

AGREEMENT
BETWEEN THE
REGIONAL SCHOOL DISTRICT NO. 14 BOARD OF EDUCATION
AND THE
NONNEWAUG TEACHERS' ASSOCIATION
JULY 1, 2013 – JUNE 30, 2016

1050-02111-28

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THIS AGREEMENT agreed to this ____ day of January, 2013, by and between 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 thirty (30) 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 two (2) days 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 upon written notice to the Board within ten (10) days.

STEP FOUR- BINDING ARBITRATION

- a. If the aggrieved teacher is not satisfied with the disposition of his or her grievance at Level Three, he or she may within five (5) days after the decision, or within eleven (11) days after the Board meeting request in writing to the President of the Association that the grievance be submitted to binding arbitration.
- b. The Association may, within five (5) days after receipt of such request, submit the grievance to binding arbitration by so notifying the Board in writing.

- c. 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. He shall be bound by and must comply with all of the terms of this agreement. He 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, 2013, 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 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 during the beginning and end of the students' summer recess, as scheduled by the

Superintendent taking into account the guidance 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 $1/(\text{the number of classroom teacher required work days in current school year})$ 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 $1/(\text{the number of classroom teacher required work days in current school year})$ 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 $1/(\text{the number of classroom teacher required work days in current school year})$ 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 1.

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, 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.

ARTICLE V
SUBSTANTIVE PROVISIONS

A. **Insurance**

1. The Board shall offer a Dual Option for health insurance for all eligible teachers and dependant family members including unmarried children to age 19 and full time students to age 25, unless otherwise required by law.

OPTION I – HDHP/HSA (Base) PLAN:

Effective July 1, 2013, the Board shall pay 88% of the premium cost and the employee shall pay 12% of the premium cost. Effective July 1, 2014, the Board shall pay 87% of the premium cost and the employee shall pay 13% of the premium cost. Effective July 1, 2015, the Board shall pay 86% of the premium cost and the employee shall pay 14% of the premium cost. The Board will fund 50% of the deductible (\$1000/\$2000) in two installments (one-half in July of each year) for enrollees for each of the three years of the contract. The Board will fund the 50% 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.

- | | |
|---|---------------|
| • In-Network Deductible | \$2000/\$4000 |
| • In-Network Coinsurance | 100% |
| • Out-of-Network Coinsurance | 80%/20% |
| • Out-of-Pocket Coinsurance Maximum | \$4000/\$8000 |
| • Preventative Care-Subject to a schedule | 100% |

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:

Effective July 1, 2013, 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 and E-3.

2. Group life insurance coverage with the first \$50,000 paid by the Board for teachers only.
3. 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.
4. 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 on a list issued from time to time by the Board of Education as qualifying for course reimbursement or must be courses recommended by the Superintendent to specific individuals for improving their skills;
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. 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 Board, in its 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 one course in any school 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 for a single course exceed \$300.

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 the retirement per Connecticut General Statutes, §10-183f, or death in service of a teacher, such any 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 is given prior to January 1, 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 three (3) 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 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.
5. Application for leave in accordance with the above provisions will be made to the Superintendent or his or her designee at least one week before taking such leave (exceptions to this would be bereavement and other obvious emergencies).
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. 181 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. Four (4) 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. Beginning with the 2013-2014 work year, 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 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. Teachers recognize that, generally, preparation for classroom work shall be done after school hours.
4. 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.
5. 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. 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.

- 5. 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 pro rated 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.

M. Association Service Fee

Conditions of employment. All teachers employed by the Board of Education of the Region shall, as a condition of employment, join the Nonnewaug Teachers' Association or pay a service fee to the Association. Said service fee shall not be greater than the amount uniformly required of members of the Association which represents the costs of collective bargaining, contract administration and grievance adjustment.

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, 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 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, 2013, and shall continue and remain in full force and effect to and including June 30, 2016.

IN WITNESS WHEREOF, the parties hereunto have caused these presents to be executed by their proper officers, hereunto duly authorized and their seals affixed hereto, as of the date and year first above written.

REGIONAL SCHOOL DISTRICT NO. 14
BOARD OF EDUCATION

By  _____

NONNEWAUG TEACHERS' ASSOCIATION

By  _____

APPENDIX A

REGIONAL SCHOOL DISTRICT NO. 14
Bethlehem and Woodbury, Connecticut

TEACHER'S CONTRACT

Teacher	Degree/Step/ Years of Experience/ Salary	School Year
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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

2013-2014 SALARY SCHEDULE

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	40,853	42,512	43,815	44,652	46,654	48,823	49,980
2	42,391	44,056	45,524	46,377	48,395	50,580	51,743
3	44,020	45,696	47,421	48,291	50,324	52,530	53,702
4	45,731	47,412	49,524	50,413	52,467	54,693	55,877
5	47,531	49,224	51,861	52,773	54,844	57,093	58,290
6	49,413	51,260	54,456	55,389	57,485	59,757	60,969
7	51,375	53,675	57,333	58,294	60,414	62,714	63,942
8	52,999	56,355	60,528	61,517	63,667	65,998	67,242
9	55,796	59,333	64,074	65,094	67,277	69,639	70,903
10		62,635	68,012	69,067	71,283	73,685	74,968
11		66,303	72,381	73,473	75,731	78,173	79,483
12		69,877	76,496	77,631	79,958	82,477	83,825
13		73,516	80,687	81,866	84,264	86,860	88,246

Teachers employed during the 2012-2013 school year will remain on the same step during the 2013-2014 contract year.

APPENDIX B-2

2014-2015 SALARY SCHEDULE

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	41,486	43,171	44,494	45,344	47,377	49,580	50,755
2	43,048	44,739	46,230	47,096	49,145	51,364	52,545
3	44,702	46,404	48,156	49,039	51,104	53,344	54,534
4	46,440	48,147	50,292	51,195	53,280	55,540	56,743
5	48,267	49,987	52,665	53,591	55,694	57,978	59,193
6	50,179	52,054	55,300	56,248	58,376	60,683	61,914
7	52,171	54,507	58,222	59,197	61,351	63,686	64,933
8	53,820	57,229	61,467	62,470	64,654	67,021	68,284
9	56,661	60,253	65,068	66,103	68,320	70,719	72,002
10		63,606	69,066	70,138	72,388	74,827	76,130
11		67,331	73,503	74,612	76,904	79,385	80,715
12		70,960	77,681	78,834	81,197	83,755	85,124
13		74,655	81,937	83,135	85,570	88,207	89,613

All teachers employed during the 2013-2014 school year below step 13 shall advance one step at midyear of the school calendar (11th teacher pay check).

APPENDIX B-3

2015-2016 SALARY SCHEDULE

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	42,166	43,879	45,224	46,088	48,154	50,393	51,587
2	43,754	45,473	46,988	47,868	49,951	52,207	53,407
3	45,435	47,165	48,945	49,844	51,942	54,219	55,429
4	47,202	48,937	51,117	52,034	54,154	56,451	57,674
5	49,059	50,807	53,528	54,469	56,608	58,929	60,164
6	51,002	52,908	56,207	57,170	59,333	61,678	62,929
7	53,027	55,401	59,177	60,168	62,357	64,731	65,998
8	54,703	58,167	62,475	63,495	65,715	68,120	69,404
9	57,590	61,241	66,135	67,187	69,440	71,878	73,183
10		64,649	70,199	71,288	73,575	76,054	77,379
11		68,435	74,708	75,835	78,166	80,686	82,039
12		72,124	78,955	80,127	82,529	85,129	86,520
13		75,880	83,281	84,499	86,973	89,653	91,083

Teachers employed during the 2014-2015 school year will remain on the same step during the 2015-2016 contract year.

