

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD
SPECIAL MEETING NOTICE AND AGENDA
TELEPHONIC MEETING

Meeting Date and Time: Thursday, August 29, 2019, 9:30 AM –10:00 AM

Meeting Call-In Instructions: Telephone (605) 313-4443
Code: 714751

Meeting Location: Office of Policy and Management, 450 Capitol Avenue, 5th Floor, Hartford, CT

Agenda

- I. Call to Order & Opening Remarks by Secretary Melissa McCaw and Treasurer Shawn Wooden

- II. City of West Haven Issues and Items
 - a. Review, discussion and possible action: Labor contracts
 - i. Non-Certified School Employees AFSCME Local 2706 (Board of Education)

- III. City of Hartford Issues and Items
 - a. Review, discussion and possible action: Labor contracts
 - i. Hartford School Support Supervisors (Board of Education)

- IV. Adjourn

MEMORANDUM
Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board
From: Julian Freund, OPM
Subject: AFSCME Local 2706 Contract
Date: August 23, 2019

Background

The previous collective bargaining agreement between the West Haven Board of Education and the Non-Certified School Employees Local 2706 union expired June 30, 2019. A Tentative Agreement for a contract term through June 30, 2022 was recently approved by the union membership and the Board of Education. While this agreement is not subject to approval by the local legislative body under the Municipal Employees Relations Act, clarification to the MARB statute in the last legislative session does make the contract subject to approval by the MARB.

The revised statute requires that the contract be submitted to the MARB fourteen days after an agreement is reached and for MARB to act on the agreement not later than 30 days after submittal. The Board of Education approved the agreement on July 22 and the agreement was received on August 6.

The West Haven Subcommittee reviewed the contract at its August 13 meeting and approved bringing the contract to the full MARB. Additional information requested by the Subcommittee has been provided by the Board of Education and is attached.

Summary of Major Economic Provisions

The changes to the contract are outlined in the Tentative Agreement and include the following:

Wages

- FY 2019/20: 0% general wage increase, with no step increase
- FY 2020/21: 0% general wage increase, with no step increase
- FY 2021/22: 1% general wage increase, with no step increase

The prior contract provided for general wage increases of 0% in FY 2017, 0% in FY 2018, and 2% in FY 2019.

The attached financial analysis provided by the Board of Education provides the approximate cost of the 1% increase in year 3 of the contract at \$36,903. The financial analysis also estimates the avoided cost of step increases ranging from \$39,760 in year 1 to \$49,537 in year3.

Health Insurance:

- Shifts to HDHP with a deductible of \$2,000/\$4,000
- Health savings account with the BOE contributing 50% toward the deductible
- Employee cost share remains at 17%

- Includes language that specifies BOE reserves right to switch to Partnership Plan
- Coverage of retiree's spouse at 50% is eliminated for employees hired after 7/1/05 or retiring after 6/30/22

The attached analysis by the Board of Education's actuary firm estimates the shift to the HDHP would reduce the OPEB accrued liability by approximately \$2.2 million. The projected impact on annual premium cost to the Board of Education is estimated at about \$105,470 in the attached analysis.

An additional attachment provides comparable settlement data for secretary and custodian unions from the July 2019 Data Reporter.

Attachments:

- Tentative Agreement
- Financial impact of wages/steps
- Projected impact of plan change on OPEB
- Projected HDHP savings
- Comparables – Custodian and Secretarial contracts
- Agreement Between West Haven Board of Education and Non-Certified School Employees Local 2706

Tentative Agreement

In resolution of the negotiations for a successor agreement, the Parties agree to the following. This is considered an off the record tentative agreement for discussion purposes only and shall not be introduced in any interest arbitration hearing related to the negotiations resulting in this Agreement.

1. Duration

July 1, 2019 – June 30, 2022

2. Wages

July 1, 2019	0%, no step
July 1, 2020	0%, no step
July 1, 2021	1% GWI, no step

The Middle School Cook stipend shall be increased from \$2,000 to \$4,000 consistent with the other cooks.

3. Insurance

- a. Plan Design – Effective July 1, 2019, bargaining unit members will switch to the same High Deductible Health Plan proposed by the Board without the 10% in-network coinsurance. Each year the Board shall fund 50% of the deductibles into a health savings account. The Board's share of the deductible shall be fully funded in July of the first year, then half in July and half in January in subsequent years; in the event of a hardship, employees may request full funding of the Board's share prior to January 1.

In the event the Board decides to transition health plans to the Connecticut Partnership Plan (CPP), the HDHP will be replaced with CPP. If the decision is made prior to July 1, 2019, to change to CPP, the HDHP will not be implemented and CPP will be put into CPP as soon as feasible.

- b. Cost-Share Contributions shall remain unchanged
- c. Board Proposal No. 11, Retiree Medical – For employees hired before July 1, 2005, who retire prior to June 30, 2022, continue to be eligible for Board paying 50% of cost for spouse; otherwise the provision is eliminated.

4. Other

- A. Board's Proposal No. 1 (Union Security) – Board's proposal to modify language in response to Janus decision.

- B. Board Proposal No. 3:
 - (i) Section 4.0 – Cafeteria works same year as the student school year (not 170);
 - (ii) Section 4.3 only – Custodial employee return to evening shift the week prior to that in which school opening occurs.
- C. Board Proposal No. 8 – Direct Deposit is mandatory effective July 1, 2019.
- D. Union Proposal No. 8 – Deductions deducted evenly through each paycheck.
- E. Union Proposal No. 12 – Labor Management Committee to meet two times per year.

All other proposals shall be deemed withdrawn

West Haven Board of Education

AFSCME Council 4, Local 2706

By _____

By _____

Date:

Date:

AFSCME Contract Financial Cover Sheet

Approximate value of 1% salary increase in 3rd year \$ 36,903.14

Approximate value per year of avoiding step increases

Year 1	\$ 39,760.30
Year 2	\$ 44,131.54
Year 3	\$ 49,537.72

Grade	Step	Recurring Annual Salary	Contractual 1% Increase in Year 3
NC12	8	\$ 57,879.22	\$ 58,458.01
NC12	8	\$ 57,879.22	\$ 58,458.01
NC13	3	\$ 34,767.46	\$ 35,115.13
NC13	4	\$ 36,034.44	\$ 36,394.78
NC13	8	\$ 48,557.60	\$ 49,043.18
NC13	8	\$ 51,057.60	\$ 51,568.18
NC13	8	\$ 48,557.60	\$ 49,043.18
NC13	8	\$ 48,557.60	\$ 49,043.18
NC14	1	\$ 33,890.48	\$ 34,229.38
NC14	1	\$ 33,890.48	\$ 34,229.38
NC14	1	\$ 33,890.48	\$ 34,229.38
NC14	1	\$ 33,890.48	\$ 34,229.38
NC14	1	\$ 33,890.48	\$ 34,229.38
NC14	4	\$ 40,337.54	\$ 40,740.92
NC14	5	\$ 41,653.14	\$ 42,069.67
NC14	8	\$ 50,945.18	\$ 51,454.63
NC14	8	\$ 53,445.18	\$ 53,979.63
NC14	8	\$ 53,445.18	\$ 53,979.63
NC14	8	\$ 53,445.18	\$ 53,979.63
NC14	8	\$ 50,945.18	\$ 51,454.63
NC14	8	\$ 50,945.18	\$ 51,454.63
NC14	8	\$ 53,445.18	\$ 53,979.63
NC14	8	\$ 50,945.18	\$ 51,454.63
NC14	8	\$ 53,445.43	\$ 53,979.88
NC15	8	\$ 55,546.66	\$ 56,102.13
NC19	8	\$ 55,038.32	\$ 55,588.70
NC24	1	\$ 9,290.24	\$ 9,383.14
NC26	4	\$ 14,989.68	\$ 15,139.58
NC26	5	\$ 15,413.70	\$ 15,567.84
NC26	6	\$ 15,860.64	\$ 16,019.25
NC26	6	\$ 15,860.64	\$ 16,019.25
NC26	7	\$ 16,341.96	\$ 16,505.38
NC26	8	\$ 19,734.12	\$ 19,931.46
NC26	8	\$ 19,734.12	\$ 19,931.46
NC27	6	\$ 24,362.51	\$ 24,606.14
NC27	8	\$ 29,255.93	\$ 29,548.49
NC27	8	\$ 29,255.93	\$ 29,548.49
NC27	8	\$ 29,255.93	\$ 29,548.49
NC27	8	\$ 29,255.93	\$ 29,548.49
NC30	8	\$ 23,638.16	\$ 23,874.54
NC35	6	\$ 30,536.23	\$ 30,841.59
		\$ 3,690,313.69	\$ 3,727,216.83
			\$ 36,903.14

