

STATE OF CONNECTICUT
DEPARTMENT OF EDUCATION

In the Matter of)

Region 14 Board of Education)

-and-)

Nonnewaug Education Association)

Interest Arbitration Award
Under Section 10-153f
Connecticut General Statutes

February 6, 2019

ARBITRATION AWARD

Arbitration Panel:

Leslie A. Williamson, Jr., Esq., Chair
Representing the Interests of the Public

John M. Romanow, Esq.,
Representing the Interests of the Region 14 Board of Education

Martin A. Gould, Esq.
Representing the Interests of the Nonnewaug Education Association

Appearances:

For: Region 14 Board of Education
Mark J. Sommaruga, Esq.
Pullman & Comley LLC
90 State House Square
Hartford, CT 06103

For: Nonnewaug Education Association
Rob Lamoureux, UniServ Representative
Connecticut Education Association
228 Meadow Street
Suite 301
Waterbury, CT 06702

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- I. The Proceedings
- II. Agreed Upon Language
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I. The Proceedings

The Region 14 Board of Education (hereinafter Board) and the Nonnewaug Education Association (hereinafter Association) are parties to a Collective Bargaining Agreement. Pursuant to the applicable provisions of Section 10-153a *et seq.* of the Connecticut General Statutes, as amended, the parties commenced negotiations on a successor agreement. Unable to resolve certain disputed issues in either negotiations or mediation, the parties submitted the matter to arbitration.

In accordance with the timelines of the aforementioned statute and pursuant to Notice sent by the Connecticut Department of Education, the Arbitration Panel commenced the arbitration proceeding on January 8, 2019. In accordance with statutory requirements, the initial hearing, which was administrative in nature, was held in the school district; specifically, at the offices of the Region 14 Board of Education, Woodbury, Connecticut. A stenographic record of the proceeding was taken but not transcribed.

Subsequent, duly noticed hearings were scheduled for January 30, 2019 and January 31, 2019.

On January 29, 2019, the Board and the Association notified the Arbitration Panel that they had reached agreement on all outstanding issues. The hearing was declared closed as of February 2, 2019. The Board and the Association subsequently filed their stipulations with the Panel, which were received on February 5, 2019.

Section 10-153f(c)(4) of the Connecticut General Statutes states, in pertinent part, "At any time prior to the issuance of a decision by the arbitrators or the single arbitrator, the parties may jointly file with the arbitrators or single arbitrator, any stipulations setting forth contract provisions which both parties agree to accept." Based upon this statutory directive, the Arbitration Panel accepts the parties' jointly filed stipulations and issues this Stipulated Award.

II. Agreed Upon Language¹

¹ The Agreed Upon Language is paginated separately from the pagination of the Award. The former commences with a cover page and ends with page 46.

**STIPULATED AGREEMENT
SUBMITTED IN ARBITRATION**

BETWEEN THE

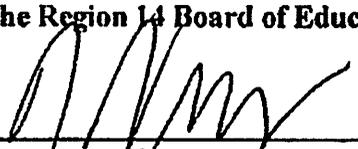
REGIONAL SCHOOL DISTRICT NO. 14 BOARD OF EDUCATION

AND THE

NONNEWAUG TEACHERS' ASSOCIATION

JULY 1, 2019 – JUNE 30, 2022

For the Region 14 Board of Education

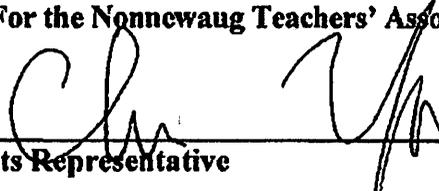


Its Representative

Date

1/31/19

For the Nonnewaug Teachers' Association



Its Representative

Date

2/1/19

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THIS **STIPULATED** AGREEMENT is submitted by the Regional School District No. 14 Board of Education (hereinafter referred to as the "Board"), and the Nonnewaug Teachers' Association (hereinafter referred to as the "Association").

ARTICLE I
RECOGNITION

The Board recognizes the Association as the exclusive bargaining representative for the teachers' unit, which is that group of professional employees who hold a certificate or durational shortage area permit issued by the State Board of Education under the provisions of §§10-144o to 10-149, inclusive, and are employed in positions requiring such a certificate or durational shortage area permit and are not included in the administrators' unit or excluded from the purview of §§10-153a to 10-153n, inclusive.

ARTICLE II
BOARD OF EDUCATION

A. Legal Power and Duties of Board of Education

It is recognized that the Board has, whether exercised or not, the right, responsibility and prerogative to direct the operation of the public schools in Regional School District No. 14 in all its aspects including, but not limited to, the following:

Section 10-220 - Duties of Board of Education

Section 10-221 - Board of Education to Prescribe Rules

B. Not Subject to Delegation

These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of this Agreement and/or §§10-153b through 10-153f of the General Statutes as amended. Further, no action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specific provisions herein elsewhere contained, shall be subject to the grievance and arbitration provisions of this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

A. 1. Application:

This procedure shall govern the handling of grievances as herein defined.

2. Definitions:

a. Teacher shall mean any member or members of the bargaining unit or the Association.

b. Grievance shall be defined as:

- (1) any claimed violation of the existing policies, administrative procedures, rules, regulations, administrative orders or work rules of the school district, which relate to or involve a teacher, or where there has been evidence of treatment which is unfair or inconsistent with an established policy or practice; or
- (2) a complaint by a member or members of the bargaining unit regarding an alleged violation of a specific provision or provisions of this Agreement which relates to or involves the grieving teacher or teachers.

Any "grievance" as defined in paragraph b.1. herein, may be grieved only as far as the Board of Education level of the grievance procedure. Any "grievance" as defined in paragraph b.2. herein, may be grieved to the arbitration level of the grievance procedure. At the time the grievance is initially raised (Step 1), the grievance shall be designated (in writing) as a paragraph b.1 or paragraph b.2 grievance.

c. Days shall mean school days except when a grievance is submitted or continued on or after the last day of the school year. Under such circumstances, days shall mean week days, excluding Saturdays, Sundays and holidays.

3. General Principles:

- a. It shall be the policy of the Board of Education to assure every teacher an opportunity to have the unobstructed use of the grievance procedure without fear of reprisal or without prejudice in any manner.
- b. A teacher may seek and use the assistance of an officer or representative of the Association in the presentation and/or appeal of any grievance. Such assistance shall include, but not be limited to, the direct representation of a teacher at all steps of the grievance procedure.
- c. Grievance shall not mean a challenge of the content of present board policies, administrative procedures, etc.
- d. The failure of a teacher to proceed to the next step of the grievance procedure within the time limits set forth shall be deemed to be an acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning that particular grievance. The failure of an administrator, at any step, to communicate his decision within the specified time limits shall allow the teacher to proceed to the next step. All time limits may be extended by mutual agreement in writing.

STEP ONE

- a. Any teacher may present a grievance to his principal within twenty (20) days of the most recent occurrence of the grievance. Such grievance shall be in writing and must specifically state the nature of the grievance and that the grievance procedure is being invoked. The teacher may appeal alone or with a representative of the Association or with other impacted teachers of the school district.

- b. If other teachers are involved in the grievance, but the complainant elects to present his case without the assistance of the Association, the appropriate officer of the Association shall be so notified by the teacher's principal.
- c. Within ten (10) days of the receipt of the grievance, the principal shall inform the teacher of his/her decision and shall provide the teacher with a brief statement in writing as to the reason for the decision.

STEP TWO

- a. The complainant may, within ten (10) days of his receipt of the principal's decision, appeal that decision to the Superintendent. The appeal shall be in writing and shall specifically outline the alleged grievance and its disposition at Step One. If a representative is to appear, his name shall be designated in the written appeal or initial complaint.
- b. Within the ten (10) days of receipt of said appeal, the Superintendent shall meet with the grievant regarding the grievance. The complainant and his representative shall be given at least twenty four (24) hours written notice of the meeting. The teacher and his representative shall be relieved of their professional responsibilities without loss of salary for the purpose of attending the meeting, in the event the meeting is scheduled during normal instructional periods.
- c. Within ten (10) days of the meeting, the Superintendent shall inform the teacher of his/her decision and shall provide the teacher with a brief statement in writing as to the reason for the decision.
- d. The teacher may, within ten (10) days of receipt of the Superintendent's decision, proceed to Step Three.

STEP THREE

- a. Within thirty (30) days of receipt by the Superintendent of Complainant's appeal from Step Two a hearing on the grievance shall be before the Board of Education or a Committee designated by the Board of Education. The Board, or its designated Committee shall conduct the hearing and render a decision.
- b. If the decision of the Board does not resolve the grievance to the satisfaction of the complainant, and if the Teachers' Association determines that the matter should be reviewed further, the Association may proceed to Step Four and binding arbitration upon written notice to the Board within ten (10) days of receipt of the Board's decision.

STEP FOUR- BINDING ARBITRATION

- a. If the Association elects binding arbitration:
 - 1. Arbitration shall be conducted by the American Arbitration Association or the American Dispute Resolution Center in accordance with their rules and

procedures. The arbitrator may only hear and decide grievances as defined in Article III, Section A, Paragraph 2(b)2 of this Agreement. The decision of the Board shall be final on all other matters. The arbitrator shall hear and decide only one grievance in each case. The arbitrator shall be bound by and must comply with all of the terms of this agreement. The arbitrator shall have no power to add to, delete from, or modify in any way any of the provisions of this agreement. The decision of the arbitrator shall be final and binding upon all parties, unless the same is contrary to law.

2. The costs for the services of the arbitrator and the American Arbitration Association, or American Dispute Resolution Center, shall be borne equally by the Board and the Association.