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC

<u>High School:</u>	<u>2013-16</u>
Baseball	\$4,093
Baseball, Assistant	\$2,819
Basketball, Assistant Boys	\$3,245
Basketball, Assistant Girls	\$3,245
Basketball, Boys	\$4,583
Basketball, Freshman	\$3,245
Basketball, Freshman Girls	\$3,245
Basketball, Girls	\$4,583
Cheerleading	\$4,093
Cheerleading, Assistant	\$3,245
Cross Country	\$4,093
Field Hockey	\$4,093
Field Hockey, Assistant	\$2,819
Football, JV	\$3,245
Football, JV Assistant	\$2,819
Football, Varsity	\$4,583
Football, Varsity Assistant	\$2,819
Golf	\$3,245
Gymnastics	\$4,583
Gymnastics, Assistant	\$3,245
Intramural Director	\$4,093
Soccer, Assistant Boys	\$2,819
Soccer, Assistant Girls	\$2,819
Soccer, Boys	\$4,093
Soccer, Girls	\$4,093
Softball	\$4,093
Softball, Assistant	\$2,819
Tennis, Boys	\$4,093
Tennis, Girls	\$4,093
Track, Boys	\$4,093
Track, Girls	\$4,093
Track, Indoor	\$4,093
Track, Indoor Assist	\$2,819
Unified Sports	\$2,819
Volleyball	\$4,093
Volleyball, Assistant	\$2,819
Wrestling	\$4,583
Wrestling, Assistant	\$3,245
Designated Game Assistant (per event)	\$64
Intramural Activity (per session)	\$64

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC (Continued)

<u>Middle School</u>	<u>2013-16</u>
Athletic Director	\$3,583
Baseball	\$2,646
Basketball, Boys	\$3,045
Basketball, Girls	\$3,045
Cheerleading	\$2,646
Cross Country	\$2,646
Field Hockey	\$2,646
Soccer, Boys	\$2,646
Soccer, Girls	\$2,646
Softball	\$2,646
Track	\$4,288

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC

CATEGORY I **2013-16**

AgScience

Program Director	\$6,346
Department Head	\$5,978

High School Department Head

Business	\$4,925
English	\$4,925
Guidance	\$4,925
Mathematics	\$4,925
Physical Education	\$4,925
Science	\$4,925
Social Studies	\$4,925
Special Education	\$4,925
Unified Arts Lead Teacher	\$4,925
World Language	\$4,925

CATEGORY II

School Team Leaders

Lead Teacher-BES	\$4,763
Lead Teacher-MES	\$4,763
Team Leader Grade 6	\$4,763
Team Leader Grade 7	\$4,763
Team Leader Grade 8	\$4,763
Team Leader Unified Arts	\$4,763

CATEGORY III

High School:

FFA Advisor	\$4,496
Media Technician	\$4,496
PPT Coordinator	\$4,496
Student Activities Clerk	\$4,496
T.V. Technician	\$4,496
Yearbook Advisor	\$4,496

Middle School:

PPT Coordinator	\$4,496
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PreSchool:

PPT Coordinator	\$4,496
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APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY IV</u>	<u>2013-16</u>
<u>High School:</u>	
Athletic Academic Advisor	\$3,175
Debate Club Advisor	\$3,175
FBLA	\$3,175
School-wide Drama Advisor	\$3,175
Senior Class Activities Advisor	\$3,175
Senior Class Advisor	\$3,175
Student Activity Coordinator	\$3,175
<u>CATEGORY V</u>	
Junior Class Advisor	\$2,914
<u>CATEGORY VI</u>	
Sophomore Class Advisor	\$2,647
<u>CATEGORY VII</u>	
Freshman Class Advisor	\$2,381

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII</u>	<u>2013-16</u>
<u>High School:</u>	
Academic Support Group	\$1,987
AFS	\$1,987
Art	\$1,987
FFA Assistant	\$1,987
Athletic Association	\$1,987
Computer Club	\$1,987
Dance Team	\$1,987
DECA	\$1,987
Drama Club	\$1,987
Electrathon Club	\$1,987
Envirothon Club	\$1,987
Equilibrium	\$1,987
Guitar Club	\$1,987
Jazz Club	\$1,987
Latin American Club	\$1,987
Leo Club	\$1,987
Literary Club	\$1,987
Math Club	\$1,987
Music Honor Society Club	\$1,987
Music Technology Club	\$1,987
National Arts Honor Society	\$1,987
National Honor Society	\$1,987
Newspaper	\$1,987
Peer Helper	\$1,987
Robotics Club	\$1,987
SAT Language Arts	\$1,987
SAT Math	\$1,987
Senior Class Play	\$1,987
Spirit Committee	\$1,987
Stage Club	\$1,987
STAND	\$1,987
Student Council	\$1,987
TEAM	\$1,987
Young Educators	\$1,987

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII-Continued</u>	<u>2013-16</u>
<u>Middle School:</u>	
Art Club	\$1,987
Drama Club	\$1,987
Forensics Club	\$1,987
Green Club	\$1,987
Lego Club (Mind Challenges)	\$1,987
Leo Club	\$1,987
Math Club	\$1,987
Multi-Media Club	\$1,987
Newspaper	\$1,987
Outdoor Club	\$1,987
Promote Reading	\$1,987
Science Club	\$1,987
Sewing Club	\$1,987
SHOC	\$1,987
Spirit Club	\$1,987
Steel Band Club	\$1,987
Student Council	\$1,987
Technology Ed Club	\$1,987
World Culture Club	\$1,987
Writing Workshop	\$1,987
Yearbook	\$1,987
Youth Action Council	\$1,987
 <u>BES and MES</u>	
Student Council Advisor (each)	\$1,987
Odyssey of the Mind Advisor (each)	\$1,987
Jr. Chorus Advisor (shared)	\$1,987

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII</u>	<u>2013-16</u>
<u>High School:</u>	
Detention Monitor	\$1,587
New Activity	\$1,587
Photography Club Advisor	\$1,587
Radio Club Advisor	\$1,587
<u>Middle School:</u>	
Homework Club-Day 1	\$1,587
Homework Club-Day 2	\$1,587
Homework Club-Day 3	\$1,587
Homework Club-Day 4	\$1,587
New Activity	\$1,587
Ski Club Advisor	\$1,587
<u>Elementary Schools:</u>	
New Activity – Bethlehem School	\$1,587
New Activity – Mitchell School	\$1,587
<u>High School:</u>	
Spring Music Director	\$926
<u>CATEGORY IX</u>	
Dance Chaperones (per event)	\$66
Program Enrichment (per event)	\$66
<u>CATEGORY X (hourly rate)</u>	
Tutoring (see Article IV, I)	\$58
Prep Period/Substitute (see Article VI, F)	\$58
<u>CATEGORY XI (Per Session, 80 Sessions)</u>	
Weight Training & Conditioning Club	\$64
<u>CATEGORY XII (Per Event, 35 events)</u>	
Event Video Coordinator	\$96
<u>CATEGORY XIII</u>	
Webmaster (each school)	\$2,636

APPENDIX E-1



Employer/Group: REGIONAL SCHOOL DISTRICT #14
Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
CENTURY PREFERRED, \$25.00

Century Preferred is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In Network Member Pays:	Out-of-Network Member Pays:
Office Visit Copayment	\$25.00	Deductible & Coinsurance
Specialist Visit Copayment	\$25.00	
Hospital Copayment <i>(per admission)</i>	\$200.00	
Urgent Care Copayment	\$25.00	
Outpatient Surgery Copayment	\$200.00	
Ambulatory Surgery Copayment	\$200.00	
Emergency Room Copayment <i>(waived if admitted)</i>	\$25.00	\$25.00
Annual Deductible <i>(individual/2-member family/3+ member family)</i>	Does not apply	\$200/\$400/\$500
Coinsurance	Does not apply	20 %
Coinsurance Maximum <i>(individual/2-member family/3+ member family)</i>	Does not apply	\$200/\$400/\$500
Lifetime Maximum	Unlimited	Unlimited

PREVENTIVE CARE-Included are preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

Well child care*	No Copayment	Deductible & Coinsurance
Periodic, routine health examinations*	No Copayment	Deductible & Coinsurance
Routine eye exams	No Copayment	Deductible & Coinsurance
Routine OB/GYN visits	No Copayment	
Mammography*	No Copayment	
Hearing screening	\$25.00	