Grade	Step	Recurring Annual Salary	If Step Movement in Year 1	If Step Movement in Year 2	If Step Movement in Year 3
AE05	1	\$ 26,373.60	\$ 26,373.60	\$ 27,783.00	\$ 29,079.00
AE05	4	\$ 30,407.40	\$ 31,703.40	\$ 32,999.40	\$ 34,295.40
NC01	8	\$ 42,599.18	\$ 42,599.18	\$ 42,599.18	\$ 42,599.18
NC02	8	\$ 50,981.84	\$ 50,981.84	\$ 50,981.84	\$ 50,981.84
NC02	8	\$ 50,981.84	\$ 50,981.84	\$ 50,981.84	\$ 50,981.84
NC03	1	\$ 21,383.96	\$ 21,383.96	\$ 22,143.94	\$ 22,903.92
NC03	3	\$ 22,903.92	\$ 23,664.16	\$ 24,374.74	\$ 25,234.82
NC03	5	\$ 24,374.74	\$ 25,234.82	\$ 25,927.46	\$ 31,501.60
NC03	8	\$ 31,501.60	\$ 31,501.60	\$ 31,501.60	\$ 31,501.60
NC03	8	\$ 31,501.60	\$ 31,501.60	\$ 31,501.60	\$ 31,501.60
NC04	7	\$ 42,210.48	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC04	8	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20	\$ 51,758.20
NC05	1	\$ 24,618.10	\$ 24,618.10	\$ 25,928.50	\$ 27,150.76
NC05	8	\$ 39,371.02	\$ 39,371.02	\$ 39,371.02	\$ 39,371.02
NC06	4	\$ 27,785.42	\$ 28,934.10	\$ 30,099.42	\$ 31,214.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC06	8	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60	\$ 38,274.60
NC07	1	\$ 52,553.02	\$ 52,533.02	\$ 53,552.20	\$ 54,575.56
NC07	4	\$ 60,598.66	\$ 61,719.26	\$ 62,742.88	\$ 63,790.42
NC07	7	\$ 63,290.42	\$ 75,753.28	\$ 75,753.28	\$ 75,753.28
NC07	8	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28
NC07	8	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28
NC07	8	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28
NC07	8	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28	\$ 70,753.28
NC09	1	\$ 33,963.28	\$ 33,963.28	\$ 35,254.70	\$ 36,418.98
NC09	1	\$ 33,963.28	\$ 33,963.28	\$ 35,254.70	\$ 36,418.98
NC09	8	\$ 50,409.32	\$ 50,409.32	\$ 50,409.32	\$ 50,409.32
NC10	8	\$ 64,652.48	\$ 64,652.48	\$ 64,652.48	\$ 64,652.48
NC11	8	\$ 60,803.18	\$ 60,803.18	\$ 60,803.18	\$ 60,803.18
NC11	8	\$ 60,803.18	\$ 60,803.18	\$ 60,803.18	\$ 60,803.18
NC12	5	\$ 44,318.04	\$ 45,048.90	\$ 46,023.64	\$ 55,379.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC12	8	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22	\$ 57,879.22
NC13	3	\$ 34,767.46	\$ 36,034.44	\$ 37,276.98	\$ 38,519.52
NC13	4	\$ 36,034.44	\$ 37,276.98	\$ 38,519.52	\$ 39,762.06
NC13	8	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60
NC13	8	\$ 51,057.60	\$ 51,057.60	\$ 51,057.60	\$ 51,057.60
NC13	8	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60
NC13	8	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60	\$ 48,557.60
NC14	1	\$ 33,890.48	\$ 33,890.48	\$ 35,230.52	\$ 36,521.68
NC14	1	\$ 33,890.48	\$ 33,890.48	\$ 35,230.52	\$ 36,521.68
NC14	1	\$ 33,890.48	\$ 33,890.48	\$ 35,230.52	\$ 36,521.68
NC14	1	\$ 33,890.48	\$ 33,890.48	\$ 35,230.52	\$ 36,521.68
NC14	1	\$ 33,890.48	\$ 33,890.48	\$ 35,230.52	\$ 36,521.68
NC14	4	\$ 40,337.54	\$ 41,653.14	\$ 42,944.30	\$ 44,259.90
NC14	5	\$ 41,653.14	\$ 42,944.30	\$ 44,259.90	\$ 53,445.18
NC14	8	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18
NC14	8	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18
NC14	8	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18

Grade	Step	Recurring Annual Salary	If Step Movement in Year 1	If Step Movement in Year 2	If Step Movement in Year 3
NC14	8	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18
NC14	8	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18
NC14	8	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18
NC14	8	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18	\$ 53,445.18
NC14	8	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18	\$ 50,945.18
NC14	8	\$ 53,445.43	\$ 53,445.43	\$ 53,445.43	\$ 53,445.43
NC15	8	\$ 55,546.66	\$ 55,546.66	\$ 55,546.66	\$ 55,546.66
NC19	8	\$ 55,038.32	\$ 55,038.32	\$ 55,038.32	\$ 55,038.32
NC24	1	\$ 9,290.24	\$ 9,381.92	\$ 9,649.32	\$ 9,993.12
NC26	4	\$ 14,989.68	\$ 15,413.70	\$ 15,860.64	\$ 16,341.96
NC26	5	\$ 15,413.70	\$ 15,860.64	\$ 16,341.96	\$ 16,734.12
NC26	6	\$ 15,860.64	\$ 16,341.96	\$ 16,734.12	\$ 17,134.12
NC26	6	\$ 15,860.64	\$ 16,341.96	\$ 16,734.12	\$ 17,134.12
NC26	7	\$ 16,341.96	\$ 16,734.12	\$ 17,134.12	\$ 17,534.12
NC26	8	\$ 16,734.12	\$ 17,134.12	\$ 17,534.12	\$ 17,934.12
NC26	8	\$ 19,734.12	\$ 19,734.12	\$ 19,734.12	\$ 19,734.12
NC27	6	\$ 24,362.51	\$ 24,817.09	\$ 25,255.93	\$ 25,655.93
NC27	8	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93
NC27	8	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93
NC27	8	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93
NC27	8	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93
NC27	8	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93	\$ 29,255.93
NC30	8	\$ 23,638.16	\$ 23,638.16	\$ 23,638.16	\$ 23,638.16
NC35	6	\$ 30,536.23	\$ 31,501.19	\$ 32,477.17	\$ 33,452.15
		\$ 3,690,313.69	\$ 3,730,073.99	\$ 3,774,205.53	\$ 3,823,743.25



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milliman.com

August 22, 2019

PERSONAL & CONFIDENTIAL

Mr. Matthew Cavallaro
Business Manager
West Haven Board of Education
355 Main Street
West Haven, CT 06516

Re: City of West Haven Other Post-Employment Benefits
Impact of Plan Change for AFSCME Union

Dear Matt:

At your request, we have determined the cost impact of the proposed OPEB plan change for the AFSCME union outlined in your email dated August 14, 2019. Effective July 1, 2023, the Board will pay 50% of the Post-Medicare premium for all current and future retirees (regardless of date of hire or date of retirement). Coverage will no longer be available to the spouse.

The attached exhibit includes the details of the plan change and illustrates the impact of the proposal on the City's OPEB liability.

Please note that our analysis is based on the results of the July 1, 2017 actuarial valuation and assumes for simplicity that the plan changes were made effective July 1, 2017. The actual cost of the plan change will depend on the final form of the changes, the effective date of the changes, and the eligible members at that time.

If this analysis is distributed, it must be distributed in its entirety including this letter.

We have not explored any legal issues with respect to the plan change. We are not attorneys and cannot give legal advice on such issues. We suggest that you review this proposal with counsel.

It is certain that actual experience will not conform exactly to the assumptions used in this analysis. To the extent future experience deviates from those assumptions, the results of this analysis could vary from the results presented here. Actual results at each point in time will yield different values, reflecting the actual experience of the plan membership and assets.

Mr. Matthew Cavallaro
August 22, 2019
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We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete and our calculations may need to be revised.

This analysis was prepared exclusively for the City of West Haven. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions: the Town may provide a copy of Milliman's work, in its entirety, to the City's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the City; and the City may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law. Any third party recipient of Milliman's work product who desires professional guidance should not rely upon Milliman's work product, but should engage qualified professionals for advice appropriate to its own specific needs. Milliman does not intend to benefit any third party recipient of this analysis and assumes no duty or liability to any such third parties.

I am a member of the American Academy of Actuaries and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Please let me know if you have any questions.

Sincerely,



Jennifer M. Castelhana, FSA
Consulting Actuary

City of West Haven Other Post-Employment Benefits Program Impact of Proposed Plan Changes for AFSCME Union

Baseline

Hired prior to 7/1/2005:

Pre-Medicare: Board pays 100% of the cost of insurance for retirees and retirees pay 50% of the premium for spouse.

Post-Medicare: Retirees pay 50% of the premium for self and spouse.

Hired after 7/1/2005:

Retirees pay 50% of the premium for self and 100% of the premium for spouses.

Proposed Change

Hired prior to 7/1/2005:

Pre-Medicare: Board pays 100% of the cost of insurance for retirees. Spouses are not eligible for OPEB benefits.

Post-Medicare: Retirees pay 50% of the premium for self. Spouses are not eligible for OPEB benefits.

Hired after 7/1/2005:

Retirees pay 50% of the premium for self. Spouses are not eligible for OPEB benefits.

The proposed change applies to all current and future retirees and spouses.

Accrued Liability	Baseline	Reflecting Proposed Change	Increase/ (Decrease)
Current active members			
Employees under age 65	\$22,034,549	\$22,034,549	\$0
Employees over age 65	52,049,865	52,049,865	0
Dependents under age 65	5,256,378	5,073,593	(182,785)
Dependents over age 65	<u>9,212,986</u>	<u>7,666,675</u>	<u>(1,546,311)</u>
Total	88,553,778	86,824,682	(1,729,096)
Current retired members			
Employees under age 65	14,326,497	14,326,497	0
Employees over age 65	55,559,727	55,559,727	0
Dependents under age 65	13,565,605	13,553,698	(11,907)
Dependents over age 65	<u>12,921,831</u>	<u>12,438,757</u>	<u>(483,074)</u>
Total	96,373,660	95,878,679	(494,981)
Total Accrued Liability	184,927,438	182,703,361	(2,224,077)

This exhibit is an attachment to a letter dated August 22, 2019. Please refer to that letter for more information, including explanatory notes and statements of reliance. If this analysis is distributed, it must be distributed in its entirety including the letter to which it is attached.

This estimate is based on the results of the July 1, 2017 actuarial valuation and assumes that the plan changes are effective July 1, 2017.

This work product was prepared solely for the City for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work. Milliman recommends that third parties be aided by their own actuary or other qualified professional when reviewing the Milliman work product.

8/22/2019

Projected AFSCME HDHP Savings

2019/20 AFSCME FD 655

7/1/19 - 6/30/20	Employee Count	Monthly Medical Rates	% Employee Pays	Employee Contributions
AFSCME				
			17%	
Single	7	\$1,137.15		\$193.31
EE+1	10	\$2,432.14		\$413.46
Family	3	\$2,981.04		\$506.78
Total	20	\$41,224.57		\$7,008.18

2019/20 AFSCME FD 755

7/1/19 - 6/30/20	Employee Count	Monthly Medical Rates	% Employee Pays	Employee Contributions
AFSCME				
Monthly Medical Rates			17%	
Single	20	\$1,179.15		\$200.46
EE+1	24	\$2,522.61		\$428.84
Family	10	\$3,087.92		\$524.95
Total	54	\$115,004.86		\$19,550.83

2018/19 As Is AFSCME Medical and Rx Cost	
Employer	Employee
\$1,556,045.14	\$318,708.04

2019/20 High Deductible Health Plan

7/1/19 - 6/30/20	Employee Count	Monthly Medical Rates	% Employee Pays	Employee Contributions
AFSCME				
Monthly Medical Rates			17%	
Single	27	\$1,001.95		\$170.33
EE+1	34	\$2,133.34		\$362.67
Family	13	\$2,608.10		\$443.38
Total	74	\$133,491.47		\$22,693.55

2018/19 HDHP Medical Cost	
Employer	Employee
\$1,329,575.00	\$272,322.59
HSA/HRA funding	\$0.00
Total Budget	\$272,322.59

Total Projected WH BOE Savings	
Employer	
\$105,470.14	

THE WEST HAVEN BOARD OF EDUCATION
AND
THE NON-CERTIFIED SCHOOL EMPLOYEES LOCAL 2706 COUNCIL #4 AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL/CIO