ARTICLE IV SALARIES

- A. The Board hereby adopts the Teacher's Contract form attached hereto as Appendix "A".
- B. The teachers' salary schedule, effective July 1, 2019, and the method of implementation, is attached hereto as Appendix B.. The terms used in these schedules are to be interpreted and defined as follows:
 1. B.A. -- A baccalaureate degree earned at an accredited college or university.
 2. B.A. plus 18 – Bachelor's degree plus 18 additional graduate credits in a planned program from an accredited college or university which studies are applicable toward a standard Connecticut teaching certificate, or a program approved by the teacher and Superintendent as per Section 10-145b(c) of the Connecticut General Statutes.
 3. M.A. -- A master's degree earned at an accredited college or university.
 4. M.A. plus 9; MA plus 18 -- Master's degree plus 9 or 18 additional graduate study credits earned at an accredited college or university in an area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.
 5. MA plus 30 (6th Year) -- A Certificate of Advanced Study from an accredited college or university in the area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent. Two Master's degrees from accredited colleges or universities both of which are in the area of the teacher's assignment in Regional School District No. 14.
 6. MA plus 48 -- Master's degree plus 48 additional graduate study credits earned at an accredited college or university in an area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.
 7. Doctorate -- An earned doctorate from an accredited college or university in the area of the teacher's assignment in Regional School District No. 14 or with the prior approval of the Superintendent.

Any Master's Degree earned at an accredited college or university that requires more than 36 credits will

be placed on the salary schedule as M.A. + the number of credits above 30. This will only apply to teachers hired in a position that requires that degree.

The attainment of a sixth year certificate or a doctorate will not be considered sufficient to qualify a teacher for advancement to the 6th year or doctorate columns of the salary schedule unless it is earned in the area of the teacher's assignment in Regional School District No. 14 or unless the program has the prior approval of the Superintendent.

As a condition precedent to placement on or advancement to any column above the BA, the teacher must submit to the Superintendent for his approval his or her transcript, signed by the Dean or equivalent administrative officer at the college where the credits were earned. Teachers will submit a written evaluative statement concerning the relative merits of the planned program or credits to the teacher's assignment in Regional School District No. 14.

After initial employment, any teacher anticipating change in degree or post degree salary schedule status must give the Superintendent written notice by January 15 regarding any change which is to take effect at the beginning of the following school year. Such degree status changes will only go into effect at the commencement of a school year, assuming proper notice has been given.

A notice, reminding the staff of the January 15th deadline, will be issued before December 1st each year. Any teacher submitting a written notice prior to January 15 will receive a written acknowledgment that the notice was received.

Within the life of this contract, the Association will be notified by the Board of all newly created bargaining unit positions for which a form of compensation will be granted.

C. Placement - All members of the unit shall be placed on the appropriate step in the salary schedule, taking into consideration the following:

1. Degree status as defined in Section B above.
2. Teachers new to the school system will be hired on steps commensurate with preparation. Years of certified teaching will be credited as follows: up to one full year for each year of certified teaching experience.
3. Teachers new to the school system may be given credit for previous teaching experience in an accredited public, private or military dependency school as determined by the Superintendent. Credit may also be given for related work experience as deemed appropriate by the Superintendent. In no circumstances shall more than one (1) year of credit be granted for each year of such prior service and/or experience.

D. Salary for Guidance Personnel

1. The term of service for High School guidance counselors/Middle School counselors may exceed that of the classroom teacher by up to five (5) days depending upon the needs of the administration as determined by the Superintendent. These days shall be worked by some or all of the High School guidance counselors/Middle School counselors during the beginning and end of the students' summer recess, as scheduled by the Superintendent taking into account the counselors' preferences. Notification of such schedule shall be provided by the end of the

previous school year. These days shall be paid at a per diem rate of 1/(the number of classroom teacher required work days in current school year) of a person's annual salary.

2. The full time certified chairman of guidance in the high school shall receive the same salary which he/she would be entitled as a classroom teacher. The term of service shall exceed that of the classroom teacher by up to ten (10) days. These days shall be paid at a per diem of 1/(the number of classroom teacher required work days in current school year) of the person's salary.
3. Guidance Counselors will be required to work nine evenings during the school year for school events designated by the Superintendent. Examples include but are not limited to high school orientation night, college night, community advisory board, financial aid night, VoAg open house, middle school orientation night and eighth grade parent night. Each counselor will be compensated at an hourly rate of \$35. The work assignment of counselors for these evening presentations will be posted no later than August 30th.

E. Salary for Vocational Agriculture Personnel

The term of service for all vocational agriculture teachers shall exceed that of the classroom teacher by 32 days. These days will be scheduled during school recess(es) (non-instructional days). Any work days, with the exception of emergencies, that are scheduled on weekends and/or holidays will be subject to the prior approval of the building administrator. The rate of pay for those days worked past the teachers' work year shall be 1/(the number of classroom teacher required work days in current school year) of the person's salary.

F. Salary for Middle School Team Leader

The term of service (work year) for the position shall equal but not exceed the term of service of the classroom teacher. The rate of pay for the services provided (per job description) will be in accordance with Appendix D Category

G. Extra Duty Compensation

1. Extra duty positions shall be paid in accordance with Appendices C and D, attached hereto and made a part hereof.
2. The hourly rate to be paid for tutoring shall be set forth in Appendix D.
3. In the event a teacher is required to substitute and thereby lose a preparation period called for in Article VI, F, the teacher shall be paid at the hourly rate set forth in Appendix D for substituting during a prep period, except in cases of emergency. An emergency is defined as a teacher's absence of less than a full school day when notification occurs during the school day.
4. Acting Department Chairmen shall be paid the stipend designated in Appendix D (on a pro rata basis) after working in the position for more than five (5) consecutive days. Assumption of this duty on a paid or non-paid basis shall be voluntary, upon the request of the administration.
5. Teachers shall be notified of placement in extra duty positions in writing prior to July 1.

H. Tutors

1. Twice a year, a general sign-up for tutor availability will be conducted. Names may be added to the list at any time.
2. Tutors shall be selected according to the following criteria and in the following order:
 - a. Actively employed content area teachers who have or would have had the student in class who can satisfy the medical needs of the student.
 - b. Another full time teacher who is a member of the same department or grade level and is actively employed who can satisfy the medical needs of the student.
 - c. The student's scheduling and other particular needs.
3. Any teacher offered a tutorial position must decide whether to accept within a reasonable time frame determined by the administrator.

I. Longevity Pay

Teachers will receive, in addition to their annual salaries, longevity payments according to the following schedule. The payments will reflect years of accumulated service in Region #14 schools including service in the Bethlehem and Woodbury systems.

Years of Service

After 18 years	\$1,250
After 23 years	1,350
After 28 years	1,450
After 30 years	1,550

Accumulated service in the school system is designated to mean years of service for pay purposes and would include such leaves as would accrue on the salary schedule, military leaves and other provisions of Article IV, Section C, paragraph 3. This benefit is available only to those teachers who were hired prior to July 1, 2013 and who have been continuously employed, including any leave described in the preceding sentence.

J. Compensation Beyond Work Year

Any teacher required by a job description, administrative directive or approved professional activity, including preparation and delivery of professional learning for staff, to work beyond the normal scheduled work year shall be compensated at the rate of \$190 per seven (7) hour day for each day worked, unless compensated for such time elsewhere in the contract (e.g., guidance counselors, extra duty compensation positions, hourly rate positions, etc.).

K. Any teacher employed in the Regional School District #14 Summer School Program will be paid at the rate of \$35 per hour.

L. Mentors are expected to work with new teachers in the TEAM program for two consecutive years.

TEAM Mentors will receive an annual stipend per mentee at the completion of each year of service. The stipend shall equal the \$500 rate established by the State of Connecticut in all three years of this Agreement.

- M. Any teacher employed outside of the work day to write curriculum shall be paid at the rate of \$45 per hour.

ARTICLE V
SUBSTANTIVE PROVISIONS

A. Insurance

1. The Board shall offer a Dual Option for health insurance for all eligible teachers and dependent family members.

OPTION I – HDHP/HSA (Base) PLAN:

Effective July 1, 2019, the Board shall pay 83% of the premium cost and the employee shall pay 17% of the premium cost. Effective July 1, 2021, the Board shall pay 85% of the premium cost and the employee shall pay 15% of the premium cost. The Board will fund 50% of the deductible (\$1,125/\$2,250) in two installments (one-half in July of each year) for enrollees for the 2019-2020 and 2020-2021 contract years. Effective July 1, 2021, the Board will fund 25% of the deductible (\$562.50/\$1,125) for the 2021-2022 contract year. The Board will fund its share of the deductible on a pro-rated basis as allowed by the IRS and HSA administrator. Administrative fees are as scheduled by the HSA administrator.

The in-network deductible is \$2,250/\$4,500. A complete copy of the policy is on file in the Superintendent's office. A more detailed summary is set forth in Appendix E-2.

OPTION II – PPO (Buy-up) Plan:

An employee can buy-up to the PPO plan, but shall assume all costs in excess of the Board's share of the HDHP/HSA insurance premium.

Plan Description:

- Copay for wellness Visits \$0
- Copay for Home & Office Visits \$25
- Copay for Hospital Admission \$200
- Copay for Outpatient Surgery \$200
- Copay for ER/Urgent Care \$25 ER/\$25 UC
- Out-of-Network Deductible \$200/\$400/\$500
- Coinsurance 80%/20%
- Out-of-Pocket Maximum \$400/\$800/\$1000
- Public Sector Three Tier Option Two Rx Drug plan with an Unlimited Maximum:
\$10 Generic
\$25 Brand name Formulary

\$40 Brand name Non-Formulary
Two times the above co-pays for mail order.

A complete copy of the policy is on file in the Superintendent's office. A more detailed summary is set forth in Appendix E-1.

2. Group life insurance coverage with the first \$50,000 paid by the Board for teachers only.
3. Group dental insurance with the same premium shares that apply to health insurance. See Appendix F.
4. The Board of Education shall offer members of the plan the Medical Flexible Spending Account which is allowed under Section 125 of the IRS code. Once per year the membership shall be informed of this program and shall be allowed to elect this program 60 days prior to the beginning of the coverage.
5. The Board may substitute insurance carriers to provide the insurance described in Section A of this Article as long as the new insurance coverage provides an overall level of benefits that remains substantially equivalent to or better than the current insurance coverage. The "substantially equivalent to or better than" standard shall be applied on a program-wide analysis, including the network, and shall not be benefit specific.

