on file with the Board a valid dues deduction authorization card or form, the Board agrees to deduct from said administrator's

salary on a schedule to be established by the Board, an amount equal to the membership dues or service fee established by the EGAA, and to forward said amount to a person or account designated in writing by the EGAA.

- B. The Association shall annually certify in writing prior to the start of the contract year the amount of its dues or service fee, and shall certify in writing at least one month in advance, any change in its dues.
- C. No Administrator employed by the Board on or before July 1, 2008 shall be forced or required at any time to either become a member of the EGAA, or to pay dues or a service fee to the EGAA, as a condition of employment or otherwise. All Administrators hired after July 1, 2008 shall, as a condition of employment, be required to either join the EGAA and pay membership dues or, at the employee's option, to pay a service fee in lieu of membership and membership dues. The service fee shall be deducted from salary in the same manner as union dues and shall not exceed that portion of regular EGAA membership dues uniformly required of members to underwrite the costs of collective bargaining, contract administration, and grievance adjustment.
- D. The Association agrees to indemnify and hold the Board harmless against all claims, suits, demands or other form of liability, including but not limited to attorney fees, arising from or by reason of action taken against the Board or its employees or representatives for compliance with the provisions of this section.

Article X Professional Development

The Board of Education will provide a fund of three thousand dollars (\$3,000.00) for each year of the contract per administrator for professional improvement, prorated for ten-month administrators. Monies may be used to attend conferences and/or workshops, course tuition reimbursement, professional membership, or for other relevant activities. All related expenses, such as, travel, meals, books, or materials are considered appropriate. All requests are subject to the Superintendent's approval.

Article XI Retirement Benefits

Administrators who retire (under the Teacher Retirement Board) from the East Granby Public Schools will be granted the following benefit:

A. Category One: Fifteen Years of Service in East Granby

- 1. The Board of Education will assume the costs of insurance at the prevailing participation rate for all other administrators for the first four (4) years following retirement of an administrator through June 30, 2015. Effective July 1, 2015, the Board of Education will assume the costs of

insurance at the prevailing participation rate for all other administrators for the first three (3) years following retirement of an administrator.

2. If the administrator or spouse becomes eligible for Medicare Insurance during the period described in subsection 1, the administrator or spouse must transfer to that plan. The administrator or spouse may choose the Medicare supplement plan as described in Appendix C, Section A. 4.

B. Category Two: Ten Years of Service in East Granby

1. The Board of Education will assume fifty (50%) of the cost of insurance that the administrator has in effect at the time of retirement for a period of three (3) years.
 2. If the administrator or spouse becomes eligible for Medicare Insurance the administrator or spouse must transfer to that plan. The administrator or spouse may choose the Medicare supplement plan as described in Appendix C, Section A. 4.
- C. After the initial three year period a retired administrator or spouse who has not reached the age for Medicare may continue in the existing insurance plans at their own expense.
- D. The retirement and other benefits provided by this section shall be available only to members of the EGAA bargaining unit as of September 1, 2012, and shall not be applicable to or available to any subsequently hired administrators hired after said September 1, 2012 cutoff date.

Article XII
Reduction in Force

- A. Any tenured administrator relieved of his/her duties due to a reduction in staff or the elimination of position held shall be offered a vacant position in the bargaining unit, if one exists, for which he/she is certified and qualified. However, no such movement shall result in a promotion for said administrator.
- B. If no such vacancy exists in the bargaining unit, said tenured administrator shall be offered the position of the least senior bargaining unit member in the system, provided that the administrator is certified and qualified. However, no such movement will result in a promotion for said administrator.
- C. Said least senior tenured administrator being displaced as a result of these, Reduction in Workforce provisions shall be offered a position in the teachers' unit for which he/she is certified and qualified, subject to the Reduction in Force provisions of the East Granby Education Association teachers' unit collective bargaining agreement as provided by the tenure statute.