Wage Increases - Custodian and Secretarial Contracts

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL	AVERAGE
Ansonia Custodian				1.50%	2.00%	2.50%	2.50%			8.50%	2.13%
Ansonia Secretaries	2.00%	2.00%	2.50%	2.00%	2.00%	2.00%				10.00%	2.00%
Danbury Custodian		2.50%	2.50%	2.25%	2.25%					7.25%	2.42%
Danbury Secretary/IT				2.25%	2.25%	2.25%	0.50%			5.00%	1.67%
Derby Custodian	2.00%	2.00%	2.00%	2.00%	2.00%					10.00%	2.00%
Derby Secretary		2.00%	2.00%	2.25%	2.50%					8.75%	2.19%
East Hartford Custodian				2.00%	1.50%	1.00%				4.50%	1.50%
East Hartford Secretary				2.00%	2.00%	0.50%				2.50%	1.25%
Mansfield Custodian		2.00%	2.00%	2.00%	2.00%					6.00%	2.00%
Mansfield Secretary	2.00%	2.00%	2.00%	2.00%						6.00%	2.00%
Meriden Custodian		1.50%	1.75%	1.75%	2.00%					5.25%	1.75%
Meriden Secretary		1.75%	1.50%	1.50%	1.25%					4.50%	1.50%
Milford Custodian	2.00%	2.00%	2.25%	2.25%						8.50%	2.17%
Milford Secretary	2.00%	2.00%	2.00%	2.25%	2.50%					8.75%	2.19%
New Haven Custodian				0.00%	0.00%	2.50%	2.00%	2.00%	2.00%	8.50%	1.70%
New Haven Secretary	0.00%	3.00%	3.00%	2.00%	2.25%	2.50%				9.75%	1.95%
New London Secretary				2.00%	2.00%					4.00%	2.00%
Norwalk Custodian		2.00%	2.00%	2.00%	2.50%	2.50%				9.00%	2.25%
Norwich Custodian				2.25%	2.00%	2.25%				6.50%	2.17%
Norwich Secretary				2.00%	2.00%	2.00%	2.50%	2.50%		9.00%	2.25%
Orange Custodian		2.50%	2.50%	2.50%						5.00%	2.50%
Orange Secretary		2.25%	2.50%	2.00%	2.00%	2.00%	2.00%			8.00%	2.00%
Stamford Custodian	2.00%	2.25%	2.50%	2.50%						9.25%	2.42%
AVERAGE	2.00%	1.78%	2.14%	2.07%	1.95%	2.00%	1.90%	2.25%	2.00%		2.00%

Average General Wage Increases

General Wage Increase by Fiscal Year: Arbitration Awards

The following are select summary statistics related to all arbitration awards reported to CCM from July 1, 2012. Each month the data below is updated to reflect new settlements received by CCM.

	FY 13	FY 14	FY 15	FY 16	FY 17	FY 18	FY 19	FY 20	FY 21
Average	1.87%	1.99%	2.21%	2.31%	2.52%	2.33%	1.75%	2.00%	1.88%
Minimum	0.00%	0.00%	1.00%	1.25%	2.25%	2.25%	1.75%	2.00%	1.85%
Maximum	3.00%	3.00%	3.00%	3.50%	2.90%	2.50%	1.75%	2.00%	1.90%
Sample Size	20	21	21	16	9	4	2	2	2

General Wage Increase by Fiscal Year: Negotiated Settlements

The following are select summary statistics related to all negotiated settlements reported in the Data Reporter from July 1, 2015. Each month the data below will be updated to reflect new settlements received by CCM. For information regarding a particular municipal settlement, please contact CCM.

	FY15-16	FY16-17	FY17-18	FY18-19	FY19-20	FY20-21	FY 21-22
Average	2.29%	2.26%	2.219%	2.19%	2.16%	2.13%	2.06%
Minimum	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.50%
Maximum	3.50%	3.50%	3.50%	6.00%	3.00%	3.00%	2.65%
Mode	2.00%	2.00%	2.00%	2.00%	2.50%	2.25%	2.00%
Sample Size	272	265	270	246	151	78	23

Number of Wage Freezes Achieved: Negotiation Versus Arbitration

The following are the number of wage freezes reported in the Data Reporter from July 1, 2013. It is important to note that for negotiated settlements, the number reflects only those contracts received by CCM and reported in the Data Reporter and corresponds to the sample sizes in the preceding tables. Each month the data below will be updated to reflect new settlements received by CCM. For information regarding a particular municipal settlement, please contact CCM.

	FY 13- 14	FY 14-15	FY 15-16	FY 16-17	FY 17-18	FY 18-19	FY19-20
Negotiated	4	4	8	8	4	4	0
Arbitration	2	0	0	0	0	0	0

AGREEMENT BETWEEN
THE WEST HAVEN BOARD OF EDUCATION
AND
THE NON-CERTIFIED SCHOOL EMPLOYEES LOCAL 2706 COUNCIL #4
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL/CIO

JULY 1, 2019 – JUNE 30, 2022

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AGREEMENT BETWEEN
THE WEST HAVEN BOARD OF EDUCATION
AND
THE NON-CERTIFIED SCHOOL EMPLOYEES LOCAL 2706 COUNCIL #4
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO

INTRODUCTORY CLAUSE

This Agreement made by and between the West Haven Board of Education, hereinafter referred to as the "Board", and the Non-Certified School Employees Local 2706 of Council #4, American Federation of State, County and Municipal Employees, hereinafter referred to as the "Union", in order to increase general efficiency in the school system and to maintain the existing harmonious relationship between the Board and its employees and to promote the morale, equal rights, well being and security of its employees, the Board and the Union hereby bind themselves into this mutual agreement as follows:

The Parties agree that all parts and sections, including any addenda of the Collective Bargaining Agreement which expires on June 30, 2019, that are not changed as a result of these negotiations, will be included, verbatim, in the successor agreement.

Purpose: To establish that all current language be accurately and completely included in the successor agreement. It is not intended to limit the right of either party to change any language in the agreement.

ARTICLE I
RECOGNITION

The Board of Education hereby recognizes the Union as the sole and exclusive bargaining agent for the purposes of establishing salaries, wages, hours and conditions of employment of all non-certified school employees.

ARTICLE II
UNION SECURITY

The Board agrees to deduct through the facilities of the Comptroller an initiation fee, and monthly dues, as specified by the Treasurer of the Union, from the wages of all bargaining unit employees upon receipt of a voluntary authorization card signed by the employee, and will continue to deduct such dues monthly for the term of this Agreement or extension thereof, and will transmit such dues to the Treasurer of the Union on a monthly basis. The monthly dues remittance to the Union will be accompanied by a list of employees from whose wages dues deduction have been made.

ARTICLE III **SENIORITY**

3.0 All new employees shall serve a probationary period of sixty (60) working days and shall have no seniority rights during this period. During this probationary period, a new employee may be dismissed without protest by the Union. However, the Board may not discharge or discriminate for the purpose of evading this Agreement, or discriminating against a Union Member. In case of proven discrimination against the Union member, such proven Union discrimination would permit Union protests and recourse to the approved National or State Labor panel. Employees who have worked sixty (60) working days shall be known as permanent employees, if in the opinion of the Superintendent of Schools ("Superintendent") they have shown the qualifications necessary to perform their duties properly. Having satisfactorily completed the probationary period, the employee's seniority date will revert to the first day of probationary period in which he achieves seniority.

3.1 Permanent part-time employees are employees who work twenty (20) hours or more per week but less than a full-time employee.

3.2 When a job vacancy exists or a new position or job is created within the scope of the bargaining unit, it shall be posted for a period of five (5) working days, said posting to include the location of the vacancy. The bidding employee with the highest seniority shall be given the first opportunity to fill the vacancy or new position providing he or she is qualified in the opinion of the Superintendent. If he or she refuses the opportunity or is not qualified the vacancy or new position should be filled by the next senior employees, who bids, if qualified, and that shall become his or her permanent job. There shall be a sixty (60) day trial period in the new classification. All vacancies and new positions must be posted within five (5) working days after such vacancies or new positions occur. All bids shall be posted in all schools in a conspicuous location, where employees normally congregate. Bids will not be opened until the posting time has expired; and will be opened in the presence of a Union officer who will be provided with a copy of each bid with dates of employment thereon. No employee shall be eligible to enter a bid until he or she has been in his present position at least six (6) months at the time that he or she has entered a bid, unless for promotion to a higher classification.

3.3 If any employee is appointed to a vacancy in a higher classification or new position or job created within the scope of the bargaining unit when it is in a higher classification, and qualified within the provisions as set forth in this Agreement, he or she shall receive a salary adjustment automatically to the same step in the high classification. Transfer of employees to similar classifications in other schools shall be carried out in the same manner as outlined for filling vacancies.

In the event no employee bids a posted job and it becomes necessary to make a unilateral transfer, this will be done by the inverse order of seniority, i.e., the person within the classification with the least seniority will be transferred provided he is qualified.

An employee who is out sick or on worker's compensation leave and bids a job must be able to return to work within twenty (20) working days from the date the job is awarded to him/her.

3.4 Work done in higher classification shall be paid retroactive to day one (1) starting with the third (3rd) day with each occurrence at a rate associated with a job in a higher classification. This is effective only through an oral or written directive of a supervisor of the employee.

3.5 Layoffs shall be within classification in the following order:

- a. Seasonal employees.
- b. Probationary employees (those with less than 60 working days of employment).
- c. Other employees in the inverse order of seniority within each classification.
- d. In the event of a layoff, any regular employee so displaced shall have the opportunity, on the basis of seniority, to fill any job vacancy available in his/her job classification or wage group. In the event no such job vacancy exists, the employee subject to layoff shall displace the least senior employee in his or her classification or wage group. The employee thus displaced, on the basis of seniority, shall have the opportunity to displace the least senior employee in the next lower wage group. However, all such bumping is subject to the Board's acknowledgment that the employee bumping is qualified for the job being sought.

3.6 Laid off employees within classification shall be rehired in the reverse order of Article 3.5 above, and no new employee shall be hired until all laid off employees in their respective classifications have been given an opportunity to return to work. Employees shall have recall rights for up to twenty four (24) months. Recalled employees must return within ten (10) working days of recall. However, replacements may be hired for laid off employees who do not plan to return and these new hires may be called as needed.

3.7 Officers and stewards of the Union shall have super-seniority (within classification) in the event of a layoff. The Union will provide the Board with a current list of Union officers and stewards.