Employer/Group: REGIONAL SCHOOL DISTRICT #14

Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14

CENTURY PREFERRED, \$25.00

MEDICAL CARE	In Network Member Pays:	Out-of-Network Member Pays:
Office visits	\$25.00	Deductible & Coinsurance
Office visits - Specialist	\$25.00	
Outpatient mental health & substance abuse <i>(prior authorization may be required)</i>	Refer to Plan Document	
OB/GYN care	No Copayment	
Maternity care <i>(initial visit subject to copayment, no charge thereafter)</i>	\$25.00	
Diagnostic lab and x-ray	Refer to Plan Document	
High-cost outpatient diagnostic <i>(prior authorization may be required)</i> <i>The following are subject to copay: MRI, MRA, CAT, CTA, PET, SPECT scans</i>		
Allergy services - Office Visits	\$25.00	
Allergy services - Testing	\$25.00	
Allergy services - Injections <i>(80 - Within 3 Years)</i>	No Copayment	

HOSPITAL CARE - *Prior authorization may be required*

Semi-private room <i>(General/Medical/Surgical/Maternity)</i>	Refer to Hospital Copayment	Deductible & Coinsurance
Inpatient mental health and substance abuse	Refer to Plan Document	
Skilled nursing facility <i>(up to 120 days per calendar year)</i>	\$200.00	
Rehabilitative services <i>(up to 60 days per calendar year)</i>	No Charge	
Outpatient surgery <i>(in a hospital)</i>	\$200.00	
Ambulatory surgery <i>(in other than a hospital setting)</i>	\$200.00	

EMERGENCY CARE	<i>Member Pays:</i>	<i>Member Pays:</i>
Walk-in centers	\$25.00	Deductible & Coinsurance
Urgent care <i>(at participating centers only)</i>	\$25.00	Deductible & Coinsurance
Emergency care <i>(copayment waived if admitted)</i>	\$25.00	\$25.00
Ambulance	No Copayment	No Copayment

OTHER HEALTH CARE		
Physical, Occupational, Speech and Chiropractic Therapies <i>(50 - Per Member Per Calendar Year)</i>	No Copayment	Deductible & Coinsurance
Durable Medical Equipment and Prosthetics <i>(Unlimited maximum per calendar year)</i>	No Copayment	Deductible & Coinsurance
Infertility Services <i>(Prior authorization may be required - Some restrictions may apply)</i>	Refer to Plan Document	Deductible & Coinsurance
Home Health Care	OV Copayment	\$50.00 Deductible & 20% Coinsurance

*** PREVENTIVE CARE SCHEDULES**

Well Child Care: (including immunizations)

Adult Exams:



Employer/Group: REGIONAL SCHOOL DISTRICT #14
Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
CENTURY PREFERRED, \$25.00

Mammography: (additional exams when medically necessary)

AGE 35-39, 1 BASELINE EXAM;
AGE 40 AND OVER, 1 EVERY YEAR

Vision Exams: ONCE EVERY 2 YEARS
Hearing Exams: ONCE EVERY 2 YEARS
OB/GYN Exams: 1 EXAM PER MEMBER PER CALENDAR YEAR

Note To Benefit Descriptions:

- In situations where the member is responsible for obtaining the necessary prior authorizations and fails to do so, benefits may be reduced or denied.
- Inpatient Hospital Per Admission Copay is waived if readmitted within 30 days for same diagnosis.
- Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants.
- Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Health Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

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

December 19, 2012

APPENDIX E-2

CENTURY PREFERRED HSA \$2,000 / \$4,000 ANNUAL DEDUCTIBLE

Century Preferred HSA is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In-Network Member pays:	Out-of-Network Member pays:
Annual Deductible (<i>individual / aggregate family</i>)	\$2,000 / \$4,000	
Coinsurance	Not Applicable	20% after deductible up to
Coinsurance Maximum (<i>individual / aggregate family</i>)	\$4,000 / \$8,000	
Cost Share Maximum (<i>individual / aggregate family</i>)	\$4,000 / \$8,000	
Lifetime Maximum	Unlimited	\$1,000,000

PREVENTIVE CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Well child care	\$0 – No Deductible	20%
Periodic, routine health examinations	\$0 – No Deductible	20%
Routine eye exams	\$0 – No Deductible	20%
Routine OB/GYN visits	\$0 – No Deductible	20%
Mammography	\$0 – No Deductible	20%
Hearing screening	\$0 – No Deductible	20%

MEDICAL CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Office visits	\$0 – After Deductible	20%
Outpatient mental health & substance abuse	\$0 – After Deductible	20%
OB/GYN care	\$0 – After Deductible	20%
Maternity care	\$0 – After Deductible	20%
Diagnostic lab and x-ray	\$0 – After Deductible	20%
High-cost outpatient diagnostic – <i>prior authorization required</i>	\$0 – After Deductible	20%
Allergy services	\$0 – After Deductible	20%
<i>Injections—80 visits in 3 years</i>	\$0 – After Deductible	20%

HOSPITAL CARE – Prior authorization required	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Semi-private room (<i>General/Medical/Surgical/Maternity</i>)	\$0 – After Deductible	20%
Inpatient mental health & substance abuse	\$0 – After Deductible	20%
Skilled nursing facility – <i>up to 120 days per calendar year</i>	\$0 – After Deductible	20%
Rehabilitative services – <i>up to 60 days per person per calendar year</i>	\$0 – After Deductible	20%
Outpatient surgery – <i>in a hospital or surgi-center</i>	\$0 – After Deductible	20%

EMERGENCY CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Walk-in centers	\$0 – After Deductible	20%
Urgent care – <i>at participating centers only</i>	\$0 – After Deductible	Not Covered
Emergency care	\$0 – After Deductible	\$0
Ambulance	\$0 – After Deductible	\$0

Effective 7/1/2013
Page 1 of 2

OTHER HEALTH CARE	In-Network After Annual Deductible <i>Member pays:</i>	Out-of-Network After Annual Deductible <i>Member pays:</i>
Outpatient rehabilitative services <i>50 visit maximum for PT, OT, ST and Chiro. per year.</i>	\$0 – After Deductible	20%
Durable medical equipment / Prosthetic devices <i>Unlimited maximum per calendar year</i>	50%	50%
Diabetic supplies & equipment	50%	50%
Infertility services – <i>prior authorization required</i> <i>Some restrictions may apply</i>	\$0 – After Deductible	20%
Home health care	\$0 – After Deductible	20%
Prescription drugs – <i>filled at a pharmacy</i>	\$0 – After Deductible	20%

PREVENTIVE CARE SCHEDULES

Well Child Care (including immunizations)

- ◆ 6 exams, birth to age 1
- ◆ 6 exams, ages 1 - 5
- ◆ 1 exam every 2 years, ages 6 - 10
- ◆ 1 exam every year, ages 11 - 21

Adult Exams

- ◆ 1 exam every 5 years, ages 22 – 29
- ◆ 1 exam every 3 years, ages 30 – 39
- ◆ 1 exam every 2 years, ages 40 – 49
- ◆ 1 exam every year, ages 50+

Mammography

- ◆ 1 baseline screening, ages 35-39
- ◆ 1 screening per year, ages 40+
- ◆ Additional exams when medically necessary

Vision Exams: 1 exam every 2 calendar years

Hearing Exams: 1 exam every 2 calendar years

OB/GYN Exams: 1 exam per calendar year

Notes To Benefit Descriptions

- ◆ In situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.
- ◆ Home Health Care services are covered when in lieu of hospitalization. Includes infusion (IV) therapy.
- ◆ Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants. Covered services are subject to a lifetime maximum of \$1,000,000.
- ◆ Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred HSA Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

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

APPENDIX E-3



Employer/Group: REGIONAL SCHOOL DISTRICT #14
 Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
 CENTURY PREFERRED 3-TIER MANAGED PRESCRIPTION DRUG PROGRAM
\$10 Copayment Generic Drugs
\$25 Copayment Listed Brand-Name Drugs
\$40 Copayment Non-Listed Brand-Name Drugs
Unlimited Annual Maximum