At least sixty (60) days prior to changing insurance carriers, the Board or its designee shall notify the Association in writing. Upon request, the parties shall meet to discuss the proposed change. Should the Association and the Board disagree that the changes proposed would provide substantially equivalent coverage, when viewed on an overall basis, the disagreement shall be subject to impartial arbitration conducted by the American Arbitration Association or the American Dispute Resolution Center in accordance with their rules and procedures. The Board will not change to the new insurance carrier until the Arbitrator's decision has been issued in writing.

B. Compensation for Course Work

Teachers who meet the following conditions shall receive partial reimbursement for the cost of tuition incurred in taking college level courses:

1. The course work must be over and above any work required to achieve or maintain provisional, standard or other certification required by state or federal law or regulation of the Connecticut Department of Education;
2. The courses must concern educational or subject areas identified and published to the staff by June 1 by the Superintendent;
3. The particular courses must be approved by the Superintendent in advance. The Superintendent's decision is final and not subject to the grievance procedure;
4. The teacher must receive at least a "B" grade for the entire course from a regionally accredited college or university for college level course work. A transcript or other official record of such grade must be provided;

5. Upon the approval by the Superintendent of all requests for reimbursement, said requests shall be subject to a lottery, until all available funds are allotted. Staff will be advised of the approval of the reimbursement prior to their taking the course.
6. Prior to each school year the Superintendent and the Board, in their sole discretion, shall designate how much money will be available to the staff for course reimbursement. A deadline for applications shall be set;
7. Any teacher whose course is approved shall submit evidence of the costs of tuition and the Board shall, if all conditions are met, reimburse the teacher 75% of such agreed upon costs;
8. No teacher shall receive reimbursement for more than two courses in any school year not to exceed 8 credits per year unless, after the deadline has passed, and after all applications have been approved or disapproved, the amount of funds designated for that year have not been exhausted. Teachers intending to seek reimbursement for more than one course should apply for all courses at the same time, in order of preference.
9. In no case shall reimbursement exceed 80% of the cost of the tuition for the first course and 50% of the tuition for the second course, based upon UCONN's tuition rates.

C. Evaluation Safeguard Provisions

Each teacher may submit a written notation regarding any material kept in such teacher's file and the same shall be attached to the file copy of the material in question. If any teacher is asked to sign material placed in his/her file for the purpose of indicating that the teacher is aware that the material is in his/her file, such signature for such purpose shall not be interpreted to mean agreement with the content of the material. No material, critical of a teacher, may be placed in a teacher's file without written notification to the teacher. Any teacher may inspect his/her file at any reasonable time during ordinary business hours.

D. Sick Leave

1. Each member of the professional staff is entitled to fifteen (15) sick leave days per year with full pay. Sick leave can be accumulated up to 180 days for illness, and without limitation for the purposes of Section D.3. herein. Additionally, any teacher who, as of June 30, 1984, has accumulated sick leave in excess of 180 days shall retain such sick leave for both illness and severance.
2. Each teacher will be notified by information contained on their payroll check each period regarding accumulated sick leave days to date. In the event this means of communicating sick leave information becomes unavailable, each employee shall be notified during the month of September as to his/her total accumulation of sick leave to date.
3. Upon separation from employment with the District and proof of a) the filing of an application for retirement benefits with the Teachers Retirement Board per Connecticut General Statutes, §10-183f, or death in service of a teacher, and b) such retirement benefits becoming effective in the month thereafter such application, such teacher shall be paid the equivalent of one-half (1/2) his/her accumulated sick leave, over and above his/her regular compensation, not to exceed one-

half (1/2) his/her last year's salary or one-half (1/2) the salary paid at the last step of the MA column, whichever is less. Any teacher hired after June 30, 1997 shall be paid the equivalent of one-quarter (1/4) his/her accumulated sick leave, over and above his/her regular compensation, not to exceed one-quarter (1/4) of the average of his/her last three year's salary. Notwithstanding anything else in this section to the contrary, the maximum amount payable under this section is \$18,000 for any teacher hired after June 30, 1989. If notice of retirement for a teacher intending to retire at the end of the current school year is given prior to January 1 of said current school year, such teacher shall receive such retirement compensation from the Board at the beginning of the next fiscal year. In the event notice of retirement is given after January 1, the teacher shall receive such retirement compensation at the beginning of the second fiscal year following such notice of retirement. Teachers hired after June 30, 2013 will be ineligible to receive any severance pay for accumulated and unused sick leave days pursuant to this Article.

4. The Board reserves the right to request a physician's certificate for personal illness in excess of three (3) consecutive days.

E. Sick Leave Bank

1. Each member of the unit shall be permitted to contribute any two (2) days from his/her sick leave accumulation reserve each school year to a "Sick Leave Bank" which shall be established to aid teachers who suffer prolonged illness and whose sick leave accumulation has been exhausted. The bank shall be built up to a maximum of five hundred forty (540) days. No more days shall be added until the bank is depleted to approximately one hundred eighty (180) days. Then the bank will be built up again using the same process.
2. A non-tenured teacher in the Region 14 System may be permitted to draw up to forty-five (45) days against the bank after his own accumulated sick leave has been exhausted.
3. A teacher with tenure in the Region 14 School System may be permitted to draw unlimited days against the bank after his own accumulated sick leave has been exhausted.
4. A maximum of three hundred and sixty (360) days may be drawn from the bank in any one school year.
5. All applications for use of sick leave bank days shall be submitted to a committee composed of two representatives from the Teachers' Association and two representatives from the Board of Education. The committee shall be responsible for keeping all records related to the sick leave bank. An affirmative vote by at least three of the four persons on the committee is needed to authorize use of sick leave bank days.
6. The following conditions shall apply:
 - a. Additions to the bank shall be made at the beginning of each school year.
 - b. A person withdrawing from membership in the bank will not be able to withdraw the contributed days.
 - c. Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member to the bank.

- d. Sick leave shall mean the leave a staff member has for that year, plus his accumulation.
- e. The Committee will respond to any application request within a reasonable time.

F. Leave of Absence

All members of the unit shall be entitled to the following leaves of absence:

1. A maximum of five (5) days per year for illness in the immediate family which will be deducted from sick leave allowance. Immediate family is defined as spouse, civil union partner, children, mother, father, sister and brother, and any other relative living with and dependent upon the employee.
2. A maximum of three (3) days for each death in the immediate family or relations. Relations are defined as grandmother, grandfather, mother-in-law, father-in-law, brother-in-law and sister-in-law. Immediate family shall be defined as set forth in paragraph H.1.
3. A total of three (3) leave days may be used each year by an employee for participation in any court proceedings. If an employee appears in a court proceeding on behalf of the Board of Education, he/she shall receive such paid leave time as is necessary, which shall not be deducted from the three (3) days provided above.
4. Up to three (3) days of absence with pay per year for special purposes will be granted upon the approval of the Superintendent or his or her designee. This category will include reasons such as bereavement, adoption, graduation of husband, wife or children, the taking of professional and civil service examinations, as well as legal, business, religious, or other personal matters such as attendance in weddings, graduation of an immediate family member or other family obligations which are outside the control of the employee which can only be accomplished at times when school would normally be in session. It is expected that mutual respect will prevail among the teachers and administrators in the implementation of this section, as the integrity of the teacher and the confidence one has in the administration are involved. It is understood that these days are not to be used for recreation or to extend vacations or holidays unless there are extenuating circumstances.
5. Application for leave in accordance with the above provisions will be made to the Superintendent or his or her designee in writing (electronic or otherwise) at least ten (10) days before taking such leave (exceptions to this would be bereavement and other obvious emergencies). Teachers shall be notified at least five (5) days after such requests regarding the approval or denial of such requests. Such leave may be granted the day before or the day after a holiday or vacation period provided the teacher submits a specific statement of the reasons for the leave and the Superintendent or his/her designee approves the request. Permission for leave requests shall not be arbitrarily or unreasonably withheld.
6. Leaves of absence may be granted by the Board of Education to professional personnel for purposes of professional advancement, such as accepting fellowships, study grants, etc., upon the recommendation of the Superintendent with the approval of the Board of Education. Upon return from a professional advancement leave of absence, a teacher shall have the time spent on

such leave credited to him on the salary schedule. A maximum of one (1) year's credit on the salary schedule shall apply in this case.

7. The reasons for denial of a requested leave, under paragraph H-5, will be presented in writing to the member who requested said leave when that member is officially notified of the denial.

G. Sabbatical Leave Provision

1. Upon recommendation by the Superintendent and approval of the Board of Education exceptional teachers may be granted sabbatical leave for approved scholarly programs subject to the following conditions:
 - a. No more than two (2) teachers shall be awarded sabbatical leave at any one time on an approved program.
 - b. Applying teachers shall submit their proposed scholarly program to the Superintendent of Schools by March 1st of the preceding school year for which they are applying. The Superintendent shall make his recommendation at the regular March Board of Education meeting. It is understood that the deadline of March 1st may be waived at the discretion of the Superintendent when fellowships, grants or scholarships awarded later in the year could make such a deadline unreasonable.
 - c. The teacher shall have completed at least seven (7) years of service in the Regional School District No. 14 School System or the former Woodbury or Bethlehem School Systems.
 - d. This leave shall be compensated at one-half (1/2) the normal yearly rate of salary for the full year's leave. In the event compensation totals from research grants, honorariums, fellowships and assistantships added to the sabbatical leave payment surpass the normal salary, sabbatical leave payment will be reduced by the amount in excess of the normal salary.
 - e. The teacher shall sign a written agreement to either return to employment in Regional School District #14 for a minimum of two (2) full years employment subsequent to the leave, or else the employee will be required to repay to the employer any sums paid to the employee during the sabbatical leave in an amount proportionate to the percentage of the two full years of subsequent employment which the employee fails to work. For example, if an employee fails to work 75% of the two-year time period, 75% of the sabbatical compensation must be repaid.