3.8 The Board will prepare a list of employees by seniority and deliver same to the Union secretary at the beginning of each fiscal year, with a pay schedule. The Union will certify the list as correct and return a copy to the Board. If a mistake is thereafter found in said seniority list, it shall be promptly corrected. The Board shall not be responsible for any losses suffered by an employee because of the mistake until it has received notice of said mistake.

ARTICLE IV **HOURS OF WORK**

4.0 All full-time employees, except Cafeteria and Clerical employees, shall work a forty (40) hour week, Monday through Friday, inclusive. All work performed in excess of eight (8) hours per day and forty (40) hours per week shall be paid at one and one-half (1½) times the regular hourly rate. Double time shall be paid for all work performed on Sundays. All work performed on Saturdays shall be paid at the rate of one and one-half (1½) times the regular hourly rate. Double time shall be paid for all work performed on a contract Holiday plus regular Holiday pay. A minimum of three (3) hours at the prescribed rates shall be paid on all call-backs or call-ins but may be assigned to other duties during that period of call-up.

Twelve month clerical employees shall work five (5) seven and one-half (7½) hour days. Monday throughout Friday, inclusive except thirty-five (35) hours weeks during the summer months and school vacation periods. They shall observe the following work hours: 8:00 a.m. to 4 00 p.m. with thirty minutes for lunch during seven and one-half (7½) hour days, 8:00 a.m. to 3:30 p.m. with thirty minutes for lunch during the thirty-five (35) hour week in the summer months and during school vacation periods.

Ten month clerical employees shall work five (5) seven (7) hour days Monday through Friday, inclusive. These ten month clerical employees shall observe the following daily work hours: 8:00 a.m. to 3:30 p.m. with thirty minutes for lunch.

Ten Month Clerks shall have a 195 day school working year and shall be paid for 206 days to compensate for school holidays.

Ten Month Hall Patrol and Swimming Pool employees shall work 185 days and be paid for 196 days to compensate for school holidays.

Full-time cafeteria employees shall work five (5) seven (7) hours days, Monday through Friday, inclusive.

Any of the employees referred to in this section of the contract (4.0) working in excess of their normal work day or normal work week shall be paid at one and one half (1½) times their regular hourly rate unless otherwise provided. All overtime shall be distributed on an equal basis in each individual school.

Where possible, the cafeteria manager should call in regular employees who are available in preference to non-regular employees. In the event a substitute is filling in for a seven (7) hour employee, the balance of the day, three (3) hours, shall be covered by a regular four (4) hour employee at the regular employee's usual hourly rate.

Cafeteria employees shall work the days of the student school year. In addition, they shall be paid for 11 holidays. Regular pay shall be paid for Cafeteria employees required to work more than the number of days corresponding to the student school year.

4.1 A minimum of one (1) custodian is required for all outside private organizations or groups renting a school facility, or charging an admission fee to make a profit. There will be a minimum of three (3) hours work and the employee, including cafeteria workers if required, shall be paid at one and one half (1½) times their regular hourly rate, unless otherwise provided in Article IV.

In case of events where there is no building rental or admission fee, a custodian is required for all extra activities with 50 or more persons in attendance, or if food or beverages are served, such as potluck suppers and buffets. In the latter event, there will be a three (3) hour minimum of work hours and the employee shall be paid at one and one-half (1½) times their regular hourly rate of pay. All hours or fraction thereof in excess of three (3) hours shall be compensated at one and one half (1½) times their regular hourly rate.

Building rental fee or admission charge shall be defined as follows: Rental Fee - charges made to private organizations' parties for use of the facility; admission fee; shall be defined as a fee primarily used to make profit for events other than those affiliated with normal school activities or events associated with school social activities.

All West Haven youth athletic leagues, using paid officials and where there is no building rental or admission fee, the Board will pay the custodian \$25.00 per hour and shall increase that flat fee to \$30 effective July 1, 2016 and July 1, 2017; and shall increase the flat fee to \$35 effective July 1, 2018. Compensation for Sunday events will increase to \$40.00 per hour for the duration of the agreement

In the event the building custodian is unavailable, or refuses to take the assignment, the Administration has the right to assign any other bargaining unit member to the assignment.

No overtime shall be sanctioned without Administration approval.

4.2 In all cases of extra activities, the Board will be responsible for payment at the appropriate rate to the employees for hours worked within thirty (30) days after such hours were worked.

4.3 During all school recesses and summer vacation, all custodial employees are to be transferred from the night shift to the morning shift and shall continue to receive their night differential. Employees shall return to the night shift at the beginning of the week in the summer prior to the week in which school reopens. Any employee transferred from the night shift to the morning shift for school recesses and summer vacation will retain their position on the night shift and be returned to same after the school recesses or summer vacation ends. This provision shall not apply to employees in the Central Office.

4.4 When school is in session and there is an early dismissal because of inclement weather, those Secretaries and Clerks who reported to work will be allowed to go home without loss of pay, after the last student is gone. Blake Building clerical staff will be released at the discretion of the Superintendent. In cases of inclement weather, clerical employees based in the schools will be allowed to follow the delay schedule.

ARTICLE V **HOLIDAYS**

5.1 All permanent employees shall be given the following holidays:

Independence Day	Christmas Day
Labor Day	New Years Day
Columbus Day	Martin Luther King's Day
Veterans Day	Good Friday
Thanksgiving Day & day following	Memorial Day

Two (2) floating holidays shall be determined between the Board and the Union.

When a holiday falls on a Sunday the following Monday shall be observed as the holiday. When a holiday falls on a Saturday, the day shall be determined between the Board and the Union.

5.2 Except as herein provided, to be entitled to holiday pay an employee shall work his/her scheduled regular work day prior to and the day following each such holiday, unless the next regular work day before or after the holiday is a vacation day.

ARTICLE VI **VACATIONS**

6.0 Each employee shall receive a vacation in accordance with the following schedule:

<u>Service Completed</u>	<u>Vacation Earned</u>
6 months	1 week
1 year	2 weeks
6 years	2 weeks & 1 day
7 years	2 weeks & 2 days
8 years	2 weeks & 3 days
9 years	2 weeks & 4 days
10 years	3 weeks
11 years	3 weeks & 1 day
12 years	3 weeks & 2 days
13 years	3 weeks & 3 days
14 years	3 weeks & 4 days
15 years	4 weeks
16 years	4 weeks & 1 day
17 years	4 weeks & 2 days
18 years	4 weeks & 3 days
19 years	4 weeks & 4 days
20 years	5 weeks

The service year shall run from July 1st until June 30th. Vacations must be taken in July or August, and may be taken during school closings provided there is eight hour coverage in the building. Vacation schedules must be approved in advance by the Administration. If approval is denied, the employee shall be informed of the reason for the refusal.

Employees entitled to more than two weeks vacation may take the additional time as he or she desires, unless such absence would create undue hardship and subject to the approval of the Superintendent or his/her designee. With respect to the fifth week of vacation due any employee with over twenty years of service completed, such employee may request a week's salary at regular time in lieu of time off. The employee shall advise the Board of its intention to exercise such right at the time of its approval of such employee's vacation schedule.

6.1 If a pay day occurs during a vacation period for the ten month employees, the paychecks will be available the pay day prior to the commencement of the vacation period.

6.2 Bargaining unit members may carryover up to five (5) days vacation from one fiscal year to the next provided notice is given to the Superintendent by June 1st of the year from which the carryover shall occur, on a form provided for such purpose. Employees may carryover an additional five (5) days (for a total of ten (10) days) with the Superintendent's prior approval if the demands of the schools system or other unusual circumstances do not allow the employee to use all their vacation by June 30. There shall be no payout for unused vacation days.

ARTICLE VII
SICK & PERSONAL LEAVE

7.0 New employees shall receive leave with full pay for sickness at the rate of 1½ days per month for a maximum of fifteen (15) days for 10 month employees or fifteen (15) days for 12 month employees for the first year of service. Each year thereafter employees will receive on July 1 a total of fifteen (15) days for 10 month employees, or fifteen (15) days for twelve month employees, of sick leave with full pay per year. Employees who die, retire, resign or are otherwise terminated during the fiscal year, shall have their sick leave prorated for that fiscal year, and the employee will be required to reimburse the Board, and the Board shall receive a credit for any such leave already paid for that year which was unearned at the time of the employee's death, resignation or termination.

7.1 Part-time employees including 5 hour custodians, shall receive fifteen (15) days of sick leave per year.

7.2 Sick leave may be used for personal illness or physical incapacity other than cases covered by workers' compensation insurance. A Doctor's certificate verifying the employee's ability to return to work shall be submitted after each absence of five (5) or more consecutive days.

7.3 The Superintendent, or his/her designee, at all times, has the privilege of requesting medical proof of illness and recovery, either by the person's own physician or by a physician named by the Board or by both.

7.4 Any medical or physical examinations, required by the Board for purposes of continued employment other than those outlined in Section 7.3, shall be provided at the expense of the Board.

7.5 The Board will pay unused accumulated sick leave up to a maximum of 130 days to an employee who retires under the Board retirement plan. All requests for retirement must be received by the Administration by January 1st of the year in which the employee is intending to retire and payment will be made in a lump sum within the fiscal year for which the funds have been budgeted. In case of an employee's death, payment for accumulated sick days up to a maximum of 130 days will be made to the employee's surviving spouse or estate. If an employee fails to notify the Board no later than January 1st of the fiscal year in which retirement is effective the Board will only be required to pay a lump sum of 50% of unused accumulated sick leave up to a maximum of 65 days.

Notwithstanding the above, in the case of an unanticipated medical emergency and a doctors certificate verifying the employees need to retire payment for unused accumulated sick leave up to a maximum of 130 days will be made in a lump sum.

7.6 Sick leave may be accumulated up to a maximum of 135 days in addition to such sick leave days as have been earned for the current year.

The Board will pay 50% of unused accumulated sick leave up to a maximum of 65 days to an employee who terminates employment with at least fifteen (15) years of service with the Board. The provision will not apply in cases of termination for just cause.

7.7 Workers' compensation benefits shall be paid to any unit employee who qualifies for same under the Connecticut Workers' Compensation Act. The Board will pay for a period of up to four months from the date of the injury the supplement to the weekly disability benefit which is paid under law in lieu of weekly wages, so that the total of the weekly compensation benefit and the Board supplement is equivalent to the employees weekly wage at the time of the injury. In cases of hardship, the employee can petition the Board for additional time to receive supplementary payments.

When it is a matter of clearly realized workers' compensation case, the employee shall not have lost time charged to his sick leave record, even as a temporary measure.