Description of Benefits		You Pay:
Tier 1: Generic Drugs	The term "generic" refers to a prescription drug that is considered non-proprietary and is not protected by a trademark. It is required to meet the same bioequivalency test as the original brand-name drug. Tier 1 copayment applies.	\$10
Tier 2: Listed Brand-Name Drugs	The term "listed brand-name" refers to a brand-name prescription drug identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 2 copayment applies.	\$25
Tier 3: Non-Listed Brand-Name Drugs	The term "non-listed brand-name" refers to a brand-name prescription drug not identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 3 copayment applies.	\$40
		Plan Pays:
Annual Maximum	Per member per calendar year	Unlimited

How to use the 3-Tier Managed Prescription Drug Program

The 3-Tier Managed Prescription Drug Program incorporates different levels of copayments for three types of prescription drugs: generic, listed brand-name and non-listed brand-name, as defined in the chart above. The formulary lists generics and brand-name drugs that have been selected for their quality, safety and cost-effectiveness. These listed drugs have lower member copayments than non-listed drugs (but may not have a lower overall cost in all instances.) You minimize your copayments when you use generic prescriptions and listed brand-name prescriptions. You will still have coverage for non-listed brand-name drugs, but at a higher cost share. Talk to your provider about using generic drugs or listed brand-name drugs included on the formulary. You'll have lower copayments when you use these drugs.

- You will be responsible for one copayment when purchasing a 30-day supply of prescription drugs from a participating retail pharmacy.
- You will be responsible for two copayments when purchasing a 31-day to 100 day supply of maintenance drugs through the mail order program.

Generic Substitution: Prescriptions may be filled with the generic equivalent when available.

- When a generic drug is available and you request the equivalent brand-name drug, you will be responsible for the applicable copayment *plus* the difference in cost between the generic and brand-name drug.
- If your physician determines that the brand equivalent is medically necessary and indicates on the prescription 'Dispense as written', you will only be responsible for the applicable copy.

Connection (Concurrent Drug Utilization Review)

Connection works with the retail pharmacy's standard guidelines to provide a second level of quality and safety checks. The process, which is provided on-line as part of the electronic claims filing process, helps promote access to safe, appropriate, cost-effective medications for members. Connection involves a series of rules or guidelines, which identify potential medication therapy issues and deliver a message to the pharmacy by computer before the medication is dispensed. The process alerts the pharmacist of potential issues such as drug-to-drug interactions, refills requested too close together, incorrect dosing or drug duplications.

In Connecticut, Anthem Blue Cross and Blue Shield is a trade name of Anthem Health Plans, Inc., an independent licensee of the Blue Cross and Blue Shield Association. ® Registered marks of the Blue Cross and Blue Shield Association.

Pharmacy Programs

Voluntary Mail-service Program

Members have access to Anthem Rx, the voluntary mail-service drug program for members who regularly take one or more types of maintenance drugs. Members can order up to a 100-day supply of these medications and have them delivered directly to their home.

The \$10 generic/\$25 listed brand-name/\$40 non-listed brand-name copayment and Unlimited annual maximum apply. When ordering a 31-day to 100 day supply, two copayments will apply, as follows: \$20 generic/\$50 listed brand-name/\$80 non-listed brand.

National Pharmacy Network

Members also have access to a network of more than 53,000 retail pharmacies throughout the country. Members may call 1-888-207-4214, or go to www.anthemprescription.com, to locate a participating pharmacy when traveling outside the state.

Non-participating Pharmacies

Members who fill prescriptions at a non-participating pharmacy are responsible for payment at the time the prescription is filled. Members must submit claims to Anthem Blue Cross and Blue Shield for reimbursement, and payment will be sent to the member. Members who use non-participating pharmacies will pay 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield's payment and the pharmacist's actual charge.

Points to Remember

- Anthem Blue Cross and Blue Shield will provide coverage for prescription drugs dispensed by a participating pharmacy when prescription drugs are deemed medically necessary based on specific criteria and dispensed pursuant to a prescription issued by a participating physician or by a non-participating physician, subject to copayment.
- Anthem Blue Cross and Blue Shield will not be liable for any injury, claim or judgment resulting from the dispensing of any drug covered by this plan. Anthem Blue Cross and Blue Shield will not provide benefits for any drug prescribed or dispensed in a manner contrary to normal medical practice.
- Anthem Blue Cross and Blue Shield reserves the right to apply quantity limits to specified drugs as listed on the formulary. If a member requires a greater supply, the member's provider can follow the prior authorization process.

Prescription Drug Eligibility

Eligible prescription drug benefits are limited to injectable insulin and those drugs, biologicals, and compounded prescriptions that are required to be dispensed only according to a written prescription, and included in the United States Pharmacopoeia, National Formulary, or Accepted Dental Remedies and New Drugs, and which, by law, are required to bear the legend: "Caution - Federal Law prohibits dispensing without a prescription" or which are specifically approved by the Plan.

Limits and Exclusions

Benefits are limited to no more than a 30-day supply for covered drugs purchased at a retail pharmacy, and no more than a 100-day supply for covered drugs purchased by mail order. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

This drug rider does not provide drugs dispensed by other than a licensed, retail pharmacy or our mail-order service; any drug not required for the treatment or prevention of illness or injury; vaccines or allergenic extracts; devices and appliances; needles and syringes that are not prescribed by a provider for the administration of a covered drug; prescriptions dispensed in a hospital or skilled nursing facility; over-the-counter or non-legend drugs; antibacterial soaps/detergents, shampoos, toothpastes/gels and mouthwashes/rinse.

Benefits for prescription birth control are covered for most groups. However, such coverage is optional if your group is self-insured or a bona fide religious organization. Check with your benefits administrator.

This is not a legal contract. It is only a general description of the \$10 generic/\$25 listed brand-name/\$40 non-listed brand-name 3-Tier Managed Prescription Drug Program with an Unlimited annual maximum. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.

In Connecticut, Anthem Blue Cross and Blue Shield is a trade name of Anthem Health Plans, Inc., an independent licensee of the Blue Cross and Blue Shield Association. ® Registered marks of the Blue Cross and Blue Shield Association.


December 19, 2012

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 though 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



Regional School District No. 14 Towns of Bethlehem and Woodbury

Mr. Jody I. Goeler, Superintendent of Schools
5 Minortown Road – PO Box 469
Woodbury, Connecticut 06798
Telephone: 203 263-4339 Fax: 203 263-0372
Email: jgoeler@ctreg14.org

High School Department Head (9-12)

A department head at Nonnewaug High School is responsible for administering and managing a department in accordance with Region 14's goals and objectives. The person serves as a liaison for the department and must have strong communication skills. This person must also be knowledgeable in the areas of curricula, instructional strategies, and supervision and evaluation of staff. 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. Department heads' responsibilities include the following:

1. Instructs in accordance with the Region 14 teacher job description.
2. Supervises all department members (#105 required, #092 preferred).
3. Is knowledgeable about curricula, educational programs, and effective instructional techniques within the given discipline.
4. Teaches a reduced load of four classes within the department.
5. Serves as a model teacher by demonstrating classroom lessons for teachers and students.
6. Attends leadership meetings one (1) time per month.
7. Meets twice each year with the 6-8 team leaders in the appropriate subject area to ensure alignment between middle and high school.
8. Conducts monthly department meetings.
9. Assists in handling parent and student concerns.
10. Provides leadership for staff development, curriculum revision, and instructional initiatives.
11. Oversees the adoption of all textbooks and other teaching material within the department and makes recommendations to the building administrator.
12. Serves as liaison between the department and publishers.
13. Prepares and manages the department budget with the principal.
14. Selects and orders materials and maintains an inventory of department materials and equipment.
15. Participates in the selection of new personnel within the department.
16. Maintains professional development by attending conferences, serving on committees on a voluntary basis, and keeping abreast of new initiatives.
17. Performs additional duties as deemed necessary by the principal/assistant principal.