H. Childrearing Leave

Any tenured teacher shall be given upon request, childrearing leave distinct from leave for pregnancy disability. This leave shall be granted regardless of sex and shall run concurrently with leave required under the Family and Medical Leave Act. The following conditions and limitations must be complied with:

1. Except in emergency situations, at least sixty (60) days prior to the date childrearing leave is to commence, written notice requesting such leave must have been received by the Superintendent's

office. In the event of an adoption, a teacher will notify as soon as he or she is aware of the effective date of adoption;

2. If the Board has already paid all or part of the cost of any insurance or other benefit covering the period of such leave it must be repaid prior to the commencement of such leave. A teacher may continue to participate in group insurance plans at his/her own expense during the period of childrearing leave if a teacher pays the Board the total cost of the insurance premium(s) during that period at least two weeks before the Board would regularly make its payment or payments to its insurance carrier;
3. Leave must commence within six years of the adoption or birth of the teacher's child;
4. Teachers who commence leave prior to January 1st may take the rest of the work year plus the following work year as leave. Teachers who commence leave after January 1st may take the remainder of the year plus one or two additional work years. The length of the leave must be chosen at the time written notice requesting such leave is made. By March 1st, during any leave, a teacher can request to return at an earlier return date at the Superintendent's discretion. Said request can be denied and said denial is not grievable.
5. Any teacher returning from such leave shall be offered a position comparable to the last position held. All returns from leave will be at the start of a work year.
6. Only one childrearing leave per child shall be granted under this contract provision. No eligible teacher may take a childrearing leave associated with a second or other child without returning for at least one intervening full work year;
7. All benefits to which the teacher is entitled at the time of leave, including unused sick leave, seniority, tenure, etc., shall be restored upon the teacher's return;
8. Child rearing leave for non-tenured teachers or longer periods of childrearing leave for tenured teachers may be granted at the sole discretion of the Superintendent.

I. Professional Leave of Absence

One professional leave of absence day, per year, will be granted to each teacher who requests such a leave. Additional days may be granted. This leave will be for the purpose of intra or inter-school visitations, conferences, workshops, etc., and the date of such a leave shall be determined by the teacher and his administrators. The administration may require a short summary of the teacher's applicable experience.

J. General Leave

Upon recommendation by the Superintendent and approval of the Board of Education, teachers may be granted a one year leave without pay, subject to the following conditions:

1. Applying teachers shall submit their request for general leave to the Superintendent of Schools as far in advance as possible, normally by March 1 of the preceding school year for which they are applying.

2. All benefits to which the member is entitled at the time of such absence including unused sick leave, seniority, tenure, health insurance, etc., shall be restored upon the member's return. Teachers returning from general leave shall return to a position for which they are certified.
3. Insurance coverage may be continued during such leave at the teachers' expense as long as the teacher pays the Board the total cost of the insurance premium(s) during that period at least two (2) weeks before the Board would regularly make payments to the insurance carrier.
4. Failure to return to employment upon expiration of the leave shall be deemed a resignation and the teacher shall forfeit all rights to employment or benefits under this agreement.

K. Payment of Salary

All teachers may choose either 21 or 26 equal installments with the option of a balloon payment. Teachers choosing 26 installments must submit a completed form provided by the administration by July 1 of each year. Teachers who do not submit such form shall be paid in 21 installments. Teachers will be paid on the District's usual pay schedule, with the first payment not to be later than the second Friday after the first day of the work year.

All teachers will be paid through direct deposit.

L. Travel Allowance

The Board of Education shall reimburse teachers at the prevailing I.R.S. rate per mile for professional and program related travel. To be eligible for such reimbursement, prior approval of such travel by the teacher's building principal or, in his absence, the Superintendent, and receipts and a report are required.

ARTICLE VI
WORKING CONDITIONS

A. Work Day/Work Year

Any unilateral change in the work day or work year which would permit a party to require impact negotiation shall, instead of through negotiation, be resolved as follows:

Salaries shall be changed in proportion to the unilateral change, e.g., a 10% increase in the work year shall result in a 10% increase in the annual salaries of all teachers affected.

B. A teacher's work day shall be seven (7) hours and twenty (20) minutes.

C. The normal work year shall be 186 days with:

1. 182 days of student instruction.
2. One (1) day of teacher orientation to be held the workday preceding the first instructional day of the student school year. This day will include a maximum of 3 hours of administrative programs to be held in each school. The remainder of the workday will be for individual teacher preparation. Preparation time will be used to carry out professional duties as stated in Article VI, Section F.

3. Three (3) professional development days.
4. The length of the work year shall not be less than 186 days throughout the duration of this contract.
5. The Wednesday before Thanksgiving shall be a modified work day. No building faculty meetings will be held on the last instructional day for students after students are released.
6. New teachers, in addition to the standard work year, will be required to attend two (2) orientation days prior to the start of the student school year (for a 188 day work year).

D. Lunch Period

All teachers shall have an uninterrupted, duty free lunch period daily.

E. Teacher Assignment

1. The assignment and transfer of teachers within the school system is the responsibility of the Superintendent of Schools. Assignment shall be made only after reasonable effort has been made to meet requests and desires of teachers concerned.
2. Teachers shall be notified of the proposed program for the coming year, including the schools to which they will be assigned, the grades and/or subjects that they will have, as soon as practicable under normal circumstances, not later than the last scheduled school day of the year prior to the year for which assignment is made.
3. The president of the Nonnewaug Teachers' Association will be given a duty free schedule.
4. Teachers at the high school who teach classes that meet 1.5 times as long as regular classes, may be assigned a load equivalent of 5.5 classes in one semester and 4.5 in the other semester of one academic year. Every effort must be taken to ensure that these teachers will teach no more than 3/4 of the student instructional day.

F. Preparation and Planning Time

Teacher preparation and planning time is time occurring generally during the student day, which is used to carry out professional duties such as: preparation for lessons, consultations with students, parents, colleagues and/or administrators, etc. It is expected that mutual respect will prevail among teachers and administrators in the utilization of this time, as the interests of the students and efficiency and effectiveness in the classroom prevail as a priority to both parties.

1. All middle school teachers shall have, in addition to their lunch period, one preparation period per day equal in length to a non-flex instructional period.
2. All high school teachers shall have, in addition to their lunch period, one (1) preparation period equal in length to an instructional period.

3. All elementary school teachers shall have, in addition to their lunch period, a minimum of 225 minutes preparation time per week. No block of less than 20 continuous minutes shall be counted toward the weekly total, where possible. If not possible, a block of no less than 15 continuous minutes, not more than three times in one week, shall count toward the weekly total. Each teacher shall have at least one planning block each day.
4. In all schools, duties shall be distributed as equitably as possible.

G. Postings

All vacancies and new bargaining unit positions, including promotions that may exist within the bargaining unit, shall be posted (after transfers and reassignments, if any) for a period of five (5) days prior to any appointment to fill the position. All such vacancies and new positions shall be posted electronically on the district's website and e-mailed to all teachers through the district's group e-mail distribution system.

H. Teacher Promotion

Openings in administration, guidance or specialist teacher positions shall be advertised with requirements to all teachers as soon as they become available. Placement shall be objectively made on the qualifications of the applicants.

I. Time Beyond the Work Day

Teachers will attend no more than one open house per academic year.

J. Separation and Recall Procedures to be Used by the Board for a Reduction in Staff

1. Definition - Reduction of professional staff shall mean that the total number of members of the unit has declined due to the following reasons:
 - a. Consistent decrease in student enrollment proportionate to the planned reduction in staff.
 - b. Changes in curriculum.
 - c. Severe financial conditions.
 - d. Other circumstances as determined by the Board.
2. Procedure - Determination of those who are to be released is to be in the following order:
 - a. If there is to be a reduction of the professional staff, and if the release of instructional paraprofessionals, student teachers or part-time teachers, or voluntary retirements would effect a cure, then these reductions shall occur first.
 - 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. The least senior staff member (s), counting total service in the

Regional School District #14 System or the former Woodbury or Bethlehem Systems, whose release would effect a cure, shall be the one(s) separated.

- c. In the event that seniority is found not to be definitive enough, the following criteria shall be used to effect a cure:
 - i. Total experience in any school district.
 - ii. Degree status.
- d. In the event that the above criteria does not serve to reduce staff to a sufficient degree or if selection must be made with all the above criteria being equal, a committee composed of five (5) persons selected by the Association and the Superintendent shall meet and determine the additional criteria to be used in any further reduction or reassignment of staff.

3. Recall Procedures

- a. The name of any teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed upon a reappointment list and remain on such list for three (3) years provided such teacher does not refuse a reappointment and provided such teacher applies in writing, by registered mail, for retention of his name on said list on or before June 1st of each year subsequent to his termination.
- b. Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of re-employment, where possible. The teacher shall accept or reject the appointment in writing within ten (10) days. If he accepts the appointment he shall receive a written contract at least fifteen (15) days prior to the effective date of re-employment, where possible.
- c. Recall will be based on a reversal of the staff reduction criteria.
- d. No new teacher shall be hired in a subject area or grade level until all laid-off teachers on the reappointment list from that subject area or grade level have been recalled or decline the opening.
- e. No new teacher shall be hired in a subject area or grade level before teachers on the reappointment list who are laid off from other subject areas or grade levels who may be qualified and who possess the necessary certification, are recalled or decline the opening.
- f. Teachers being recalled shall be placed at the top of the list of all teachers whose length of seniority is the same as that of the returning teacher.
- g. The separation of a teacher pursuant to this procedure will not affect any fringe benefits earned and/or accumulated, or benefits to be earned and/or accumulated when recalled from the reappointment list, with the exception of salary schedule increments and years of service as applied to teachers' retirement.

4. Recall Procedures

- a. The name of any teacher whose services have been terminated because of the elimination of a position or a reduction in professional staff shall be placed upon a reappointment list and remain on such list for three (3) years provided such teacher does not refuse a reappointment and provided such teacher applies in writing, by registered mail, for retention of his name on said list on or before June 1st of each year subsequent to his termination.
- b. Any teacher on the reappointment list shall receive a written offer of reappointment at least thirty (30) days prior to the date of re-employment, where possible. The teacher shall accept or reject the appointment in writing within ten (10) days. If he accepts the appointment he shall receive a written contract at least fifteen (15) days prior to the effective date of re-employment, where possible.
- c. Recall will be based on a reversal of the staff reduction criteria.
- d. No new teacher shall be hired in a subject area or grade level until all laid-off teachers on the reappointment list from that subject area or grade level have been recalled or decline the opening.
- e. No new teacher shall be hired in a subject area or grade level before teachers on the reappointment list who are laid off from other subject areas or grade levels who may be qualified and who possess the necessary certification, are recalled or decline the opening.
- f. Teachers being recalled shall be placed at the top of the list of all teachers whose length of seniority is the same as that of the returning teacher.
- g. The separation of a teacher pursuant to this procedure will not affect any fringe benefits earned and/or accumulated, or benefits to be earned and/or accumulated when recalled from the reappointment list, with the exception of salary schedule increments and years of service as applied to teachers' retirement.