7.8 Sick leave is not to be utilized to extend holidays or vacations and the use of sick leave for purposes other than for bona fide illness or injury may result in appropriate disciplinary action.

7.9 When an employee is injured on the job and requests to see their own physician it shall be their responsibility to see that the Board received the proper medical verification.

ARTICLE VIII **LEAVE PROVISIONS**

(BEREAVEMENT, PERSONAL LEAVE, LEAVE OF ABSENCE,
COURT APPEARANCES, JURY DUTY)

8.0 In event of a death occurring in the family (i.e. spouse, child, parent, sibling, parent of a spouse, or grandparents) of any employee, no deduction in salary will be made for absence up to, but not exceeding, five (5) working days.

In the event of a death occurring to an aunt, uncle, nephew, niece, brother-in-law, or sister-in-law an employee will be permitted up to one (1) working day off at their regular rate of pay. Additional time off shall be granted at the sole discretion of the Superintendent and handled on a case-by-case basis depending circumstances.

In the event of a death occurring to one to whom an employee owes special respect and whose funeral attendance is expected, time will be allowed for the employee to attend the funeral services, permission to be granted at the discretion of the Principal and the supervisor of the department.

8.1 Two days will be allowed for personal leave to be put in writing with reasonable notice pursuant to Personal Leave Form as agreed to by the parties.

8.2 Leave of absence may be granted to Union employees of up to one (1) year for legitimate reasons stated in writing and approved by the Board and the Superintendent.

8.3 Required time off without loss of compensation shall be granted for employees' court appearance in matters arising out of their employment where the employees' interests are not contrary to those of the Board. This is intended to include subpoenaed court appearances not involving the employees' personal arrests or interests.

8.4 Any employee called for jury duty will receive the difference in compensation beyond his or her regular pay and jury duty pay. The employee shall report immediately to their supervisor when petitioned for jury duty and shall cooperate with the Board should the Board determine he should request a excuse from jury duty.

8.5 One Union delegate and one grievant, regardless of the number of grievants, shall be allowed to appear at formal arbitration hearings without loss of pay.

8.6 Two (2) Union officers each shall receive up to a maximum of four (4) paid leave days to attend official union conferences without loss of pay provided the Board is notified through official correspondence from the American Federation State, County and Municipal Employees, Local 2706, AFL-CIO specifying the necessity for such officers attendance at official union conferences.

The negotiating team shall be excused from duty, with no loss of pay, for any time lost due to negotiations taking place during school hours, when required by the Board or its representatives to be present for negotiations or other meetings.

8.7 Leave Provision (Attendance Bonus). Any twelve (12) month employee who does not utilize any of his/her sick leave or personal leave between July 1st and December 31st of any school year, and January 1st and June 30th of any school year, shall receive an attendance bonus of one day paid leave for each six (6) month period that the employee's sick and personal leave is not utilized. This bonus leave shall be taken during the following six (6) month period. Any ten (10) month employee who does not utilize any of his/her sick leave and personal leave between September 1st and January 31st of any school year, and February 1st and June 30th of any school year, shall receive an attendance bonus of one day paid leave for each five (5) month period that the employee's sick and personal leave is utilized. This bonus leave shall be taken during the following five (5) month period. Attendance bonus leave shall not be cumulative. The employee may request payment in lieu of time off.

ARTICLE IX
WAGES

9.0 A. Effective July 1, 2019: the wage scale in effect on June 30, 2019 shall remain the same.

B. Effective July 1, 2020: the wage scale in effect on June 30, 2019 shall remain the same.

C. Effective July 1, 2021: the wage scale in effect on June 30, 2021 shall increase by one percent (1.0%).

There shall be no step movement during the term of this agreement.

9.1 See Wage Scale Appendix A of this Agreement.

9.2 Ten month employees shall have their hourly rate upon written request (true figure not adjusted figure).

9.3 All wages shall be paid via direct deposit into a financial institution designated by the employee. Ten month employees shall have the option of receiving their pay in a lump sum for the summer months. Exercise of such option must be made by the employee providing written notice to the Board not later than June 1st preceding the first payroll in July of each year, otherwise the option is deemed waived. The lump sum payment will be payable on the first payroll date in July, except when this payroll date is during the first week in July. In such event, the lump sum payment shall be made on the second payroll date in July. All deductions will be deducted from the employee's paycheck over a 52 week period (except ten month employee's exercising their right to receive a lump sum for the summer months).

ARTICLE X
FRINGE BENEFITS

10.0. The Board shall provide the following health insurance plan for employees and their eligible dependents (an eligible dependent for purposes of this Article shall include spouse and unmarried dependents up to age 26):

(A) Health Insurance Plan

A high deductible health plan (HDHP) with a deductible of \$2,000/\$4,000; prescription copayments after the deductible(s) has been met; Out-of-network coinsurance of 20%; out-of-pocket maximums of \$4,000/\$6,850. The Board will fund 50% of the deductible (fully in July during the first year, then half in July and half in January of each year thereafter).

- (B) Managed pharmacy network, with the following co-payments after the deductible is met: \$5 retail generic; \$20 brand (formulary); \$35 brand (non-formulary) \$ 2,000 per person annual maximum, with excess treated as an out of network expense with an unlimited maximum; and subject to the following:
- Step therapy
 - 2x co-pay for mail order
 - Refill to soon
Up to 90% of medications need to have been used before refill (depends on days supply dispensed)
 - Quantity/dosage limits
Certain medications will be limited to quantities recommended to maintain clinically appropriate utilization and administration.
 - Mandatory Generic
Prior authorization will be needed by physician to APM for approval; provided, however DAW rule does apply.
 - Day Supply for 3 tier:
Retail: 30
Mail Order: 90 (2 co-pays 31-90 days)
- (C) In the event the Board decides to transition health plans to the Connecticut Partnership Plan (CPP), the HDHP plan will be replaced with CPP and the CPP Plan will be put in place effective July 1 following the decision to change to CPP. Should the Board transition to CPP, the employee shall be responsible for any penalties or similar costs incurred by the plan for non-compliance with CPP's Health Enhancement Program requirements.
- (D) Blue Cross Full Service dental plan, dependant child rider, Riders A, B, C and D.
- (E) Blue Cross Vision Care Endorsement 98.
- (F) The Board shall provide the above insurances for the employees and family, ONLY if the employee works 12 months or 10 month employees work at least 30 hours per week. Food Service employees regularly scheduled to work 35 hours per week or more will receive individual and dependent coverage. Those Food Service employees regularly scheduled to work at least 20 hours per week but less than 35 hours will receive individual coverage only.

The Board shall implement an I.R.C. §125(a) Plan for employee contribution.

- (G) Group Life Insurance - \$20,000 per employee. An employee who subsequently retires shall receive \$6,000 life insurance policy.
- (H) Substitution of Insurance Carriers - The Board reserves the right to change insurance carriers at any time from those stated in this Article provided that the benefits and services shall be comparable to those provided in this Article and provided that the Board notifies the Union of any such change in coverage.
- (I) Longevity Pay -

After eight (8)* years of employment \$550 per annum.
 After thirteen (13)* years of employment \$700 per annum.
 After eighteen (18) *years of employment \$850 per annum.

This benefit applies to all regular employees, and is prorated as it has been in the past.

*To be eligible in any given year, employees must have completed eight, thirteen or eighteen full years of service by the first pay period in December of the year in question.

- 10.1 A. The normal retirement for employees covered by this Agreement shall be 65 years of age with at least 5 years of service.
- B. Employees covered in this Agreement shall be eligible for early retirement when they attain the age of 55 and have at least twelve (12) years of service.
- C. Any employee covered by this Agreement who opts to take retirement as provided under paragraph B above shall have the same health coverage as is provided to current employees paid by the employer until he/she attains the age of 65.

At age 65 all retired employees shall have coverage under Medicare Part B paid in full by the Board.

- D. Subject to the rules and regulations of the insurance carrier, the Board will pay 50% of the cost of the Blue Cross/Blue Shield supplement to Medicare Parts A & B to an employee who retires under the terms of this Article commencing at age 65, as provided the employee remits the other 50% of the premium to the Board in a timely manner.

- E. For employees who retire during the term of this Agreement (July 1, 2019 and June 30, 2022), in addition to paying 50% of the cost of the Medicare Supplement for the retiree, the Board shall (i) also pay 50% of the cost for his/her spouse; and (ii) under Medicare Supplement Plan F, plus prescription rider. Notwithstanding the foregoing, employees hired on or after July 1, 2005, shall not be eligible for the benefit provided for in this subparagraph 10.1.E.
- 10.2
- A. Notwithstanding the above, employees may elect to waive, in writing all and dental insurance coverages provided for under this Agreement and in thereof, may receive an annual cash payment of Two Thousand Dollars (\$2,000.00). Payment to those employees waiving such coverage shall be made in two payments during the months of December and June.
 - B. Notice of intention to waive insurance coverage must be sent to the Superintendent of Schools or his designee not less than ninety (90) calendar days before such waiver is to take effect, subject however to any regulations or restrictions which may be prescribed by the appropriate insurance carrier.
 - C. Any employee may elect to resume Board provided insurance coverage upon written notice to the Board in the event of a change in circumstances, i.e. loss of insurance benefits to an employee through death, unemployment or divorce. Upon receipt of such notice, insurance coverage shall be reinstated as soon as possible, subject, however to any regulations or restrictions, including waiting periods, which may then be prescribed by the appropriate insurance carriers and the employee will be required to reimburse the Board for any waiver payment already made on a prorated basis.
- 10.3
- Each bargaining unit employee shall be offered the opportunity of belonging to the City of West Haven 401k pension plan that exists between the City of West Haven and Diversified Investment Advisors AUSA. Said plan shall not be changed or modified without the concurrence of the membership of Local 2706.
- The employer's contribution shall be five (5%) percent and the employee's contribution shall be a minimum of two (2%) percent, to a maximum of fifteen (15%) percent. Effective July 1, 2006, the employer shall match employee contribution for any employee contributing six (6%) percent.

ARTICLE XI
SPECIFIC GROUP PROPOSALS

11.0 Cafeteria employees shall receive a uniform allowance of \$100.00 payable in their first paycheck in September. The sum will be payable within thirty (30) days of proof of uniform or uniform item purchased.

11.1 Cooks at the middle school shall receive a yearly stipend of \$4,000 in addition to their wages.

ARTICLE XII
DISCIPLINARY PROCEDURE

12.0 Disciplinary action shall be applied in a fair manner.

12.1 Disciplinary action may include: (a) verbal warning, (b) written warning, (c) suspension without pay, and (d) discharge, or a combination of these.