Reports to: Building Principal/Assistant Principal

Effective July 1, 2013

Team Leader (6-8)

A grade level team leader is responsible for **XXXXXXXXXXXXXXXXXXXXXXX**

The person must also be knowledgeable in curriculum development and instructional improvement in one of the following: math, language arts, science, and unified arts.

1. Relays grade level concerns to administration.
2. Facilitates grade level team meetings.
3. Keeps record of all team meetings.
4. Prepares and manages the grade level budget with the principal.
5. Organizes grade level field trip(s).
6. Represents grade level team at public presentation and/or meetings.
7. Schedules parent conferences for the team.
8. Is a member of the Student Consultation Team.
9. Works with the building principal, curriculum coordinators, literacy specialist, and math coach (as appropriate) to provide leadership for staff development, curriculum revision, and instructional initiatives.
10. Serves as a liason between the teachers and curriculum coordinators, literacy specialist, and math coach (as appropriate).
11. Serves on the curriculum committee (for his/her subject area) when it meets to write, review, and/or revise said curriculum.
12. Prepares and manages the subject budget with the principal.
13. Performs additional duties as deemed necessary by the principal.

Effective July 1, 2009

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:

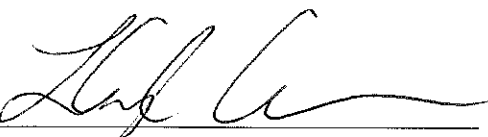
As a consequence of the Board of Education's notice to the bargaining unit that the job description for Department Chairs has been modified so that beginning July 1, 2013, all Department Chairs will either have to have their 092 Certification or submit a plan, acceptable to the Superintendent, that such 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 18, 2012
Jan 18 13



APPENDIX B-2

2014-2015 SALARY SCHEDULE

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	41,486	43,171	44,494	45,344	47,377	49,580	50,755
2	43,048	44,739	46,230	47,096	49,145	51,364	52,545
3	44,702	46,404	48,156	49,039	51,104	53,344	54,534
4	46,440	48,147	50,292	51,195	53,280	55,540	56,743
5	48,267	49,987	52,665	53,591	55,694	57,978	59,193
6	50,179	52,054	55,300	56,248	58,376	60,683	61,914
7	52,171	54,507	58,222	59,197	61,351	63,686	64,933
8	53,820	57,229	61,467	62,470	64,654	67,021	68,284
9	56,661	60,253	65,068	66,103	68,320	70,719	72,002
10		63,606	69,066	70,138	72,388	74,827	76,130
11		67,331	73,503	74,612	76,904	79,385	80,715
12		70,960	77,681	78,834	81,197	83,755	85,124
13		74,655	81,937	83,135	85,570	88,207	89,613

All teachers employed during the 2013-2014 school year below step 13 shall advance one step at midyear of the school calendar (11th teacher pay check).

APPENDIX B-3

2015-2016 SALARY SCHEDULE

Step	BA	BA+18	MA	MA+18	MA+30	MA+48	PHD
1	42,166	43,879	45,224	46,088	48,154	50,393	51,587
2	43,754	45,473	46,988	47,868	49,951	52,207	53,407
3	45,435	47,165	48,945	49,844	51,942	54,219	55,429
4	47,202	48,937	51,117	52,034	54,154	56,451	57,674
5	49,059	50,807	53,528	54,469	56,608	58,929	60,164
6	51,002	52,908	56,207	57,170	59,333	61,678	62,929
7	53,027	55,401	59,177	60,168	62,357	64,731	65,998
8	54,703	58,167	62,475	63,495	65,715	68,120	69,404
9	57,590	61,241	66,135	67,187	69,440	71,878	73,183
10		64,649	70,199	71,288	73,575	76,054	77,379
11		68,435	74,708	75,835	78,166	80,686	82,039
12		72,124	78,955	80,127	82,529	85,129	86,520
13		75,880	83,281	84,499	86,973	89,653	91,083

Teachers employed during the 2014-2015 school year will remain on the same step during the 2015-2016 contract year.

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC

<u>High School:</u>	<u>2013-16</u>
Baseball	\$4,093
Baseball, Assistant	\$2,819
Basketball, Assistant Boys	\$3,245
Basketball, Assistant Girls	\$3,245
Basketball, Boys	\$4,583
Basketball, Freshman	\$3,245
Basketball, Freshman Girls	\$3,245
Basketball, Girls	\$4,583
Cheerleading	\$4,093
Cheerleading, Assistant	\$3,245
Cross Country	\$4,093
Field Hockey	\$4,093
Field Hockey, Assistant	\$2,819
Football, JV	\$3,245
Football, JV Assistant	\$2,819
Football, Varsity	\$4,583
Football, Varsity Assistant	\$2,819
Golf	\$3,245
Gymnastics	\$4,583
Gymnastics, Assistant	\$3,245
Intramural Director	\$4,093
Soccer, Assistant Boys	\$2,819
Soccer, Assistant Girls	\$2,819
Soccer, Boys	\$4,093
Soccer, Girls	\$4,093
Softball	\$4,093
Softball, Assistant	\$2,819
Tennis, Boys	\$4,093
Tennis, Girls	\$4,093
Track, Boys	\$4,093
Track, Girls	\$4,093
Track, Indoor	\$4,093
Track, Indoor Assist	\$2,819
Unified Sports	\$2,819
Volleyball	\$4,093
Volleyball, Assistant	\$2,819
Wrestling	\$4,583
Wrestling, Assistant	\$3,245
Designated Game Assistant (per event)	\$64
Intramural Activity (per session)	\$64

APPENDIX C
EXTRA DUTY POSITIONS
ATHLETIC (Continued)

<u>Middle School</u>	<u>2013-16</u>
Athletic Director	\$3,583
Baseball	\$2,646
Basketball, Boys	\$3,045
Basketball, Girls	\$3,045
Cheerleading	\$2,646
Cross Country	\$2,646
Field Hockey	\$2,646
Soccer, Boys	\$2,646
Soccer, Girls	\$2,646
Softball	\$2,646
Track	\$4,288

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC

CATEGORY I **2013-16**

AgScience

Program Director	\$6,346
Department Head	\$5,978

High School Department Head

Business	\$4,925
English	\$4,925
Guidance	\$4,925
Mathematics	\$4,925
Physical Education	\$4,925
Science	\$4,925
Social Studies	\$4,925
Special Education	\$4,925
Unified Arts Lead Teacher	\$4,925
World Language	\$4,925

CATEGORY II

School Team Leaders

Lead Teacher-BES	\$4,763
Lead Teacher-MES	\$4,763
Team Leader Grade 6	\$4,763
Team Leader Grade 7	\$4,763
Team Leader Grade 8	\$4,763
Team Leader Unified Arts	\$4,763

CATEGORY III

High School:

FFA Advisor	\$4,496
Media Technician	\$4,496
PPT Coordinator	\$4,496
Student Activities Clerk	\$4,496
T.V. Technician	\$4,496
Yearbook Advisor	\$4,496

Middle School:

PPT Coordinator	\$4,496
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PreSchool:

PPT Coordinator	\$4,496
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APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY IV</u>	<u>2013-16</u>
<u>High School:</u>	
Athletic Academic Advisor	\$3,175
Debate Club Advisor	\$3,175
FBLA	\$3,175
School-wide Drama Advisor	\$3,175
Senior Class Activities Advisor	\$3,175
Senior Class Advisor	\$3,175
Student Activity Coordinator	\$3,175
<u>CATEGORY V</u>	
Junior Class Advisor	\$2,914
<u>CATEGORY VI</u>	
Sophomore Class Advisor	\$2,647
<u>CATEGORY VII</u>	
Freshman Class Advisor	\$2,381