5. Applicability to Grievance and Arbitration

Disputes regarding only the recall section of the Separation and Recall procedure are subject to the grievance and arbitration procedures of this contract, and such grievance and arbitration procedures may be instituted by a separated teacher.

6. This article shall not apply to individuals employed with a durational shortage area permit only. Such individuals have no contractual rights in reference to layoff and/or recall.

K. Part-time Teachers

Part-time teachers will be paid on a step commensurate with their experience and preparation as stipulated in Article IV, Section C, Clause 2. Middle and high school part-time teachers will be paid at the rate of 1/5 of said step for each class taught; elementary school teachers will be paid at the rate of percentage of the contact day; special area teachers will be paid at the rate of percentage of contact time

during the week worked; part-time teachers will be assigned duties and prep time on a basis proportionate to classes taught for high school and Middle school or contact time, for others, within reason. The term "part-time" teacher does not include substitute teachers. Part-time teachers will be given prorated benefits, but will be given sick leave equal to that received by full time teachers.

L. Transfers

1. A teacher desiring to transfer to a different grade, level or school shall forward a letter to the Superintendent no later than March 1 making the request known.
2. A list of all known or pending vacancies shall be posted before March 1 of any school year in all main offices and teachers' rooms. This list shall be updated monthly until September 1 and will be distributed as above.
3. Transfers to vacant positions will be made by the Superintendent based upon the following considerations: needs of the school system, certification, and length of service.
4. From time to time it may become necessary to make involuntary transfers. No involuntary transfers will be made before the Superintendent has first met with the teacher or teachers affected and explained the reason for the transfer.
5. Unsuccessful applicants for transfer shall be notified in writing of the denial of their request within ten (10) days of the filling of the vacant position.
6. No new hiring shall occur until all transfer requests have been honored or denied.
7. Transfers, including denial of transfer requests, are not grievable beyond the Board level.

ARTICLE VII
PAYROLL DEDUCTIONS

- A. The Board agrees to deduct from the salaries of its employees dues for the Nonnewaug Teachers' Association, the Connecticut Education Association and the National Education Association when said employees individually and voluntarily authorize the Board to do so, and to transmit to the Nonnewaug Teachers' Association all monies so deducted accompanied by a list of the employees' names from whom such deductions have been made and the amount of the deduction.
1. Each of the Associations shall certify to the Superintendent in writing, the current rate of its membership dues. Any association which shall change the rate of its membership dues shall give the Superintendent thirty (30) days written notice prior to the effective date of such change.
 2. The Association shall, at least thirty (30) days prior to the beginning of each school year, give written notification to the Business Office of the amount of its dues and those of the CEA and NEA which are to be deducted in that school year under such authorization.
 3. Deductions shall be made on ten (10) consecutive pay days commencing with the first payment in October. The Superintendent shall not be required to honor for any month's deduction any

authorizations that are delivered to him later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.

4. The balance of the annual dues shall be deducted from the final paycheck of any employee resigning his position, receiving a leave of absence or terminating his employment after the opening of school.
 5. The right to refund the employees' monies deducted from their salaries under such authorization shall lie solely with the Association. The Association agrees to reimburse any employee for the amount of any dues deducted by the Board and paid to the Association, which deduction is by error in excess of the proper deduction, and agrees to hold the Board harmless from any claims of excessive deduction.
 6. The Association shall indemnify and save the Board and/or the towns harmless against all claims, demands, suits or other forms of liability (including reasonable attorneys' fees), which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this article.
- B. The Board agrees to deduct Teachers' Retirement payments in equal amounts from each paycheck for the ten (10) month period.
- C. The Board agrees to deduct tax sheltered annuities, and Waterbury Teacher's Credit Union. Teachers shall be allowed to request changes in annuity providers at any time. Teachers shall be allowed to request changes in the amount of deductions at any time during the year as long as such requests to change amounts does not exceed three times in one fiscal year. Changes will be implemented no later than three weeks after written notification to the school district's Business Office by the third party administrator, subject to the rules of the providers and the capability of any future system changes of the school district.

ARTICLE VIII **GENERAL PROVISIONS**

- A. It is understood that this Agreement is subject to and shall operate within the framework of the Statutes of the State of Connecticut.
- B. It is understood that teachers shall continue to serve under the direction of the Superintendent of Schools and in accordance with Board and Administrative policies, rules and regulations, including those set forth in the Administrative Regulations.
- C. Individual teachers shall have the opportunity to review and discuss any evaluation reports with their supervisors, and to review the contents of their personnel files as maintained by principals, supervisors, or the Superintendent in the presence of the aforementioned.
- D. If any portion of this Agreement is ruled invalid for any reason, the remainder of the Agreement shall remain in full force and effect.
- E. The Board shall ensure that each teacher, at the beginning of the school year, shall have access (electronic or otherwise) to up-to-date copies of Administrative Regulations, Board Policies pertinent to teachers, and the complete text of this Agreement, or any successor Agreement.

- F. There shall be no reprisals of any kind taken against any person by either party to this Agreement by reason of his association with or participation in the activities of the Teachers' Association, the Board of Education, or the Administration of Regional School District No. 14.
- G. To achieve rapport between the Board and the Association informal meetings shall be held between representatives of the Association and a designated committee of the Board as often as mutually agreeable and, in any event, not less than twice a year. The purpose of such meetings is to improve lines of communication in the school system.

ARTICLE IX
JUST CAUSE

No teacher shall be denied an increment or suspended without pay without prior written notice and without just cause.

ARTICLE X
DURATION

The provisions of this Agreement shall be effective as of July 1, 2019, and shall continue and remain in full force and effect to and including June 30, 2022.

APPENDIX A

REGIONAL SCHOOL DISTRICT NO. 14
Bethlehem and Woodbury, Connecticut

TEACHER'S CONTRACT

Teacher

Degree/Step/
Years of Experience/
Salary

School Year

The Regional School District No. 14 Board of Education hereby agrees to employ the teacher named above, and the teacher agrees to serve under the direction of the Superintendent, at the salary indicated above for the dates specified. This contract is subject to the Connecticut Statutes and the rules and regulations of the Regional Board of Education.

Please sign one copy of this contract and return to the Superintendent within ten (10) days.

FOR THE BOARD OF EDUCATION

Superintendent

Teacher

Date: _____

APPENDIX B-1

2019-2020 Teacher Salary Schedule

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	46,987	48,833	50,461	51,406	53,642	56,065	57,354
2	48,793	50,650	52,562	53,527	55,780	58,225	59,524
3	50,690	52,553	54,895	55,880	58,156	60,623	61,936
4	52,684	54,562	57,484	58,494	60,791	63,283	64,609
5	54,771	56,818	60,360	61,395	63,717	66,236	67,579
6	56,946	59,494	63,549	64,614	66,964	69,514	70,874
7	58,745	62,465	67,091	68,187	70,571	73,154	74,532
8	61,527	65,766	71,022	72,152	74,572	77,190	78,591
9		66,354	75,386	76,555	79,012	81,674	83,097
10		73,491	80,228	81,440	83,941	86,649	88,101
11		77,453	84,790	86,048	88,627	91,420	92,914
12		81,712	89,682	90,994	93,658	96,545	98,084

All teachers not at maximum in the 2018-2019 school year shall remain on the same step number in the 2019-2020 school year.

APPENDIX B-2

2020-2021 Teacher Salary Schedule

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	46,987	48,833	50,461	51,406	53,642	56,065	57,354
2	48,793	50,650	52,562	53,527	55,780	58,225	59,524
3	50,690	52,553	54,895	55,880	58,156	60,623	61,936
4	52,684	54,562	57,484	58,494	60,791	63,283	64,609
5	54,771	56,818	60,360	61,395	63,717	66,236	67,579
6	56,946	59,494	63,549	64,614	66,964	69,514	70,874
7	58,745	62,465	67,091	68,187	70,571	73,154	74,532
8	62,469	65,766	71,022	72,152	74,572	77,190	78,591
9		66,354	75,386	76,555	79,012	81,674	83,097
10		73,491	80,228	81,440	83,941	86,649	88,101
11		77,453	84,790	86,048	88,627	91,420	92,914
12		82,963	91,054	92,386	95,092	98,022	99,585

All teachers below maximum shall advance one step.

APPENDIX B-3

2021-2022 Teacher Salary Schedule

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	47,495	49,360	51,006	51,961	54,222	56,671	57,974
2	49,320	51,198	53,130	54,105	56,383	58,854	60,167
3	51,238	53,121	55,488	56,484	58,785	61,278	62,605
4	53,253	55,151	58,106	59,126	61,448	63,967	65,308
5	55,363	57,432	61,012	62,059	64,406	66,952	68,309
6	57,561	60,137	64,236	65,313	67,688	70,266	71,640
7	59,380	63,140	67,817	68,924	71,334	73,944	75,337
8	63,456	66,477	71,789	72,932	75,378	78,024	79,440
9		67,071	76,201	77,383	79,866	82,557	83,995
10		74,286	81,095	82,320	84,849	87,585	89,053
11		78,290	85,707	86,978	89,585	92,408	93,918
12		84,274	92,494	93,847	96,595	99,572	101,160

All teachers below maximum shall advance one step.