12.2 All suspensions and discharges must be stated in writing when effected and a copy given to the employee and Union President; also, written warnings shall be similarly furnished to the employee and the Union President.

12.3 Disciplinary action may be appealed to the grievance procedure as provided below.

GRIEVANCE & ARBITRATION PROCEDURE - Any grievance or dispute which may arise between the parties which cannot be resolved, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1 - The employee, or the Union Steward, with or without the employee, shall take up the grievance or dispute with the employee's immediate Supervisor within ten (10) days of the grievance or the employee's knowledge of its occurrence. The Supervisor shall attempt to adjust the matter and shall respond to the Steward within three (3) working days.

Step 2 - If the grievance has not been settled, it shall be presented in writing by the Union Steward or other Union official to the Superintendent or his representative within seven (7) days after the Supervisor's response. The Superintendent or his/her representative shall respond to the Union Steward or the Union official in writing within three (3) working days.

Step 3 - If the grievance still remains unadjusted, it shall be presented by the Union Steward, Union Representative or Chief Steward to the Board in writing within seven (7) days after the response of the Superintendent or his/her representative. The Board shall respond in writing to the Union Steward, Representative or the Chief

Steward (with a copy of the response to the Local Union President) within five (5) working days after the next scheduled meeting of the Board.

Step 4 - If the grievance is still unsettled, either party may, within fifteen (15) days after the reply of the appointing authority is due, by written notice to the other, request arbitration by the State Board of Mediation and Arbitration. Said Board shall hear and act on such dispute in accordance with its rules and regulations. The decision of the State Board of Mediation and Arbitration shall be final and binding upon the parties, according to law.

Note: After initial submission of grievance, time limits on replies at various levels of the proceedings may be extended upon mutual agreement of both parties.

12.4 Drug Testing

The Board shall have the right to conduct "reasonable suspicious" drug and alcohol testing. Drug testing shall be in accordance with the procedures set forth in Section 31-51 et. seq. of the General Statutes of Connecticut.

The first positive test will result in a written warning and mandatory counseling. The second positive test will result in a ten (10) day unpaid suspension and mandatory counseling. The third positive test will result in termination. The refusal to submit to either a random or reasonable suspicious test will be grounds for immediate termination. Possession of illegal drugs, whether inside or outside of work, shall be deemed a positive test for the purpose of this provision. The cultivation, sale and/or distribution of controlled substances shall be grounds for immediate termination of employment.

ARTICLE XIII **PRIOR PRACTICE**

Nothing in this Agreement shall be construed as abridging any right, benefit or privilege that employees have enjoyed heretofore unless it is superseded by a provision of this Agreement.

ARTICLE XIV **NO STRIKE PROVISION**

During the life of this Agreement, there shall be no strike, slowdown, suspension or stoppage of work in any part of the Board's operation by employees or employee nor shall there be any lockout by the Board in any part of the Board's operation.

ARTICLE XV
SUB-CONTRACT LIMITATION

Recognizing that the Board currently sub-contracts certain custodial cleaning and maintenance assignments, it is agreed that such additional future sub-contracts of custodial, maintenance and cleaning assignments can be made only if the current members of the bargaining unit are protected in their employment in those areas.

ARTICLE XVI
SCOPE OF AGREEMENT

The Board agrees that bargaining unit work assignments shall be given to members of the bargaining unit subject to the limitation of the Sub-contract clause. This also applies to bargaining unit work assignments in overtime areas.

ARTICLE XVII
EFFECTIVE DATES

A. This Agreement shall be effective as of the date of the signing by the parties or when this Agreement becomes binding upon the parties by operation of law, whichever is sooner. Except as, and only if otherwise specifically provided, no part of this Agreement shall have any retroactive effect. Thereafter, said Agreement shall remain in effect until June 30, 2022, or thereafter by operation of applicable state statutes. The Union shall notify the Board in writing of its demand to negotiate a successor agreement no longer than 180 days prior to the expiration date of this Agreement.

B. The parties shall submit to each other in writing no later than November 1, 2021, their proposals for renewal or modification of this Agreement. No more than fifteen (15) days after the receipt of such proposals, the parties will enter into negotiations with respect to such renewal or modification with the objective of completing negotiations by February 1, 2022, insofar as that may be practicable.

C. During negotiations to develop any successor agreement, each party shall provide the other, upon reasonable request and to the extent available, with any non-privileged information necessary to negotiations. Neither party shall be required to develop any information not in its possession. The requesting party may be charged a reasonable amount for the expense of extracting or reproducing the requested information.

D. Either side may request a re-opening of any portion of this Agreement but only if both sides agree to such re-opening, will the results thereof be valid.

ARTICLE XVIII
SICK LEAVE FOR LONG TERM ILLNESS

The Union, on behalf of an employee who suffers a serious long term illness and who has exhausted all of his/her sick leave can request that the sick leave day donations from other members of the bargaining unit be granted to the employee on the following terms and conditions:

1. No employee will be eligible to receive donated sick leave days unless they have been employed by the Board of Education at least three (3) years.
2. An employee must be out sick forty (40) consecutive days before requesting additional sick leave from the Union.
3. An employee will not be eligible to receive additional sick leave until all of his/her own sick leave, personal leave, vacation leave, including current days and accumulated days, is depleted.
4. An employee cannot make more than one request until he/she has accumulated forty (40) sick days in his/her sick leave account.
5. An employee is eligible to receive up to a maximum of seventy-five (75) days (different serious illness) from other employees during the course of his/her employment with the Board.
6. An employee who wishes to donate sick leave days to another employee must be employed by the Board at least three (3) years and have accumulated forty (40) sick days in their sick leave account.
7. All requests for the receipt of donated sick leave must be presented to the Superintendent, for his/her approval, in the following manner:
 - a. Union lists names of donating employees, number of days he/she is donating, to a total not exceeding 75 days. A copy of the absentee record of the sick employee, and a doctor's medical proof of illness and recovery must be submitted to verify the consecutive days out sick.
 - b. Upon approval of the donated sick time, each Building/Department will be responsible to deduct the amount of donated days from the donor's record.

ARTICLE XIX
MANAGEMENT RIGHTS

Except where such rights are specifically relinquished, abridged or otherwise limited herein, the Board will continue to retain whether or not exercised, all the rights, powers and authorities generally vested in management, including but not limited to the

sole and unquestioned responsibility and prerogative to manage the affairs of the Board and to direct its work force, including but not limited to the rights: to determine the hours, and methods of operation and assignments of employees; to establish or continue policies, work rules, practices and procedures for the conduct of the Board's business and, from time to time, to change or abolish such policies, practices or procedures; to discontinue processes or operations or to discontinue their performance; to select and to determine the number and types of employees required to perform the Board's operations; to layoff, or otherwise relieve employees from duty for lack of work or other legitimate reasons; to create job descriptions and revise existing job descriptions as the Board deems necessary provided that the Board shall provide the Union with thirty (30) days advance written notice of its intention to revise a job description or create a new job description during which 30 day period the Union may request to discuss such changes prior to implementation. Upon request the Board shall bargain with the Union concerning the impact which any significant change in job duties may have on employees' wages, hours and other terms and conditions of employment; to establish contracts and subcontracts for the Board's operations provided no member(s) of the bargaining unit loses his/her job as a result thereof or assignments in overtime areas, and the bargaining unit shall not be eroded by any such use of subcontracts.

ARTICLE XX
SPECIAL WORK RULE PROVISIONS OF RINK PERSONNEL
HOURS OF WORK

Rink personnel shall not be governed by the premium rate provisions of Article IV applicable to Saturday and Sunday but shall have a special work week and holiday schedule mutually agreed upon by the parties.

HOLIDAYS

The contract holidays for rink personnel shall be:

Independence Day	Christmas Day
Labor Day	New Year's Day
Thanksgiving Day	Memorial Day

The seven (7) other holidays shall be floating holidays to be taken on dates mutually agreed upon by the Union and Rink Manager.

VACATIONS

Rink personnel shall schedule their vacations with respect to rink operation as follows:

- Employee with one week of vacation must schedule it during shutdown.

- Employee with two weeks of vacation must schedule one week during shutdown, other week optionally during either open period or shutdown.
- Employee with three weeks of vacation must schedule two weeks during shutdown, other week optionally during either open period or shutdown.
- Employee with four weeks of vacation must schedule three weeks during shutdown, other week optionally during either open period or shutdown.
- Vacation schedules must be approved in advance by the Administrator.

SCHEDULE

(Subject to change by mutual agreement)

- 1st shift: 8:00 AM to 4:00 PM Tuesday through Saturday, Sunday and Monday off
- 2nd shift: 4:00 PM to Midnight Thursday through Saturday, 8:00 AM to 4:00 PM Sunday and Monday, Tuesday and Wednesday off (This shift pays 2% night differential)
- 3rd shift: 4:00 PM to Midnight Sunday through Wednesday, Thursday and Friday off (This shift pays 5% night differential)

ARTICLE XXI

LABOR MANAGEMENT COMMITTEE

There shall be established a Labor Management Committee which will meet not less than two times per year.

IN WITNESS WHEREOF, the parties hereto have set their hands this __day of JULY, 2019.