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII</u>	<u>2013-16</u>
<u>High School:</u>	
Academic Support Group	\$1,987
AFS	\$1,987
Art	\$1,987
FFA Assistant	\$1,987
Athletic Association	\$1,987
Computer Club	\$1,987
Dance Team	\$1,987
DECA	\$1,987
Drama Club	\$1,987
Electrathon Club	\$1,987
Envirothon Club	\$1,987
Equilibrium	\$1,987
Guitar Club	\$1,987
Jazz Club	\$1,987
Latin American Club	\$1,987
Leo Club	\$1,987
Literary Club	\$1,987
Math Club	\$1,987
Music Honor Society Club	\$1,987
Music Technology Club	\$1,987
National Arts Honor Society	\$1,987
National Honor Society	\$1,987
Newspaper	\$1,987
Peer Helper	\$1,987
Robotics Club	\$1,987
SAT Language Arts	\$1,987
SAT Math	\$1,987
Senior Class Play	\$1,987
Spirit Committee	\$1,987
Stage Club	\$1,987
STAND	\$1,987
Student Council	\$1,987
TEAM	\$1,987
Young Educators	\$1,987

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII-Continued</u>	<u>2013-16</u>
<u>Middle School:</u>	
Art Club	\$1,987
Drama Club	\$1,987
Forensics Club	\$1,987
Green Club	\$1,987
Lego Club (Mind Challenges)	\$1,987
Leo Club	\$1,987
Math Club	\$1,987
Multi-Media Club	\$1,987
Newspaper	\$1,987
Outdoor Club	\$1,987
Promote Reading	\$1,987
Science Club	\$1,987
Sewing Club	\$1,987
SHOC	\$1,987
Spirit Club	\$1,987
Steel Band Club	\$1,987
Student Council	\$1,987
Technology Ed Club	\$1,987
World Culture Club	\$1,987
Writing Workshop	\$1,987
Yearbook	\$1,987
Youth Action Council	\$1,987
 <u>BES and MES</u>	
Student Council Advisor (each)	\$1,987
Odyssey of the Mind Advisor (each)	\$1,987
Jr. Chorus Advisor (shared)	\$1,987

APPENDIX D
EXTRA DUTY POSITIONS
NON-ATHLETIC (Continued)

<u>CATEGORY VIII</u>	<u>2013-16</u>
<u>High School:</u>	
Detention Monitor	\$1,587
New Activity	\$1,587
Photography Club Advisor	\$1,587
Radio Club Advisor	\$1,587
<u>Middle School:</u>	
Homework Club-Day 1	\$1,587
Homework Club-Day 2	\$1,587
Homework Club-Day 3	\$1,587
Homework Club-Day 4	\$1,587
New Activity	\$1,587
Ski Club Advisor	\$1,587
<u>Elementary Schools:</u>	
New Activity – Bethlehem School	\$1,587
New Activity – Mitchell School	\$1,587
<u>High School:</u>	
Spring Music Director	\$926
<u>CATEGORY IX</u>	
Dance Chaperones (per event)	\$66
Program Enrichment (per event)	\$66
<u>CATEGORY X (hourly rate)</u>	
Tutoring (see Article IV, I)	\$58
Prep Period/Substitute (see Article VI, F)	\$58
<u>CATEGORY XI (Per Session, 80 Sessions)</u>	
Weight Training & Conditioning Club	\$64
<u>CATEGORY XII (Per Event, 35 events)</u>	
Event Video Coordinator	\$96
<u>CATEGORY XIII</u>	
Webmaster (each school)	\$2,636

APPENDIX E-1



Employer/Group: REGIONAL SCHOOL DISTRICT #14
Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
CENTURY PREFERRED, \$25.00

Century Preferred is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In Network Member Pays:	Out-of-Network Member Pays:
Office Visit Copayment	\$25.00	Deductible & Coinsurance
Specialist Visit Copayment	\$25.00	
Hospital Copayment <i>(per admission)</i>	\$200.00	
Urgent Care Copayment	\$25.00	
Outpatient Surgery Copayment	\$200.00	
Ambulatory Surgery Copayment	\$200.00	
Emergency Room Copayment <i>(waived if admitted)</i>	\$25.00	\$25.00
Annual Deductible <i>(individual/2-member family/3+ member family)</i>	Does not apply	\$200/\$400/\$500
Coinsurance	Does not apply	20 %
Coinsurance Maximum <i>(individual/2-member family/3+ member family)</i>	Does not apply	\$200/\$400/\$500
Lifetime Maximum	Unlimited	Unlimited

PREVENTIVE CARE-Included are preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

Well child care*	No Copayment	Deductible & Coinsurance
Periodic, routine health examinations*	No Copayment	Deductible & Coinsurance
Routine eye exams	No Copayment	Deductible & Coinsurance
Routine OB/GYN visits	No Copayment	
Mammography*	No Copayment	
Hearing screening	\$25.00	

Employer/Group: REGIONAL SCHOOL DISTRICT #14

Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14

CENTURY PREFERRED, \$25.00

MEDICAL CARE	In Network Member Pays:	Out-of-Network Member Pays:
Office visits	\$25.00	Deductible & Coinsurance
Office visits - Specialist	\$25.00	
Outpatient mental health & substance abuse <i>(prior authorization may be required)</i>	Refer to Plan Document	
OB/GYN care	No Copayment	
Maternity care <i>(initial visit subject to copayment, no charge thereafter)</i>	\$25.00	
Diagnostic lab and x-ray	Refer to Plan Document	
High-cost outpatient diagnostic <i>(prior authorization may be required)</i> <i>The following are subject to copay: MRI, MRA, CAT, CTA, PET, SPECT scans</i>		
Allergy services - Office Visits	\$25.00	
Allergy services - Testing	\$25.00	
Allergy services - Injections <i>(80 - Within 3 Years)</i>	No Copayment	

HOSPITAL CARE - *Prior authorization may be required*

Semi-private room <i>(General/Medical/Surgical/Maternity)</i>	Refer to Hospital Copayment	Deductible & Coinsurance
Inpatient mental health and substance abuse	Refer to Plan Document	
Skilled nursing facility <i>(up to 120 days per calendar year)</i>	\$200.00	
Rehabilitative services <i>(up to 60 days per calendar year)</i>	No Charge	
Outpatient surgery <i>(in a hospital)</i>	\$200.00	
Ambulatory surgery <i>(in other than a hospital setting)</i>	\$200.00	

EMERGENCY CARE	<i>Member Pays:</i>	<i>Member Pays:</i>
Walk-in centers	\$25.00	Deductible & Coinsurance
Urgent care <i>(at participating centers only)</i>	\$25.00	Deductible & Coinsurance
Emergency care <i>(copayment waived if admitted)</i>	\$25.00	\$25.00
Ambulance	No Copayment	No Copayment

OTHER HEALTH CARE		
Physical, Occupational, Speech and Chiropractic Therapies <i>(50 - Per Member Per Calendar Year)</i>	No Copayment	Deductible & Coinsurance
Durable Medical Equipment and Prosthetics <i>(Unlimited maximum per calendar year)</i>	No Copayment	Deductible & Coinsurance
Infertility Services <i>(Prior authorization may be required - Some restrictions may apply)</i>	Refer to Plan Document	Deductible & Coinsurance
Home Health Care	OV Copayment	\$50.00 Deductible & 20% Coinsurance

*** PREVENTIVE CARE SCHEDULES**

Well Child Care: (including immunizations)

Adult Exams:



Employer/Group: REGIONAL SCHOOL DISTRICT #14
Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
CENTURY PREFERRED, \$25.00

Mammography: (additional exams when medically necessary)

AGE 35-39, 1 BASELINE EXAM;
AGE 40 AND OVER, 1 EVERY YEAR

Vision Exams: ONCE EVERY 2 YEARS
Hearing Exams: ONCE EVERY 2 YEARS
OB/GYN Exams: 1 EXAM PER MEMBER PER CALENDAR YEAR

Note To Benefit Descriptions:

- In situations where the member is responsible for obtaining the necessary prior authorizations and fails to do so, benefits may be reduced or denied.
- Inpatient Hospital Per Admission Copay is waived if readmitted within 30 days for same diagnosis.
- Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants.
- Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred Health Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

This summary of benefits has been updated to comply with federal and state requirements, including applicable provisions of the recently enacted federal health care reform laws. As we receive additional guidance and clarification on the new health care reform laws from the U.S. Department of Health and Human Services, Department of Labor and Internal Revenue Service, we may be required to make additional changes to this summary of benefits.