- D. "Seniority" is defined as an employee's total length of continuous, unbroken, service as an administrator employed by the East Granby Board of Education.
- E. If an administrator is reassigned to a teaching position in accordance with this procedure, he/she will be given experience credit on the salary schedule of the Agreement between the Board of Education and the East Granby Education Association for his/her administrative and teaching experience with the Board and shall retain all accumulated sick leave, provided that such salary schedule credit and sick leave accumulation does not violate the terms of said Agreement or pertinent state statutes.
- F. An administrator who has been displaced from the unit or whose employment was terminated under this procedure shall be placed on a reappointment list for two (2) years. An administrator on the reappointment list shall be recalled to a vacant position in his/her previous classification or to a position in a lower classification, provided that he/she is certified and qualified for the vacant position. If reappointment is offered consistent with the above and is not accepted by the administrator within fifteen (15) days of said offer, he/she shall be removed from the reappointment list, and the Board shall have no further obligations under this article.

Article XIII
Tax Deferred Account

After an employee has completed two (2) years of service, the Board of Education shall contribute into a tax-deferred (403B), on a 50/50 basis, in the amount as specified below. "Years of Service" are defined as total unbroken years of service as an administrator in East Granby. The contributions by the Board of Education will be deposited monthly, after the individual administrator's contribution.

Rate of Board of Education Contribution

3-5 Years of Service	2.25%
6-10 Years of Service	2.50%
11-20 Years of Service	2.75%
20+ Years of Service	3.25%

Effective July 1, 2020, the following rates shall be implemented in lieu of the rates set forth above:

Rate of Board of Education Contribution

3-5 Years of Service	2.50%
6-10 Years of Service	2.75%
11-20 Years of Service	3.0%
20+ Years of Service	3.50%

Article XIV
Just Cause

No bargaining unit member will receive a written warning or be suspended without pay or be denied a negotiated salary increase without just cause.

Article XV
Grievance Procedure

Section 1-Definition

- A. A grievance is defined as a written claim by an individual member of the bargaining unit or by the East Granby Administrators' Association that there has been a violation of a specific provision or provisions of this Agreement as to him, her or it, which grievance clearly identifies the section(s) of the agreement claimed to have been violated.
- B. "Days" when referred to in the time limits hereof, shall mean days when the central office of the Board of Education is open for business.

Section 2-Time Limits

- A. Since it is important that the grievance be processed as rapidly as possible, the number of days shall be considered a maximum. The time limits specified herein may be extended by mutual written agreement of the parties.
- B. If an administrator or the Association does not file a grievance in writing within fifteen (15) calendar days after he/she knew or should have known of the acts or conditions on which the grievance is based, then the grievance shall be considered waived.
- C. Failure by any administrator or by the Board to respond to a grievance within the time limits for such response set forth elsewhere in this article shall automatically

entitle the grievant or the Association, as the case may be, to refer the grievance to the next higher level in the grievance procedure.

Section 3- Informal Procedure

If an administrator feels that he/she may have a grievance, he/she may first discuss the matter with the Superintendent or another appropriate administrator, with or without the Association's assistance, in an effort to resolve the matter informally.

Section 4- Formal Procedure

Level One – Superintendent of Schools

1. If the grievant is not satisfied with the outcome of the informal procedures, or if he/she has elected not to utilize them, he/she may present his/her claim as a formal grievance in writing, to the Superintendent of Schools or his/her designee within fifteen (15) calendar days after he/she knew or should have known of the act or condition upon which the grievance is based.
2. The Superintendent, or his/her designee, shall, within fifteen (15) days after receipt of the written grievance, render his/her decision and the reasons thereof in writing to the grievant, with a copy to the Association.

Level Two – Board of Education

1. If upon receipt of the Superintendent's decision, the grievant is not satisfied with the disposition of the matter, he/she shall request of the Association that it submit the grievance in writing, to the Board of Education, within ten (10) days of receipt said decision.
2. The Board of Education shall, within fifteen (15) days after receipt of the grievance, meet with the grievant and the Association for the purpose of reviewing the grievance and render its decision and the reasons thereof in writing to the grievant and the Association.
3. The Board of Education may designate a committee or sub-committee of at least three members to hear and respond to the grievance at its level.