FOR THE WEST HAVEN
BOARD OF EDUCATION

FOR LOCAL 2706 OF COUNCIL AMERICAN
FEDERATION OF STATE, COUNTY; AND
MUNICIPAL EMPLOYEES AFL/CIO

Rosemary Russo
Chairman

President

Neil Cavallaro
Superintendent

John Devito
Staff Representative, AFSCME

WAGE SCHEDULE CUSTODIAL 12 MONTH

2019-2020 CUSTODIAL 12 MONTH

2080 Hours	2080 Hours	2080 Hours	2080 Hours	2080 Hours	1300 Hours	1040 Hours	2080 Hours
80 Hours	80 Hours	80 Hours	80 Hours	80 Hours	50 Hours	40 Hours	80 Hours
NC10	NC11	NC12	NC13	NC14	NC16	NC29	NC35
HS Head Cust	MS Head Cust	ES Head Cust	Asst. Cust	Asst. Cust	5 Hour	4 Hour	8 Hours
Work 247 Days	Work 247 Days	Work 247 Days	Storekeeper	Night Shift	Asst. Cust	Asst. Cust	10 Mo Driver
Paid 260 Days	Paid 260 Days	Paid 260 Days	Until Bus Driver	w/5% N.D	Work 247 Days	Work 247 Days	Work 195 Days
			Work 247 Days	Work 247 Days	Paid 260 Days	Paid 260 Days	Paid 206 Days
			Paid 260 Days	Paid 260 Days			

Step

	\$45,317.08	\$43,489.94	\$41,029.01	\$32,257.94	\$33,890.48	\$20,161.18	\$15,288.52	\$25,550.59
1	\$1,742.96	\$1,672.69	\$1,578.04	\$1,240.69	\$1,303.48	\$775.43	\$588.02	\$982.72
	\$21.80	\$20.91	\$19.66	\$15.51	\$16.29	\$15.51	\$14.70	\$15.50
	\$46,316.14	\$44,318.04	\$41,833.03	\$33,573.54	\$35,230.52	\$20,983.30	\$15,629.64	\$26,592.79
2	\$1,781.39	\$1,704.54	\$1,608.96	\$1,291.29	\$1,355.02	\$807.50	\$601.14	\$1,022.80
	\$22.27	\$21.31	\$20.11	\$16.14	\$16.94	\$16.14	\$15.03	\$16.14
	\$47,339.24	\$45,122.22	\$42,612.70	\$34,767.46	\$36,521.68	\$21,729.76	\$15,982.72	\$27,550.93
3	\$1,820.74	\$1,735.47	\$1,638.95	\$1,337.21	\$1,404.68	\$835.76	\$614.72	\$1,059.65
	\$22.76	\$21.69	\$20.49	\$16.72	\$17.56	\$16.72	\$15.37	\$16.72
	\$48,362.60	\$46,023.60	\$43,489.94	\$36,034.44	\$37,837.54	\$22,521.46	\$16,336.06	\$28,542.70
4	\$1,860.10	\$1,770.14	\$1,672.69	\$1,385.94	\$1,455.29	\$866.21	\$628.31	\$1,097.80
	\$23.25	\$22.13	\$20.91	\$17.32	\$18.19	\$17.32	\$15.71	\$17.32
	\$49,507.90	\$46,803.38	\$44,318.04	\$37,276.98	\$39,153.14	\$23,246.08	\$16,659.76	\$29,534.47
5	\$1,904.15	\$1,800.13	\$1,704.54	\$1,433.73	\$1,505.89	\$894.08	\$640.76	\$1,135.94
	\$23.80	\$22.50	\$21.31	\$17.92	\$18.82	\$17.88	\$16.02	\$17.86
	\$50,530.98	\$47,607.30	\$45,048.90	\$38,519.52	\$40,444.30	\$24,074.70	\$16,994.12	\$30,536.23
6	\$1,943.50	\$1,831.05	\$1,732.65	\$1,481.52	\$1,555.55	\$925.95	\$653.62	\$1,174.09
	\$24.29	\$22.89	\$21.66	\$18.52	\$19.44	\$18.52	\$16.34	\$18.52
	\$51,529.92	\$48,362.60	\$46,023.64	\$39,762.06	\$41,759.90	\$24,851.32	\$17,334.98	\$31,501.19
7	\$1,981.92	\$1,860.10	\$1,770.14	\$1,529.31	\$1,606.15	\$955.82	\$666.73	\$1,211.58
	\$24.77	\$23.25	\$22.13	\$19.12	\$20.08	\$19.12	\$16.67	\$19.11
	\$62,152.62	\$58,303.18	\$55,379.22	\$48,557.60	\$50,945.18	\$30,348.50	\$20,928.70	\$38,477.17
8	\$2,390.48	\$2,242.43	\$2,129.97	\$1,867.60	\$1,959.43	\$1,167.25	\$804.95	\$1,479.89
	\$29.88	\$28.03	\$26.62	\$23.35	\$24.49	\$23.35	\$20.12	\$23.35

2020-2021 CUSTODIAL 12 MONTH

2080 Hours	2080 Hours	2080 Hours	2080 Hours	2080 Hours	1300 Hours	1040 Hours	2080 Hours
80 Hours	80 Hours	80 Hours	80 Hours	80 Hours	50 Hours	40 Hours	80 Hours
NC10	NC11	NC12	NC13	NC14	NC16	NC29	NC35
HS Head Cust	MS Head Cust	ES Head Cust	Asst. Cust	Asst. Cust	5 Hour	4 Hour	8 Hours
Work 247 Days	Work 247 Days	Work 247 Days	Storekeeper	Night Shift	Asst. Cust	Asst. Cust	10 Mo Driver
Paid 260 Days	Paid 260 Days	Paid 260 Days	Until Bus Driver	w/5% N.D	Work 247 Days	Work 247 Days	Work 195 Days
			Work 247 Days	Work 247 Days	Paid 260 Days	Paid 260 Days	Paid 206 Days
			Paid 260 Days	Paid 260 Days			

Step

	\$45,317.08	\$43,489.94	\$41,029.01	\$32,257.94	\$33,890.48	\$20,161.18	\$15,288.52	\$25,550.59
1	\$1,742.96	\$1,672.69	\$1,578.04	\$1,240.69	\$1,303.48	\$775.43	\$588.02	\$982.72
	\$21.80	\$20.91	\$19.66	\$15.51	\$16.29	\$15.51	\$14.70	\$15.50
	\$46,316.14	\$44,318.04	\$41,833.03	\$33,573.54	\$35,230.52	\$20,983.30	\$15,629.64	\$26,592.79
2	\$1,781.39	\$1,704.54	\$1,608.96	\$1,291.29	\$1,355.02	\$807.50	\$601.14	\$1,022.80
	\$22.27	\$21.31	\$20.11	\$16.14	\$16.94	\$16.14	\$15.03	\$16.14
	\$47,339.24	\$45,122.22	\$42,612.70	\$34,767.46	\$36,521.68	\$21,729.76	\$15,982.72	\$27,550.93
3	\$1,820.74	\$1,735.47	\$1,638.95	\$1,337.21	\$1,404.68	\$835.76	\$614.72	\$1,059.65
	\$22.76	\$21.69	\$20.49	\$16.72	\$17.56	\$16.72	\$15.37	\$16.72
	\$48,362.60	\$46,023.60	\$43,489.94	\$36,034.44	\$37,837.54	\$22,521.46	\$16,336.06	\$28,542.70
4	\$1,860.10	\$1,770.14	\$1,672.69	\$1,385.94	\$1,455.29	\$866.21	\$628.31	\$1,097.80
	\$23.25	\$22.13	\$20.91	\$17.32	\$18.19	\$17.32	\$15.71	\$17.32
	\$49,507.90	\$46,803.38	\$44,318.04	\$37,276.98	\$39,153.14	\$23,246.08	\$16,659.76	\$29,534.47
5	\$1,904.15	\$1,800.13	\$1,704.54	\$1,433.73	\$1,505.89	\$894.08	\$640.76	\$1,135.94
	\$23.80	\$22.50	\$21.31	\$17.92	\$18.82	\$17.88	\$16.02	\$17.86
	\$50,530.98	\$47,607.30	\$45,048.90	\$38,519.52	\$40,444.30	\$24,074.70	\$16,994.12	\$30,536.23
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	\$24.29	\$22.89	\$21.66	\$18.52	\$19.44	\$18.52	\$16.34	\$18.52
	\$51,529.92	\$48,362.60	\$46,023.64	\$39,762.06	\$41,759.90	\$24,851.32	\$17,334.98	\$31,501.19
7	\$1,981.92	\$1,860.10	\$1,770.14	\$1,529.31	\$1,606.15	\$955.82	\$666.73	\$1,211.58
	\$24.77	\$23.25	\$22.13	\$19.12	\$20.08	\$19.12	\$16.67	\$19.11
	\$62,152.62	\$58,303.18	\$55,379.22	\$48,557.60	\$50,945.18	\$30,348.50	\$20,928.70	\$38,477.17
8	\$2,390.48	\$2,242.43	\$2,129.97	\$1,867.60	\$1,959.43	\$1,167.25	\$804.95	\$1,479.89
	\$29.88	\$28.03	\$26.62	\$23.35	\$24.49	\$23.35	\$20.12	\$23.35

2021-2022 CUSTODIAL 12 MONTH

2080 Hours	2080 Hours	2080 Hours	2080 Hours	2080 Hours	1300 Hours	1040 Hours	2080 Hours
80 Hours	80 Hours	80 Hours	80 Hours	80 Hours	50 Hours	40 Hours	80 Hours
NC10	NC11	NC12	NC13	NC14	NC16	NC29	NC35
HS Head Cust	MS Head Cust	ES Head Cust	Asst. Cust	Asst. Cust	5 Hour	4 Hour	8 Hours
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Paid 260 Days	Paid 260 Days	Paid 260 Days	Until Bus Driver	w/5% N.D	Work 247 Days	Work 247 Days	Work 195 Days
			Work 247 Days	Work 247 Days	Paid 260 Days	Paid 260 Days	Paid 206 Days
			Paid 260 Days	Paid 260 Days			

Step

1	\$45,770.25	\$43,924.84	\$41,439.30	\$32,580.52	\$34,229.38	\$20,362.79	\$15,441.41	\$25,806.10
	\$1,760.39	\$1,689.42	\$1,593.82	\$1,253.10	\$1,316.51	\$783.18	\$593.90	\$992.55
	\$22.02	\$21.12	\$19.86	\$15.67	\$16.45	\$15.67	\$14.85	\$15.66
2	\$46,779.30	\$44,761.22	\$42,251.36	\$33,909.28	\$35,582.83	\$21,193.13	\$15,785.94	\$26,858.72
	\$1,799.20	\$1,721.59	\$1,625.05	\$1,304.20	\$1,368.57	\$815.58	\$607.15	\$1,033.03
	\$22.49	\$21.52	\$20.31	\$16.30	\$17.11	\$16.30	\$15.18	\$16.30
3	\$47,812.63	\$45,573.44	\$43,038.83	\$35,115.13	\$36,886.90	\$21,947.06	\$16,142.55	\$27,826.44
	\$1,838.95	\$1,752.82	\$1,655.34	\$1,350.58	\$1,418.73	\$844.12	\$620.87	\$1,070.25
	\$22.99	\$21.91	\$20.69	\$16.89	\$17.74	\$16.89	\$15.52	\$16.89
4	\$48,846.23	\$46,483.84	\$43,924.84	\$36,394.75	\$38,215.92	\$22,746.67	\$16,499.42	\$28,828.13
	\$1,878.70	\$1,787.84	\$1,689.42	\$1,399.80	\$1,469.84	\$874.87	\$634.59	\$1,108.78
	\$23.48	\$22.35	\$21.12	\$17.49	\$18.37	\$17.49	\$15.87	\$17.49
5	\$50,002.98	\$47,271.41	\$44,761.22	\$37,649.75	\$39,544.67	\$23,487.54	\$16,826.36	\$29,829.81
	\$1,923.19	\$1,818.13	\$1,721.59	\$1,448.07	\$1,520.95	\$903.02	\$647.17	\$1,147.30
	\$24.04	\$22.73	\$21.52	\$18.10	\$19.01	\$18.06	\$16.18	\$18.04
6	\$51,036.29	\$48,083.37	\$45,499.39	\$38,904.72	\$40,848.74	\$24,315.45	\$17,164.06	\$30,841.59
	\$1,962.94	\$1,849.36	\$1,749.98	\$1,496.34	\$1,571.11	\$935.21	\$660.16	\$1,158.83
	\$24.53	\$23.12	\$21.88	\$18.71	\$19.63	\$18.71	\$16.50	\$18.71
7	\$52,045.22	\$48,846.23	\$46,483.88	\$40,159.68	\$42,177.50	\$25,099.83	\$17,508.33	\$31,816.20
	\$2,001.74	\$1,878.70	\$1,787.84	\$1,544.60	\$1,622.21	\$965.38	\$673.40	\$1,223.70
	\$25.02	\$23.48	\$22.35	\$19.31	\$20.28	\$19.31	\$16.84	\$19.30
8	\$62,774.15	\$58,886.21	\$55,933.01	\$49,043.18	\$51,454.63	\$30,651.99	\$21,137.99	\$38,861.94
	\$2,414.38	\$2,264.85	\$2,151.27	\$1,886.28	\$1,979.02	\$1,178.92	\$813.00	\$1,494.69
	\$30.18	\$28.31	\$26.89	\$23.58	\$24.73	\$23.58	\$20.32	\$23.58