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

December 19, 2012

APPENDIX E-2

CENTURY PREFERRED HSA \$2,000 / \$4,000 ANNUAL DEDUCTIBLE

Century Preferred HSA is a preferred provider organization (PPO) plan.

COST SHARE PROVISIONS	In-Network Member pays:	Out-of-Network Member pays:
Annual Deductible (<i>individual / aggregate family</i>)	\$2,000 / \$4,000	
Coinsurance	Not Applicable	20% after deductible up to
Coinsurance Maximum (<i>individual / aggregate family</i>)	\$4,000 / \$8,000	
Cost Share Maximum (<i>individual / aggregate family</i>)	\$4,000 / \$8,000	
Lifetime Maximum	Unlimited	\$1,000,000

PREVENTIVE CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Well child care	\$0 – No Deductible	20%
Periodic, routine health examinations	\$0 – No Deductible	20%
Routine eye exams	\$0 – No Deductible	20%
Routine OB/GYN visits	\$0 – No Deductible	20%
Mammography	\$0 – No Deductible	20%
Hearing screening	\$0 – No Deductible	20%

MEDICAL CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Office visits	\$0 – After Deductible	20%
Outpatient mental health & substance abuse	\$0 – After Deductible	20%
OB/GYN care	\$0 – After Deductible	20%
Maternity care	\$0 – After Deductible	20%
Diagnostic lab and x-ray	\$0 – After Deductible	20%
High-cost outpatient diagnostic – <i>prior authorization required</i>	\$0 – After Deductible	20%
Allergy services	\$0 – After Deductible	20%
<i>Injections—80 visits in 3 years</i>	\$0 – After Deductible	20%

HOSPITAL CARE – Prior authorization required	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Semi-private room (<i>General/Medical/Surgical/Maternity</i>)	\$0 – After Deductible	20%
Inpatient mental health & substance abuse	\$0 – After Deductible	20%
Skilled nursing facility – <i>up to 120 days per calendar year</i>	\$0 – After Deductible	20%
Rehabilitative services – <i>up to 60 days per person per calendar year</i>	\$0 – After Deductible	20%
Outpatient surgery – <i>in a hospital or surgi-center</i>	\$0 – After Deductible	20%

EMERGENCY CARE	In-Network After Annual Deductible Member pays:	Out-of-Network After Annual Deductible Member pays:
Walk-in centers	\$0 – After Deductible	20%
Urgent care – <i>at participating centers only</i>	\$0 – After Deductible	Not Covered
Emergency care	\$0 – After Deductible	\$0
Ambulance	\$0 – After Deductible	\$0

Effective 7/1/2013

Page 1 of 2

OTHER HEALTH CARE	In-Network After Annual Deductible <i>Member pays:</i>	Out-of-Network After Annual Deductible <i>Member pays:</i>
Outpatient rehabilitative services <i>50 visit maximum for PT, OT, ST and Chiro. per year.</i>	\$0 – After Deductible	20%
Durable medical equipment / Prosthetic devices <i>Unlimited maximum per calendar year</i>	50%	50%
Diabetic supplies & equipment	50%	50%
Infertility services – <i>prior authorization required</i> <i>Some restrictions may apply</i>	\$0 – After Deductible	20%
Home health care	\$0 – After Deductible	20%
Prescription drugs – <i>filled at a pharmacy</i>	\$0 – After Deductible	20%

PREVENTIVE CARE SCHEDULES

Well Child Care (including immunizations)

- ◆ 6 exams, birth to age 1
- ◆ 6 exams, ages 1 - 5
- ◆ 1 exam every 2 years, ages 6 - 10
- ◆ 1 exam every year, ages 11 - 21

Adult Exams

- ◆ 1 exam every 5 years, ages 22 – 29
- ◆ 1 exam every 3 years, ages 30 – 39
- ◆ 1 exam every 2 years, ages 40 – 49
- ◆ 1 exam every year, ages 50+

Vision Exams: 1 exam every 2 calendar years

Hearing Exams: 1 exam every 2 calendar years

OB/GYN Exams: 1 exam per calendar year

Mammography

- ◆ 1 baseline screening, ages 35-39
- ◆ 1 screening per year, ages 40+
- ◆ Additional exams when medically necessary

Notes To Benefit Descriptions

- ◆ In situations where the member is responsible for obtaining the necessary prior authorization and fails to do so, benefits may be reduced or denied.
- ◆ Home Health Care services are covered when in lieu of hospitalization. Includes infusion (IV) therapy.
- ◆ Members must utilize participating Blue Quality Centers for Transplant hospitals to receive benefits for Human Organ & Tissue Transplant services. This network of the finest medical transplant programs in the nation is available to members who are candidates for an organ or bone marrow transplant. A nurse consultant trained in case management is dedicated to managing members who require organ and/or tissue transplants. Covered services are subject to a lifetime maximum of \$1,000,000.
- ◆ Members are responsible for the balance of charges billed by out-of-network providers after payment for covered services has been made by Anthem Blue Cross and Blue Shield according to the Comprehensive Schedule of Professional Services.

Please refer to the *SpecialOffers@Anthem* brochure in your enrollment kit for information on the discounts we offer on health-related products and services.

This does not constitute your health plan or insurance policy. It is only a general description of the plan. The following are examples of services NOT covered by your Century Preferred HSA Plan. Please refer to your Subscriber Agreement/Certificate of Coverage/Summary Booklet for more details: Cosmetic surgeries and services; custodial care; genetic testing; hearing aids; refractive eye surgery; services and supplies related to, as well as the performance of, sex change operations; surgical and non-surgical services related to TMJ syndrome; travel expenses; vision therapy; services rendered prior to your contract effective date or rendered after your contract termination date; and workers' compensation.

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Effective 7/1/2013

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APPENDIX E-3



Employer/Group: REGIONAL SCHOOL DISTRICT #14
 Firm Division: 085722000 - REGIONAL SCHOOL DISTRICT NO. 14
 CENTURY PREFERRED 3-TIER MANAGED PRESCRIPTION DRUG PROGRAM
\$10 Copayment Generic Drugs
\$25 Copayment Listed Brand-Name Drugs
\$40 Copayment Non-Listed Brand-Name Drugs
Unlimited Annual Maximum

Description of Benefits		You Pay:
Tier 1: Generic Drugs	The term "generic" refers to a prescription drug that is considered non-proprietary and is not protected by a trademark. It is required to meet the same bioequivalency test as the original brand-name drug. Tier 1 copayment applies.	\$10
Tier 2: Listed Brand-Name Drugs	The term "listed brand-name" refers to a brand-name prescription drug identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 2 copayment applies.	\$25
Tier 3: Non-Listed Brand-Name Drugs	The term "non-listed brand-name" refers to a brand-name prescription drug not identified on the formulary by Anthem Blue Cross and Blue Shield. Tier 3 copayment applies.	\$40
		Plan Pays:
Annual Maximum	Per member per calendar year	Unlimited

How to use the 3-Tier Managed Prescription Drug Program

The 3-Tier Managed Prescription Drug Program incorporates different levels of copayments for three types of prescription drugs: generic, listed brand-name and non-listed brand-name, as defined in the chart above. The formulary lists generics and brand-name drugs that have been selected for their quality, safety and cost-effectiveness. These listed drugs have lower member copayments than non-listed drugs (but may not have a lower overall cost in all instances.) You minimize your copayments when you use generic prescriptions and listed brand-name prescriptions. You will still have coverage for non-listed brand-name drugs, but at a higher cost share. Talk to your provider about using generic drugs or listed brand-name drugs included on the formulary. You'll have lower copayments when you use these drugs.

- You will be responsible for one copayment when purchasing a 30-day supply of prescription drugs from a participating retail pharmacy.
- You will be responsible for two copayments when purchasing a 31-day to 100 day supply of maintenance drugs through the mail order program.