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC

High School:

Baseball	\$4,217
Baseball, Assistant	\$2,904
Basketball, Assistant Boys	\$3,343
Basketball, Assistant Girls	\$3,343
Basketball, Boys	\$4,722
Basketball, Freshman	\$3,343
Basketball, Freshman Girls	\$3,343
Basketball, Girls	\$4,722
Cheerleading	\$4,217
Cheerleading, Assistant	\$3,343
Cross Country Boys	\$4,217
Cross Country Girls	\$4,217
Field Hockey	\$4,217
Field Hockey, Assistant	\$2,904
Football, JV	\$3,343
Football, JV Assistant	\$2,904
Football, Varsity	\$4,722
Football, Varsity Assistant	\$2,904
Golf	\$3,343
Gymnastics	\$4,722
Gymnastics, Assistant	\$3,343
Intramural Director	\$4,217
Soccer, Assistant Boys	\$2,904
Soccer, Assistant Girls	\$2,904
Soccer, Boys	\$4,217
Soccer, Girls	\$4,217
Softball	\$4,217
Softball, Assistant	\$2,904
Tennis, Boys	\$4,217
Tennis, Girls	\$4,217
Track, Boys	\$4,217
Track, Girls	\$4,217
Track, Indoor	\$4,217
Track, Indoor Assist	\$2,904
Unified Sports	\$2,904
Volleyball	\$4,217
Volleyball, Assistant	\$2,904
Wrestling	\$5,611
Wrestling, Assistant	\$4,080
Designated Game Assistant (per event)	\$67

Intramural Activity (per session)

\$67

Middle School

Athletic Director	\$3,692
Baseball	\$2,726
Basketball, Boys	\$3,137
Basketball, Girls	\$3,137
Cheerleading	\$2,726
Cross Country, Boys	\$2,726
Cross Country, Girls	\$2,726
Field Hockey	\$2,726
Soccer, Boys	\$2,726
Soccer, Girls	\$2,726
Softball	\$2,726
Track	\$4,418

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC

CATEGORY I

AgScience

Program Director	\$6,538
Department Head	\$6,159

High School Department Head

Business	\$5,074
English	\$5,074
Guidance	\$5,074
Mathematics	\$5,074
Physical Education	\$5,074
Science	\$5,074
Social Studies	\$5,074
Special Education	\$5,074
Unified Arts	\$5,074
World Language	\$5,074

CATEGORY II

School Team Leaders

Lead Teacher-BES	\$4,908
Lead Teacher-MES	\$4,908
Team Leader Grade 6	\$4,908
Team Leader Grade 7	\$4,908
Team Leader Grade 8	\$4,908
Team Leader Unified Arts	\$4,908

CATEGORY III

High School:

FFA Advisor	\$4,632
Media Technician	\$4,632
PPT Coordinator	\$4,632
Student Activities Clerk	\$4,632
T.V. Technician	\$4,632
Yearbook Advisor	\$4,632

Middle School:

PPT Coordinator	\$4,632
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PreSchool:

PPT Coordinator

\$4,632

CATEGORY IV

High School:

Athletic Academic Advisor	\$3,271
Debate Club Advisor	\$3,271
FBLA	\$3,271
School-wide Drama Advisor	\$3,271
Senior Class Activities Advisor	\$3,271
Senior Class Advisor	\$3,271
Student Activity Coordinator	\$3,271

CATEGORY V

Junior Class Advisor	\$3,002
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CATEGORY VI

Sophomore Class Advisor	\$2,727
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CATEGORY VII

Freshman Class Advisor	\$2,453
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CATEGORY VIII

High School:

Academic Support Group	\$2,047
AFS	\$2,047
Art	\$2,047
FFA Assistant	\$2,047
Athletic Association	\$2,047
Computer Club	\$2,047
Dance Team	\$2,047
DECA	\$2,047
Drama Club	\$2,047
Electrathon Club	\$2,047
Envirothon Club	\$2,047
Equilibrium	\$2,047
Guitar Club	\$2,047
Jazz Club	\$2,047
Latin American Club	\$2,047
Leo Club	\$2,047
Literary Club	\$2,047
Math Club	\$2,047
Music Honor Society Club	\$2,047
Music Technology Club	\$2,047
National Arts Honor Society	\$2,047

National Honor Society	\$2,047
Newspaper	\$2,047
Peer Helper	\$2,047
Robotics Club	\$2,047
SAT Language Arts	\$2,047
SAT Math	\$2,047
Senior Class Play	\$2,047
Spirit Committee	\$2,047
Stage Club	\$2,047
STAND	\$2,047
Student Council	\$2,047
TEAM	\$2,047
Young Educators	\$2,047

Middle School:

Art Club	\$2,047
Drama Club	\$2,047
Forensics Club	\$2,047
Green Club	\$2,047
Lego Club (Mind Challenges)	\$2,047
Leo Club	\$2,047
Math Club	\$2,047
Multi-Media Club	\$2,047
Newspaper	\$2,047
Outdoor Club	\$2,047
Promote Reading	\$2,047
Science Club	\$2,047
Sewing Club	\$2,047
SHOC	\$2,047
Spirit Club	\$2,047
Steel Band Club	\$2,047
Student Council	\$2,047
Technology Ed Club	\$2,047
World Culture Club	\$2,047
Writing Workshop	\$2,047
Yearbook	\$2,047
Youth Action Council	\$2,047

BES and MES

Student Council Advisor (each)	\$2,047
Odyssey of the Mind Advisor (each)	\$2,047
Jr. Chorus Advisor (shared)	\$2,047

CATEGORY VIII

High School:

Detention Monitor	\$1,635
New Activity	\$1,635
Photography Club Advisor	\$1,635
Radio Club Advisor	\$1,635

Middle School:

Homework Club-Day 1	\$1,635
Homework Club-Day 2	\$1,635
Homework Club-Day 3	\$1,635
Homework Club-Day 4	\$1,635
New Activity	\$1,635
Ski Club Advisor	\$1,635

Elementary Schools:

New Activity – Bethlehem School	\$1,635
New Activity – Mitchell School	\$1,635

High School:

Spring Music Director	\$953
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CATEGORY IX

Dance Chaperones (per event)	\$69
Program Enrichment (per event)	\$69

CATEGORY X (hourly rate)

Tutoring (see Article IV, I)	\$61
Prep Period/Substitute (see Article VI, F)	\$61

CATEGORY XI (Per Session, 80 Sessions)

Weight Training & Conditioning Club	\$67
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CATEGORY XII (Per Event, 35 events)

Event Video Coordinator	\$99
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CATEGORY XIII

Webmaster (each school)	\$2,716
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APPENDIX E-1



FlexPOS-CAL-25-25-200-200A-01 Open Access Calendar Year Benefit Summary

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: RSD #14 - Teachers and Retired Teachers

<p>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.</p> <p>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 on connecticare.com."</p>		
<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	\$0 Individual \$0 Employee +1 \$0 Family	\$200 Individual \$400 Employee +1 \$500 Family
Your out-of-pocket maximum Includes a combination of deductible, copayments and coinsurance for medical and pharmacy services	\$6,600 Individual \$13,200 Employee +1 \$13,200 Family	\$400 Individual \$800 Employee +1 \$1,000 Family
Out-of-network reimbursement	Not applicable	Plan will reimburse the coinsurance percentage of the maximum allowable amount
<p>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.</p>		
	In-network member pays	Out-of-network member pays
Screenings		
Baseline routine mammography	No charge	20% coinsurance after plan deductible
Routine mammography including tomosynthesis screening	No charge	20% coinsurance after plan deductible
Breast ultrasound	No charge	20% coinsurance after plan deductible
Routine vision exam one exam per year	No charge	20% coinsurance after plan deductible
Allergy testing Unlimited	\$25 copayment/visit	20% coinsurance after plan deductible

Screenings	In-network member pays	Out-of-network member pays
Hearing Screenings one exam per year	No charge	20% coinsurance after plan deductible
Ongoing Care and Sick Visits	In-network member pays	Out-of-network member pays
Primary care services	\$25 copayment/visit	20% coinsurance after plan deductible
Specialist services	\$25 copayment/visit	20% coinsurance after plan deductible
Gynecologist services	\$25 copayment/visit	20% coinsurance after plan deductible
Maternity and prenatal care visits	No charge	20% coinsurance after plan deductible
Allergy injections up to 80 visits every three years	No charge	20% coinsurance after plan deductible
Telemedicine visit	\$25 copayment/visit	20% coinsurance after plan deductible
Retail clinic	\$25 copayment/visit	20% coinsurance after plan deductible
Nutritional Counseling Limit 3 visits per year	No charge	20% coinsurance after plan deductible
Infertility Infertility benefits outlined in the Certificate of Coverage are unlimited, with no age or cycles restrictions	\$25 copayment/visit (Office visit) \$200 copayment/visit (Ambulatory Services Outpatient) \$200 copayment per admission (Inpatient Hospital)	20% coinsurance after plan deductible
Lab and Radiology Performed in a hospital, lab or radiology facility	In-network member pays	Out-of-network member pays
Laboratory services	No charge	20% coinsurance after plan deductible
Non-advanced radiology X-ray, diagnostic	No charge	20% coinsurance after plan deductible
Advanced radiology Hospital facility MRI, PET and CAT scan and nuclear cardiology	No charge	20% coinsurance after plan deductible
Advanced radiology Stand-alone facility MRI, PET and CAT scan and nuclear cardiology	No charge	20% coinsurance after plan deductible

Sudden and Unexpected Care	In-network member pays	Out-of-network member pays
Walk-in center	\$25 copayment/visit	Same as In-network benefit
Urgent care center	\$25 copayment/visit	Same as In-network benefit
Emergency room Copayment waived if admitted	\$25 copayment/visit	Same as In-network benefit
Ambulance	No charge	Same as In-network benefit
Inpatient Hospital Services	In-network member pays	Out-of-network member pays
Inpatient hospital services, including room and board	\$200 copayment per admission	20% coinsurance after plan deductible
Skilled nursing facilities up to 120 days per year	\$200 copayment per admission	20% coinsurance after plan deductible
Inpatient rehabilitation up to 60 days per year	\$200 copayment per admission	20% coinsurance after plan deductible
Private Duty Nursing up to \$15,000 per year	No charge	20% coinsurance after plan deductible
Outpatient Hospital Services and Home Care	In-network member pays	Out-of-network member pays
Hospital outpatient facilities	\$200 copayment/visit	20% coinsurance after plan deductible
Ambulatory surgical center	\$200 copayment/visit	20% coinsurance after plan deductible
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	No charge	20% coinsurance after \$50 benefit deductible
Outpatient Rehabilitative Services	In-network member pays	Out-of-network member pays
Rehabilitative Services up to 50 visits per year includes services combined for physical, speech and occupational therapy and chiropractic services	No charge	20% coinsurance after plan deductible
Mental Health and Substance Abuse	In-network member pays	Out-of-network member pays
Inpatient mental health services	\$200 copayment per admission	20% coinsurance after plan deductible
Inpatient alcohol and substance abuse treatment	\$200 copayment per admission	20% coinsurance after plan deductible
Outpatient mental health, alcohol and substance abuse treatment office visits and home services	\$25 copayment/visit	20% coinsurance after plan deductible