Level Three - Arbitration

1. The grievant, if not satisfied with the decision of the Board, may, within three (3) days of the decision or within six (6) days after the Board meeting, whichever is later, request in writing that the Association forward the grievance to Arbitration.

2. The Association shall, within five (5) days after receipt of such request, if it formally determines that the grievance is meritorious submit the grievance to arbitration by so notifying the Board in writing and by filing the demand for arbitration to the American Arbitration Association (AAA), which shall arbitrate the matter.
3. The arbitrator's decision shall be advisory only and non-binding on the parties. The parties shall share equally the fees and expenses of the arbitrator, provided that if either party rejects the arbitrator's decision, it shall notify the other party promptly and shall be required to pay the full cost of the services of the arbitrator.

Section 5 - Rights of Administrators to Representation

- A. No reprisals of any kind shall be taken by either party or any member of the administration or the Association against any participant in the grievance procedure by reason of such participation.
- B. Any grievant may be represented by a representative of the Association at all levels of the grievance procedure.
- C. The Association and/or the Board may, if it so desires, call upon the professional service of an attorney at any stage of the procedure.

Section 6. Miscellaneous

- A. All documents, communications and records associated with the processing of a grievance shall be filed separately from personnel files of the participants.
- B. Whenever any action under this article occurs during the working day, a representative of the Association shall be released from his/her duties without loss of pay, as necessary, in order to permit participation in the foregoing activities. The same privilege shall be extended to the individual grievant or grievants.

Article XVI **Starting Salary Notification**

Upon receipt of written request from the President of the EGAA after the beginning of the new school year, the Superintendent shall, within ten (10) school days, provide the EGAA President with the names and addresses of all newly hired members of the bargaining unit, along with their actual starting compensation.

Article XVII **Duration**

This Agreement shall take effect on July 1, 2018 and shall remain in full force and effect until June 30, 2021. Additionally, in the event that the total cost of a group health plan or

plans offered under this contract triggers an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, the parties agree to reopen this Agreement for the limited purposes of negotiating a substitute health insurance plan and premium share contributions.

Robert Ravens-Seger, Chair
East Granby Board of Education



Nov. 9, 2017
Date Signed

Melissa Bavaro-Grande, Negotiations Chair
East Granby Administrators' Association



Nov 14, 2017
Date Signed

Appendix A

List of Holidays

Day before New Year's Day
New Year's Day
Martin Luther King Day
Presidents Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving
Day after Thanksgiving
Day before Christmas Day
Christmas Day

Appendix B

Administrator Salaries 2018-2021

Effective July 1, 2018, the salaries set forth below for the 2017-2018 contract year shall apply. Such salaries include a one and three-quarters percent (1.75%) general wage increase.

Effective July 1, 2019, the salaries set forth below for the 2018-2019 contract year shall apply. Such salaries include a two percent (2.0%) general wage increase.

Effective July 1, 2020, the salaries set forth below for the 2019-2020 contract year shall apply. Such salaries include a two and one-quarter percent (2.25%) general wage increase.

<u>Position</u>	<u>2018 - 2019</u>	<u>2019 - 2020</u>	<u>2020 - 2021</u>
HSAP	\$131,731	\$134,366	\$137,389
EP	\$140,314	\$144,140	\$147,894
MP	\$142,817	\$146,693	\$150,505
HP	\$153,482	\$156,552	\$160,074
DPS	\$153,482	\$156,552	\$160,074
DC/PD	\$124,567	\$127,058	\$129,917

Any bargaining unit member who earns a Doctorate Degree shall receive a one-time stipend of one thousand five hundred dollars (\$1,500.00).

Legend:

HSAP - High School Assistant Principal

EP - Elementary Principal

MP - Middle School Principal

HP - High School Principal

DPS - Director of Pupil Services

EP/DC/PD - Elementary Principal and Director of Curriculum & Professional Development

Appendix C

INSURANCE BENEFITS

A. The Board will provide the following insurance:

A High Deductible Health Plan ("HDHP"), a HMO Plan ("HMO") and dental insurance.