Generic Substitution: Prescriptions may be filled with the generic equivalent when available.

- When a generic drug is available and you request the equivalent brand-name drug, you will be responsible for the applicable copayment *plus* the difference in cost between the generic and brand-name drug.
- If your physician determines that the brand equivalent is medically necessary and indicates on the prescription 'Dispense as written', you will only be responsible for the applicable copy.

Connection (Concurrent Drug Utilization Review)

Connection works with the retail pharmacy's standard guidelines to provide a second level of quality and safety checks. The process, which is provided on-line as part of the electronic claims filing process, helps promote access to safe, appropriate, cost-effective medications for members. Connection involves a series of rules or guidelines, which identify potential medication therapy issues and deliver a message to the pharmacy by computer before the medication is dispensed. The process alerts the pharmacist of potential issues such as drug-to-drug interactions, refills requested too close together, incorrect dosing or drug duplications.

In Connecticut, Anthem Blue Cross and Blue Shield is a trade name of Anthem Health Plans, Inc., an independent licensee of the Blue Cross and Blue Shield Association. ® Registered marks of the Blue Cross and Blue Shield Association.

Pharmacy Programs

Voluntary Mail-service Program

Members have access to Anthem Rx, the voluntary mail-service drug program for members who regularly take one or more types of maintenance drugs. Members can order up to a 100-day supply of these medications and have them delivered directly to their home.

The \$10 generic/\$25 listed brand-name/\$40 non-listed brand-name copayment and Unlimited annual maximum apply. When ordering a 31-day to 100 day supply, two copayments will apply, as follows: \$20 generic/\$50 listed brand-name/\$80 non-listed brand.

National Pharmacy Network

Members also have access to a network of more than 53,000 retail pharmacies throughout the country. Members may call 1-888-207-4214, or go to www.anthemprescription.com, to locate a participating pharmacy when traveling outside the state.

Non-participating Pharmacies

Members who fill prescriptions at a non-participating pharmacy are responsible for payment at the time the prescription is filled. Members must submit claims to Anthem Blue Cross and Blue Shield for reimbursement, and payment will be sent to the member. Members who use non-participating pharmacies will pay 20% of the in-network allowance, plus the difference between Anthem Blue Cross and Blue Shield's payment and the pharmacist's actual charge.

Points to Remember

- Anthem Blue Cross and Blue Shield will provide coverage for prescription drugs dispensed by a participating pharmacy when prescription drugs are deemed medically necessary based on specific criteria and dispensed pursuant to a prescription issued by a participating physician or by a non-participating physician, subject to copayment.
- Anthem Blue Cross and Blue Shield will not be liable for any injury, claim or judgment resulting from the dispensing of any drug covered by this plan. Anthem Blue Cross and Blue Shield will not provide benefits for any drug prescribed or dispensed in a manner contrary to normal medical practice.
- Anthem Blue Cross and Blue Shield reserves the right to apply quantity limits to specified drugs as listed on the formulary. If a member requires a greater supply, the member's provider can follow the prior authorization process.

Prescription Drug Eligibility

Eligible prescription drug benefits are limited to injectable insulin and those drugs, biologicals, and compounded prescriptions that are required to be dispensed only according to a written prescription, and included in the United States Pharmacopoeia, National Formulary, or Accepted Dental Remedies and New Drugs, and which, by law, are required to bear the legend: "Caution - Federal Law prohibits dispensing without a prescription" or which are specifically approved by the Plan.

Limits and Exclusions

Benefits are limited to no more than a 30-day supply for covered drugs purchased at a retail pharmacy, and no more than a 100-day supply for covered drugs purchased by mail order. All prescriptions are subject to the quantity limitations imposed by state and federal statutes.

This drug rider does not provide drugs dispensed by other than a licensed, retail pharmacy or our mail-order service; any drug not required for the treatment or prevention of illness or injury; vaccines or allergenic extracts; devices and appliances; needles and syringes that are not prescribed by a provider for the administration of a covered drug; prescriptions dispensed in a hospital or skilled nursing facility; over-the-counter or non-legend drugs; antibacterial soaps/detergents, shampoos, toothpastes/gels and mouthwashes/rinse.

Benefits for prescription birth control are covered for most groups. However, such coverage is optional if your group is self-insured or a bona fide religious organization. Check with your benefits administrator.

This is not a legal contract. It is only a general description of the \$10 generic/\$25 listed brand-name/\$40 non-listed brand-name 3-Tier Managed Prescription Drug Program with an Unlimited annual maximum. Please consult the Evidence of Coverage or prescription drug rider for a complete description of benefits and exclusions applicable to your coverage.

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December 19, 2012

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 though 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



Regional School District No. 14 Towns of Bethlehem and Woodbury

Mr. Jody I. Goeler, Superintendent of Schools
5 Minortown Road – PO Box 469
Woodbury, Connecticut 06798
Telephone: 203 263-4339 Fax: 203 263-0372
Email: jgoeler@ctreg14.org

High School Department Head (9-12)

A department head at Nonnewaug High School is responsible for administering and managing a department in accordance with Region 14's goals and objectives. The person serves as a liaison for the department and must have strong communication skills. This person must also be knowledgeable in the areas of curricula, instructional strategies, and supervision and evaluation of staff. 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. Department heads' responsibilities include the following:

1. Instructs in accordance with the Region 14 teacher job description.
2. Supervises all department members (#105 required, #092 preferred).
3. Is knowledgeable about curricula, educational programs, and effective instructional techniques within the given discipline.
4. Teaches a reduced load of four classes within the department.
5. Serves as a model teacher by demonstrating classroom lessons for teachers and students.
6. Attends leadership meetings one (1) time per month.
7. Meets twice each year with the 6-8 team leaders in the appropriate subject area to ensure alignment between middle and high school.
8. Conducts monthly department meetings.
9. Assists in handling parent and student concerns.
10. Provides leadership for staff development, curriculum revision, and instructional initiatives.
11. Oversees the adoption of all textbooks and other teaching material within the department and makes recommendations to the building administrator.
12. Serves as liaison between the department and publishers.
13. Prepares and manages the department budget with the principal.
14. Selects and orders materials and maintains an inventory of department materials and equipment.
15. Participates in the selection of new personnel within the department.
16. Maintains professional development by attending conferences, serving on committees on a voluntary basis, and keeping abreast of new initiatives.
17. Performs additional duties as deemed necessary by the principal/assistant principal.

Reports to: Building Principal/Assistant Principal

Effective July 1, 2013

Team Leader (6-8)

A grade level team leader is responsible for XXXXXXXXXXXXXXXXXXXXXXXXXX

The person must also be knowledgeable in curriculum development and instructional improvement in one of the following: math, language arts, science, and unified arts.

1. Relays grade level concerns to administration.
2. Facilitates grade level team meetings.
3. Keeps record of all team meetings.
4. Prepares and manages the grade level budget with the principal.
5. Organizes grade level field trip(s).
6. Represents grade level team at public presentation and/or meetings.
7. Schedules parent conferences for the team.
8. Is a member of the Student Consultation Team.
9. Works with the building principal, curriculum coordinators, literacy specialist, and math coach (as appropriate) to provide leadership for staff development, curriculum revision, and instructional initiatives.
10. Serves as a liason between the teachers and curriculum coordinators, literacy specialist, and math coach (as appropriate).
11. Serves on the curriculum committee (for his/her subject area) when it meets to write, review, and/or revise said curriculum.
12. Prepares and manages the subject budget with the principal.
13. Performs additional duties as deemed necessary by the principal.

Effective July 1, 2009

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:

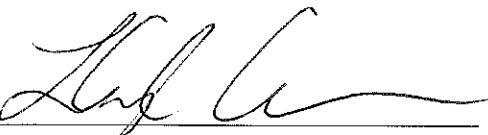
As a consequence of the Board of Education's notice to the bargaining unit that the job description for Department Chairs has been modified so that beginning July 1, 2013, all Department Chairs will either have to have their 092 Certification or submit a plan, acceptable to the Superintendent, that such 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 18, 2012
Jan 18 13