Mental Health and Substance Abuse	In-network member pays	Out-of-network member pays
Outpatient mental health, alcohol and substance abuse treatment intensive outpatient treatment and partial hospitalization	No charge	20% coinsurance after plan deductible
Supplies	In-network member pays	Out-of-network member pays
Durable medical equipment including prosthetics and disposable medical supplies Includes wigs prescribed by an oncologist for a member suffering hair loss as a result of chemotherapy or radiation therapy up to one wig per year	No charge	20% coinsurance after plan deductible
Diabetic equipment and supplies	No charge	20% coinsurance after plan deductible
Modified food products and specialized formula pharmacy tier	No charge	20% coinsurance after plan deductible
Important Information		
<ul style="list-style-type: none"> • This is a brief summary of benefits. Refer to your ConnectiCare 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 Calendar year. • If you have questions regarding your plan, visit our website at www.connecticare.com or call us at (860) 674-5757 or 1-800-251-7722. • Out-of-Network reimbursement is based on at the maximum allowable amount. Members are responsible to pay any charges in excess of this amount. Please refer to your ConnectiCare Insurance Company, Inc. Certificate of Coverage for more information. • If you are a Massachusetts resident, please refer to your <i>amendatory rider for Massachusetts mandated benefits</i> for additional details of your benefits. • If you are a Massachusetts resident, this plan along with pharmacy services meets Massachusetts Minimum Creditable Coverage standards for 2018. 		

ConnectiCare

Prescription Drug Copayment Plan 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 Calendar year.
Personalized for: RSD #14 - Teachers and Retired Teachers

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 out-of-pocket maximum Includes a combination of deductible, copayments and coinsurance for medical and pharmacy services	\$6,600 Individual \$13,200 Employee +1 \$13,200 Family	\$400 Individual \$800 Employee+1 \$1,000 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	20% coinsurance
Preferred brand drugs (Tier 2)	\$25 copayment/prescription	20% coinsurance
Non-preferred brand drugs (Tier 3)	\$40 copayment/prescription	20% coinsurance
Mail Order Pharmacy (up to a 100 day supply per prescription)	In-network member pays	Out-of-network member pays
Generic drugs (Tier 1)	\$10 copayment/prescription	Not covered
Preferred brand drugs (Tier 2)	\$50 copayment/prescription	Not covered
Non-preferred brand drugs (Tier 3)	\$80 copayment/prescription	Not covered
Additional Information		
<ul style="list-style-type: none"> 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 ConnectiCare Pharmacy Services Department and approved by the ConnectiCare 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. Most specialty drugs are dispensed through specialty pharmacies by mail, up to a 30 day supply. Specialty pharmacies have the same member cost share as all other participating pharmacies and are not part of ConnectiCare's voluntary mail order program. The member cost share for specialty pharmacy is different from the cost share for ConnectiCare's mail order program. If you are a Massachusetts resident, please refer to your <i>amendatory rider for Massachusetts mandated benefits</i> for additional details of your benefits 		

APPENDIX E-2

ConnectiCare

FlexPOS-CNT-HSA-2250I/4500F-10-10-01-Combined Open Access Contract Year Benefit Summary (A)

The Individual Deductible and Maximum Out-of-Pocket applies if you have coverage only for yourself and not for any dependents. The Family Deductible and Maximum Out-of-Pocket 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.

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: RSD #14 - Teachers and Administrators

Getting care in our network

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 .	
<ul style="list-style-type: none"> • Physical • Well woman visit and pap test • More than 25 screenings, including mammograms and colonoscopies 	<ul style="list-style-type: none"> • Flu shot • Vaccinations • Certain birth control and other prevention medications

Your care costs		
Costs for these services are shared by you and ConnectiCare as follows when you use a doctor or facility in our network.		
	Single Coverage	Family Coverage
In-network deductible Plan deductible is combined for in and out-of-network	\$2,250	\$4,500
In-network maximum out-of-pocket Out-of-pocket maximum is combined for in and out-of-network	\$4,000	\$6,850
After you've spent the in-network maximum out-of-pocket amount in deductibles, copays and coinsurance, ConnectiCare will pay 100% of your covered health care expenses for the remainder of that year.		
Screenings	Your cost	
Baseline routine mammography	\$0 plan deductible waived	
Routine mammography including tomosynthesis screening	\$0 plan deductible waived	

Screenings	Your cost
Breast ultrasound screening	\$0 after plan deductible
Routine vision exam one exam per year	\$0 plan deductible waived
Allergy testing Unlimited	\$10 after plan deductible
Hearing Screenings one exam per year	\$0 plan deductible waived
Ongoing Care and Sick Visits	Your cost
Primary care services	\$10 after plan deductible
Specialist services	\$10 after plan deductible
Gynecologist services	\$10 after plan deductible
Maternity and pre-natal care visits	\$0 plan deductible waived
Allergy injections	\$0 after plan deductible
Telemedicine visit	\$10 after plan deductible
Retail clinic	\$10 after plan deductible
Nutritional Counseling Limit 3 visits per year	\$0 after plan deductible
Infertility (Infertility benefits outlined in the Certificate of Coverage are unlimited, with no age or cycle restrictions)	\$10 (Office visit) after plan deductible \$0 (Ambulatory Services Outpatient) after plan deductible \$0 (Inpatient Hospital) after plan deductible
Lab and Radiology Performed in a hospital, lab or radiology facility (Please refer to the provider directory for facility type)	
Laboratory services	\$0 after plan deductible
Non-advanced radiology X-ray, diagnostic	\$0 after plan deductible
Advanced radiology MRI, PET and CAT scan and nuclear cardiology	\$0 after plan deductible
Sudden and Unexpected Care The In-network cost share applies for both the In-Network and Out-of-Network services	
Urgent care or other walk-in clinic	\$0 after plan deductible
Emergency room Copayment waived if admitted	\$25 after plan deductible

Sudden and Unexpected Care The In-network cost share applies for both the In-Network and Out-of-Network services	
Ambulance	\$0 after plan deductible
Inpatient Hospital Services	
Inpatient hospital services, including room and board	\$0 after plan deductible
Skilled nursing facilities up to 120 days per year	\$0 after plan deductible
Inpatient rehabilitation up to 100 days per year	\$0 after plan deductible
Private Duty Nursing up to \$15,000 per year	\$0 after plan deductible
Outpatient Hospital Services and Home Care (Please refer to the provider directory for facility type)	
Hospital outpatient facilities	\$0 after plan deductible
Ambulatory surgical center	\$0 after plan deductible
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 after plan deductible
Outpatient Rehabilitative Services	
Rehabilitative services up to 50 visits per year (includes services combined for physical, speech and occupational therapy and chiropractic services)	\$0 after plan deductible
Mental Health and Substance Abuse	
Inpatient mental health services	\$0 after plan deductible
Inpatient alcohol and substance abuse treatment	\$0 after plan deductible
Outpatient mental health, alcohol and substance abuse treatment (office visits and home services)	\$10 after plan deductible
Outpatient mental health, alcohol and substance abuse treatment (intensive outpatient treatment and partial hospitalization)	\$0 after plan deductible

Supplies	
Durable medical equipment including prosthetics and disposable medical supplies (Includes Wigs prescribed by an oncologist for Member suffering hair loss as a result of chemotherapy or radiation therapy up to one wig per year)	50 after plan deductible
Diabetic equipment and supplies	50 after plan deductible
Modified food products and specialized formula pharmacy tier	50 after plan deductible

Getting care outside of our network

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.

	Single Coverage	Family Coverage
Out-of-network deductible Plan deductible is combined for in and out-of-network	\$2,250	\$4,500
Out-of-network coinsurance	20% after plan deductible	20% after plan deductible
Out-of-network home health care	20% after plan deductible	20% after plan deductible
Out-of-network durable medical equipment	20% after plan deductible	20% after plan deductible
Out-of-network maximum out-of-pocket Out-of-pocket maximum is combined for in and out-of-network	\$4,000	\$6,850

Important Information

- This is a brief summary of benefits. Refer to your ConnectiCare 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.
- A Referral from your Primary Care Provider is not required.
- If you have questions regarding your plan, visit our website at www.connecticare.com or call us at (860) 674-5757 or 1-800-251-7722.
- Many services require that you obtain our pre-certification or pre-authorization prior to obtaining care prescribed or rendered by network providers or non-participating providers. A reduction will apply if you do not obtain pre-authorization for these specified services. Refer to your ConnectiCare Insurance Company, Inc. Certificate of Coverage for more information.
- For mental health, alcohol, and substance abuse services call 1-888-946-4658 to obtain pre-authorization.
- Out-of-Network cost shares are reimbursed at the maximum allowable amount. Members are responsible to pay any charges in excess of this amount. Please refer to your ConnectiCare Insurance Company, Inc. Certificate of Coverage for more information.
- If you are a Massachusetts resident, please refer to your *amendatory rider for Massachusetts mandated benefits* for additional details of your mandated benefits.
- If you are a Massachusetts resident, this plan along with pharmacy services meets Massachusetts Minimum Creditable Coverage standards for 2017.
- Your plan is Insured by ConnectiCare Insurance Company, Inc.