1. Life Insurance based on three (3) times salary - employees only.
2. AD and D - employees only.
3. Employee Dental and Dependent Orthodontics.
4. Preventive services (annual physical, etc.) in-network are fully covered by insurance, with no employee deductible payments.
5. Medicare plans and Medicare prescriptions will be available as an option for Medicare Eligible retirees and their spouses.

Such plans shall remain available and shall be revised in accordance with any changes to Medicare Plans A and B.

6. Only current retirees and bargaining unit members as of June 30, 2008 may continue coverage at retirement under either the active employee insurance plan, subject to the provisions of Article XI of this contract or have the option to choose a Medicare plan and Medicare prescriptions that are available as options.

Participating retirees shall pay the following percentages of the insurance costs:

Medicare Plan F and Medicare Rx

1st 3 years after retirement 75% (per contract year)

Years 4+ after retirement 100% (per contract year)

B. **Long Term Disability Benefit** - A Long Term Disability Plan will be offered to the teachers on the following basis. The Board of Education will choose the carrier.

The Long Term Disability Plan will provide the following:

1. Sixty percent (60%) salary benefit.
2. Ninety day (90) elimination period.

3. Six thousand dollar (\$6,000.00) maximum monthly benefit.
4. **Survivor benefits** - three (3) times the monthly benefit if benefits have begun and disability has lasted six (6) months.
5. **Minimum benefit** - ten percent (10%) of monthly benefit or fifty dollars (\$50.00), whichever is greater.
6. **Partial Disability** - fifty percent (50%) earnings reduction if person returns to own occupation part-time. No reduction in first twenty-four (24) months if person works at some other occupation.
7. **Benefit Reduction** - Workers Compensation, Social Security, Other Group Disability, Defined Benefit Pension Plans.
8. Benefit Duration -

Prior to 60	-	Age 65
60 to 68	-	Five (5) years but not beyond Age 70
69 and after	-	One (1) year

C. The Board of Education agrees to administer an optional Section 125 program, which is a pre-tax conversion for all unreimbursable medical and dependent care expenses.

D. If the Joint Labor Management Committee is able to achieve a twenty-five percent (25%) savings in insurance costs, then twenty percent (20%) of the total premium for that individual will be offered that year and in subsequent years as an incentive for the individual to waive the benefit and not participate in the insurance plan. Teachers participating in the plan will share in savings of prior year costs with eighty-five percent (85%) of savings to the Board and fifteen percent (15%) of savings to the teacher.

E. **Insurance Plan Details**

This section contains Medical and Dental Insurance Plan Information for each year of the contract and it contains Medicare Plan F and prescription information effective at the time the contract becomes effective. It is expressly agreed and understood that the summaries of insurance benefits coverage contained in the following pages and elsewhere in this Agreement are descriptive summaries only, intended only to provide a general overview of some of the highlights of benefits available to employees. They are not an insurance policy or policies. In the event of an error or omission in these summaries or in any instance where there is a variance between these summaries and the terms of the actual insurance policies, the terms of the policies shall govern.

High Deductible Health Plan (HDHP)

Effective July 1, 2018, the Board will provide a High Deductible Health Plan (HDHP) to full-time employees that elect to participate. The program shall be offered on a contract year basis.

The HDHP shall have a \$2,000 single and \$4,000 two-person/family deductible for in and out of network services. Prescription drugs are covered as part of the program and are subject to the deductible. Once the deductible is met there shall be no coinsurance in network for covered services, except for prescriptions.

Upon satisfaction of the HDHP deductible, prescriptions are subject to the MP2 drug rider with co-pays of \$5 Generic/\$25 Brand Name/\$45 Non Formulary Brand Name co-pay (unlimited maximum) (2x retail co-payment for 90-day supply).

The \$5 generic co-pay is based on the current state mandate. Accordingly, in the event that the state mandate increases or decreases, such revised co-pay shall be applicable.

In network cost share maximum:	\$3,000/\$6,000
Out of Network cost share maximum:	\$5,000/\$10,000
In Network Coinsurance:	100%
Out of Network Coinsurance:	80%/20%

The HDHP shall be subject to compliance requirements of the ACA.