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: RSD #14 - Teachers and Administrators

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.		
	Single Coverage	Family Coverage
In-network Contract Year plan deductible (Deductible is combined for In and out-of-network)	\$2,250	\$4,500
In-network maximum out-of-pocket (Maximum is combined for In and out-of-network)	\$4,000	\$6,850
	Your cost retail (up to a 34 day supply per prescription)	Your cost mail order (up to a 100 day supply per prescription)
Generic drugs	\$5 after plan deductible	\$5 after plan deductible
Preferred brand drugs	\$20 after plan deductible	\$40 after plan deductible
Non-preferred brand drugs	\$35 after plan deductible	\$70 after plan deductible
Getting care outside of our network		
You may also get care outside of our network; however, your share of the costs will be higher.		
	Single Coverage	Family Coverage
Out-of-network deductible (Deductible is combined for In and out-of-network)	\$2,250	\$4,500
Out-of-network coinsurance	20% after plan deductible	20% after plan deductible
Out-of-network mail order	100%	100%
Out-of-network maximum out-of-pocket (Maximum is combined for In and out-of-network)	\$4,000	\$6,850

APPENDIX F



Regional School District #14 – Group # 4351 Delta Dental PPOSM plus Premier

Calendar Year Deductible	
• Per Person	\$100
• Family Aggregate Maximum	\$300
Preventive & Diagnostic (No Deductible)	Plan Pays:
• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)	100%
• Space Maintainers, Fluoride Treatment (2 per calendar year for children to age 19)	
Remaining Basic (After Deductible)	80%
• Fillings, Extractions	
• Oral Surgery, Root Canals (Endodontics)	
• Repair of Dentures	
• Sealants (to age 16)	
Crowns & Prosthodontics (After Deductible)	50%
• Periodontal	
• Crowns, Gold Restorations	
• Bridgework, Full & Partial Dentures	
Calendar Year Maximum (Per Person)	\$2,000
Orthodontia	
• Coinsurance	75%
• Lifetime Maximum	\$500

Dependent children are covered to age 26.

Delta Dental has two networks available under this plan. The Delta Dental Premier[®] network is the largest of the Delta Dental networks with over 356,000 participating dentist offices nationally (80%+). Delta Dental PPOSM is a smaller, but more discounted network with over 282,000 participating dentist offices nationwide. Delta Dental PPOSM fees are on average 20% less than Delta Dental Premier[®].

You may use any fully licensed dentist under this plan, but it is to your advantage to use a network dentist, especially PPO, since they accept the Delta Dental allowance as their maximum charge and cannot bill Delta Dental patients for amounts above this level.

Participating dentists will be paid directly by Delta Dental for covered services. Non-participating dentists will bill you directly, and Delta Dental will make claim payment directly to you. You will maximize benefits and reduce paperwork by using a Delta Dental participating dentist.

If you do not have a dentist, you may obtain a current listing of participating dentists in any area, by calling 1-800 DELTA OK (1-800-335-6265). Provide your zip code to the representative and a directory for that area will be mailed to your home. If you have Internet access, you may also visit our website at deltadentalct.com to locate participating dentists.

At the time of your first appointment, tell the dentist that you are covered under this program and provide your group number and ID number. Your dependents, if covered, should provide the employee's ID number.

Claim questions and other information needs should be directed to Delta Dental's customer service department at 1-800-452-9310.

This overview contains a general description of your dental care program for your use as a convenient reference. Complete details of your program appear in the group contract between your plan sponsor and Delta Dental of New Jersey, Inc. which governs the benefits and operation of your program. In CT, Delta Dental of Connecticut writes dental coverage on an insured basis and Delta Dental of New Jersey administers self-funded dental benefit programs. The group contract would control if there should be any inconsistency or difference between its provisions and the information in this overview.

5/10/2017

SIDE LETTER

The Regional School District #14 Board of Education (hereinafter, "the Board") and the Nonnewaug Teachers' Association (hereinafter, "the Association") hereby agree to the following:

1. The School Administration (on behalf of the Board) may reopen the subject of the Teachers' Contract Form (Appendix A) for discussion and revision with the Association at any time during the contract term. Any revisions must be mutually agreed to by the School Administration and the Association. Such discussions shall be in good faith but shall not constitute negotiations under C.G.S. §§10-153a through 10-153f.
2. Bargaining over the Middle School Team Leader and High School Department Head job descriptions (attached) was completed during the negotiations for the successor contract (July 1, 2009 through June 30, 2012), the results of which are included in the successor contract.
3. The Board will permit children of teachers employed by the Board who do not live in the school district to attend Region #14 schools at a tuition cost of \$1,200 less than the standard tuition charges, subject to Region #14 enrollment capacity as determined by the Board. This provision excludes student enrollment in the Vo-Ag Program. This benefit shall be applied retroactively. The Board and the Association agree that this provision may be changed, amended or eliminated unilaterally by the Board without bargaining with the Association.

REGIONAL SCHOOL DISTRICT #14 NONNEWAUG TEACHERS' ASSOCIATION
BOARD OF EDUCATION

By _____



By _____



Date

1/18/13

Date

1/18/13

SIDE LETTER TO THE AGREEMENT BETWEEN
REGIONAL SCHOOL DISTRICT NO. 14 AND
THE NONNEWAUG TEACHERS' ASSOCIATION

The Regional School District No. 14 Board of Education and the Nonnewaug Teachers' Association hereby enter into the following agreement commencing 11/30/11:

High School Department Chairpersons, or their designee, will attend a Spring 8th-grade Parents Night and will be compensated at an hourly rate of \$35 per hour.

This agreement is hereby executed.



Jody Ian Gbeler

Region 14 Superintendent of Schools

Date: 1-31-12



Angelo Casagrande, President

Nonnewaug Teachers' Association

Date: 1/31/12

SIDE LETTER

Re: Department Chairs holding 092 Certification

The Regional School District #14 Board of Education (hereinafter, "the Board") and the Nonnewaug Teachers' Association (hereinafter, "the Association") hereby agree to the following:

As a consequence of the Board of Education's notice to the bargaining unit that the job description for Department Chairs has been modified so that beginning July 1, 2013, all Department Chairs will either have to have their 092 Certification or submit a plan, acceptable to the Superintendent, that such certification is being diligently pursued, the following working conditions apply, and take affect upon assignment of teachers to them to be evaluated:

1. They continue to teach a reduced load, i.e. one (1) less class;
2. They will not be required to do supervision; and
3. For each teacher's annual evaluation that they do, they will receive \$225.

REGIONAL SCHOOL DISTRICT NO. 14
BOARD OF EDUCATION

By  _____

NONNEWAUG TEACHERS' ASSOCIATION

By  _____

Dated: December _____, 2012
Jan 18 13

III. Arbitrators' Signature Page and Oaths

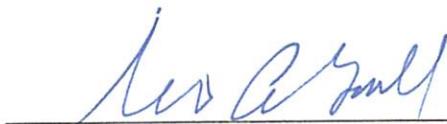
In the Matter of Region 14 Board of Education
-and-
Nonnewaug Education Association
Section 10-153f of the Connecticut General Statutes
Interest Arbitration Award



Leslie A. Williamson, Jr., Esq.
Representing the Interests of the Public in General



John M. Romanow, Esq.
Representing the Interests of the Region 14 Board of Education



Martin A. Gould
Representing the Interests of the Nonnewaug Education Association

In the Matter of Binding Arbitration

Between

REGION 14 Board of Education

-and-

NON NEWAUG. EDUCATION ASSOCIATION

Subject _____
(Last Best Offer Binding Arbitration)

**OATH FOR
CHAIRPERSON OF ARBITRATION PANEL OR SINGLE ARBITRATOR**

STATE OF CONNECTICUT

COUNTY OF LITCHFIELD

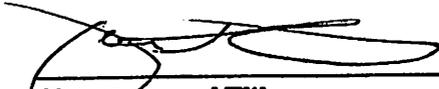
ss: WOODBURY

The undersigned, representing the interests of the public in general, being duly sworn and being aware of the requirements for impartiality, hereby accepts the appointment as Chairperson of the Arbitration Panel or Single Arbitrator to arbitrate the above subject and will faithfully and fairly hear and examine the matters in controversy between the above-named parties, in accordance with Section 10-153f of the Connecticut General Statutes, and will make a just award according to the best of my understanding.



Chairperson, Arbitration Panel or Single Arbitrator

Subscribed and sworn to before me this 8TH day of JANUARY, 2019.



Signature and Title Clerk, Superior Court

In the Matter of Binding Arbitration

Subject _____

between

Last Best Offer Binding Arbitration

Region 14 Board of Education

and

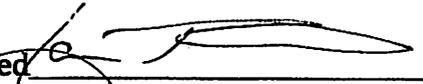
Nonnewaug Educ. Assoc

OATH FOR
ARBITRATORS REPRESENTING THE INTERESTS OF THE
LOCAL AND REGIONAL BOARDS OF EDUCATION

STATE OF CONNECTICUT

COUNTY OF Litchfield ss: Woodbury

The undersigned, representing the interests of the local and regional boards of education, being duly sworn, hereby accepts the appointment as arbitrator representing the above-noted interests and will faithfully and fairly hear and examine the matters in controversy between the above-noted parties in accordance with Section 10-153f of the Connecticut General Statutes and will make a just award according to the best of my understanding.

Signed 

John Romanow, Esq.
Arbitrator representing the
interests of the local and regional
boards of education

Subscribed and sworn to before me this 8th day of JANUARY 2019.


signature and title
Commissioner of Superior Court

In the Matter of Binding Arbitration

Between

REGION 14 Board of Education

-and-

NONNEWAUG EDUCATION ASSN

Subject _____
(Last Best Offer Binding Arbitration)

OATH FOR
ARBITRATORS REPRESENTING THE INTERESTS OF THE EXCLUSIVE BARGAINING
REPRESENTATIVES OF CERTIFIED EMPLOYEES

STATE OF CONNECTICUT

COUNTY OF LITCHFIELD

ss: WOODBURY

The undersigned, representing the interests of exclusive bargaining representatives of certified employees, being duly sworn, hereby accepts the appointment as arbitrator representing the above-noted interests and will faithfully and fairly hear and examine the matters in controversy between the above-noted parties, in accordance with Section 10-153f of the Connecticut General Statutes, and will make a just award according to the best of my understanding.

Signed: [Signature]
Arbitrator representing the interests of exclusive bargaining representatives of certified employees

Subscribed and sworn to before me this 8th day of JANUARY, 2019.

[Signature]
Commissioner of the Superior Court
Commissioner of Superior Court