Enrollees in the HDHP shall have a Health Savings Account (HSA) to defray deductible expenses.

In year one of the contract (July 1, 2018 through June 30, 2019), the Board agrees to deposit fifty percent (50%) of the deductible.

In year one of the contract (July 1, 2018 through June 30, 2019), one-half (1/2) of the Board's deposit toward the deductible shall be deposited in the HSA bank account of the employee on or about July 1, 2018 and one-half (1/2) of the Board's deposit shall be deposited in the HSA bank account of the employee on or about January 1, 2019.

In year two of the contract (July 1, 2019 through June 30, 2020), the Board agrees to deposit fifty percent (50%) of the deductible.

In year two of the contract (July 1, 2019 through June 30, 2020), one-half (1/2) of the Board's deposit toward the deductible shall be deposited in the HSA bank account of the employee on or about July 1, 2019 and one-half (1/2) of the Board's deposit shall be deposited in the HSA bank account of the employee on or about January 1, 2020.

In year three of the contract (July 1, 2020 through June 30, 2021), the Board agrees to deposit fifty percent (50%) of the deductible.

In year three of the contract (July 1, 2020 through June 30, 2021), one-half (1/2) of the Board's deposit toward the deductible shall be deposited in the HSA bank account of the employee on or about July 1, 2020 and one-half (1/2) of the Board's deposit shall be deposited in the HSA bank account of the employee on or about January 1, 2021.

The employee's contribution toward the deductible shall either be, at the employee's option, via

payroll deduction or deposited directly by the employee in his/her Health Savings Account (HSA) bank account.

A HSA is not health insurance, it is a bank account. The parties acknowledge that the Board's deposits toward funding the deductible is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for active employees.

A health reimbursement account ("HRA") will be offered to any bargaining unit employee eligible for health insurance who is not eligible for a HSA. The amount the Board deposits annually toward the HRA shall be equal to the annual amount deposited toward the HSA (based upon the eligible employee's level of insurance (single, single + 1 or family)).

A new employee shall be eligible for coverage under the health and dental insurance plans offered by the Board effective on the first day of the month subsequent to the date that he/she commences work for the Board.

Additionally, an employee shall receive a prorated deposit toward his/her HSA, if the employee: (a) is hired by the Board after the commencement of the applicable plan year; or (b) he/she elects health insurance after the commencement of the plan year due to a change in status.

The prorated amount of the deposit shall be based on the first day that the employee is covered under the plan through June 30th of the applicable contract year.

HMO Plan

In-Network Cost Shares (HMO)	July 1, 2018	July 1, 2019	July 1, 2020
Office Visit	\$35.00	\$40.00	\$40.00
Specialist Office Visit	\$40.00	\$50.00	\$50.00
Urgent Care	\$100.00	\$100.00	\$100.00
Emergency Room	\$150.00	\$200.00	\$200.00
Inpatient	\$400.00	\$450.00	\$450.00
Outpatient	\$400.00	\$450.00	\$450.00
High Cost Diagnostic	\$75.00 (max. \$375.00 per person)	\$75.00 (max. \$375.00 per person)	\$75.00 (max. \$375.00 per person)
Rx Retail (HMO – Public Sector)	\$5.00/\$25.00/ \$45.00	\$5.00/\$25.00/ \$45.00	\$5.00/\$25.00/ \$45.00
Rx Mail Order	\$10.00/\$50.00/ \$90.00	\$10.00/\$50.00/ \$90.00	\$10.00/\$50.00/ \$90.00
Duration	30/90	30/90	30/90
Maximum	Unlimited	Unlimited	Unlimited

EMPLOYEE PREMIUM SHARE CONTRIBUTIONS

For the HDHP and HMO insurance, the employee will pay the following percent of the premium costs: for coverage via payroll deduction, regardless of the coverage level (single, single plus one or family) selected:

HDHP

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
15%	16%	17%

HMO

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
18%	19%	20%

Dental

<u>2018-2019</u>	<u>2019-2020</u>	<u>2020-2021</u>
27%	28%	29%