WAGE SCHEDULE FOOD SERVICE

2019-2020 FOOD SERVICE

	764 hours 40 Hours NC 24 Prod Worker 180 days Paid 191 Days	955 hours 50 Hours NC25 Prod Worker 180 days Paid 191	1146 hours 60 hours NC26 Prod Worker 180 days Paid 191	1337 Hours 70 hours NC30 Prod Worker 180 Days Paid 191	1337 Hours 70 Hours +4k NC 27 Cook 180 Days Paid 191	764 Hours 40 Hours NC31 Asst. Cust. 180 Days Paid 191
Step						
	\$9,290.24	\$11,612.80	\$13,935.36	\$16,685.76	\$17,715.25	\$11,230.80
1	\$357.32	\$446.65	\$535.98	\$641.76	\$681.36	\$431.95
	\$12.16	\$12.16	\$12.16	\$12.48	\$13.25	\$14.70
	\$9,381.92	\$11,727.40	\$14,072.88	\$16,846.20	\$18,263.42	\$11,475.28
2	\$360.84	\$451.05	\$541.26	\$647.93	\$702.44	\$441.36
	\$12.28	\$12.28	\$12.28	\$12.60	\$13.66	\$15.02
	\$9,649.32	\$12,061.65	\$14,473.98	\$17,327.52	\$18,784.85	\$11,742.68
3	\$371.13	\$463.41	\$556.69	\$666.44	\$722.49	\$451.64
	\$12.63	\$12.63	\$12.63	\$12.96	\$14.05	\$15.37
	\$9,993.12	\$12,491.40	\$14,989.68	\$17,942.54	\$19,319.65	\$12,002.44
4	\$384.35	\$480.44	\$576.53	\$690.10	\$743.06	\$461.63
	\$13.08	\$13.08	\$13.08	\$13.42	\$14.45	\$15.71
	\$10,275.80	\$12,844.75	\$15,413.70	\$18,477.34	\$19,841.08	\$12,239.28
5	\$395.22	\$494.03	\$592.83	\$710.67	\$763.12	\$470.74
	\$13.45	\$13.45	\$13.45	\$13.82	\$14.84	\$16.02
	\$10,573.76	\$13,217.20	\$15,860.64	\$18,998.77	\$20,362.51	\$12,483.76
6	\$406.68	\$508.35	\$610.02	\$730.72	\$783.17	\$480.14
	\$13.84	\$13.84	\$13.84	\$14.21	\$15.23	\$16.34
	\$10,871.72	\$13,589.65	\$16,341.96	\$19,533.57	\$20,817.09	\$12,735.88
7	\$418.14	\$522.68	\$628.54	\$751.29	\$800.66	\$489.84
	\$14.23	\$14.23	\$14.26	\$14.61	\$15.57	\$16.67
	\$13,156.08	\$16,445.10	\$19,734.12	\$23,638.16	\$25,255.93	\$15,371.68
8	\$506.00	\$632.50	\$759.00	\$909.16	\$971.38	\$591.22
	\$17.22	\$17.22	\$17.22	\$17.68	\$18.89	\$20.12

2020-2021 FOOD SERVICE

	764 hours 40 Hours NC 24 Prod Worker 180 days Paid 191 Days	955 hours 50 Hours NC25 Prod Worker 180 days Paid 191	1146 hours 60 hours NC26 Prod Worker 180 days Paid 191	1337 Hours 70 hours NC30 Prod Worker 180 Days Paid 191	1337 Hours 70 Hours +4k NC 27 Cook 180 Days Paid 191	764 Hours 40 Hours NC31 Asst. Cust. 180 Days Paid 191
Step						
	\$9,290.24	\$11,612.80	\$13,935.36	\$16,685.76	\$17,715.25	\$11,230.80
1	\$357.32	\$446.65	\$535.98	\$641.76	\$681.36	\$431.95
	\$12.16	\$12.16	\$12.16	\$12.48	\$13.25	\$14.70
	\$9,381.92	\$11,727.40	\$14,072.88	\$16,846.20	\$18,263.42	\$11,475.28
2	\$360.84	\$451.05	\$541.26	\$647.93	\$702.44	\$441.36
	\$12.28	\$12.28	\$12.28	\$12.60	\$13.66	\$15.02
	\$9,649.32	\$12,061.65	\$14,473.98	\$17,327.52	\$18,784.85	\$11,742.68
3	\$371.13	\$463.41	\$556.69	\$666.44	\$722.49	\$451.64
	\$12.63	\$12.63	\$12.63	\$12.96	\$14.05	\$15.37
	\$9,993.12	\$12,491.40	\$14,989.68	\$17,942.54	\$19,319.65	\$12,002.44
4	\$384.35	\$480.44	\$576.53	\$690.10	\$743.06	\$461.63
	\$13.08	\$13.08	\$13.08	\$13.42	\$14.45	\$15.71
	\$10,275.80	\$12,844.75	\$15,413.70	\$18,477.34	\$19,841.08	\$12,239.28
5	\$395.22	\$494.03	\$592.83	\$710.67	\$763.12	\$470.74
	\$13.45	\$13.45	\$13.45	\$13.82	\$14.84	\$16.02
	\$10,573.76	\$13,217.20	\$15,860.64	\$18,998.77	\$20,362.51	\$12,483.76
6	\$406.68	\$508.35	\$610.02	\$730.72	\$783.17	\$480.14
	\$13.84	\$13.84	\$13.84	\$14.21	\$15.23	\$16.34
	\$10,871.72	\$13,589.65	\$16,341.96	\$19,533.57	\$20,817.09	\$12,735.88
7	\$418.14	\$522.68	\$628.54	\$751.29	\$800.66	\$489.84
	\$14.23	\$14.23	\$14.26	\$14.61	\$15.57	\$16.67
	\$13,156.08	\$16,445.10	\$19,734.12	\$23,638.16	\$25,255.93	\$15,371.68
8	\$506.00	\$632.50	\$759.00	\$909.16	\$971.38	\$591.22
	\$17.22	\$17.22	\$17.22	\$17.68	\$18.89	\$20.12

2021-2022 FOOD SERVICE

764 hours	955 hours	1146 hours	1337 Hours	1337 Hours	764 Hours
40 Hours	50 Hours	60 hours	70 hours	70 Hours +4k	40 Hours
NC 24	NC25	NC26	NC30	NC 27	NC31
Prod Worker	Prod Worker	Prod Worker	Prod Worker	Cook	Asst. Cust.
180 days	180 days	180 days	180 Days	180 Days	180 Days
Paid 191 Days	Paid 191	Paid 191	Paid 191	Paid 191	Paid 191

Step

	\$9,383.14	\$11,728.93	\$14,074.71	\$16,852.62	\$17,892.40	\$11,343.11
1	\$360.89	\$451.12	\$541.34	\$648.18	\$688.17	\$436.27
	\$12.28	\$12.28	\$12.28	\$12.60	\$13.38	\$14.85
	\$9,475.74	\$11,844.67	\$14,213.61	\$17,014.66	\$18,446.05	\$11,590.03
2	\$364.45	\$455.56	\$546.67	\$654.41	\$709.46	\$445.77
	\$12.40	\$12.40	\$12.40	\$12.73	\$13.80	\$15.17
	\$9,745.81	\$12,182.27	\$14,618.72	\$17,500.80	\$18,972.70	\$11,860.11
3	\$374.84	\$468.04	\$562.26	\$673.10	\$729.71	\$456.16
	\$12.76	\$12.76	\$12.76	\$13.09	\$14.19	\$15.52
	\$10,093.05	\$12,616.31	\$15,139.58	\$18,121.97	\$19,512.85	\$12,122.46
4	\$388.19	\$485.24	\$582.30	\$697.00	\$750.49	\$466.25
	\$13.21	\$13.21	\$13.21	\$13.55	\$14.59	\$15.87
	\$10,378.56	\$12,973.20	\$15,567.84	\$18,662.11	\$20,039.49	\$12,361.67
5	\$399.17	\$498.97	\$589.79	\$717.78	\$770.75	\$475.45
	\$13.58	\$13.58	\$13.58	\$13.96	\$14.99	\$16.18
	\$10,679.50	\$13,349.37	\$16,019.25	\$19,188.76	\$20,566.14	\$12,608.60
6	\$410.75	\$513.43	\$616.12	\$738.03	\$791.00	\$484.94
	\$13.98	\$13.98	\$13.98	\$14.32	\$15.38	\$16.50
	\$10,980.44	\$13,725.55	\$16,505.38	\$19,728.91	\$21,025.26	\$12,863.24
7	\$422.32	\$527.91	\$634.83	\$758.80	\$808.67	\$494.74
	\$14.37	\$14.37	\$14.40	\$14.76	\$15.73	\$16.84
	\$13,287.64	\$16,609.55	\$19,931.46	\$23,874.54	\$25,508.49	\$15,525.40
8	\$511.06	\$638.83	\$766.59	\$918.25	\$981.09	\$597.13
	\$17.39	\$17.39	\$17.39	\$17.86	\$19.08	\$20.32

WAGE SCHEDULE MAINTENANCE

2019-2020 MAINTENANCE

	2080 Hours 80 Hours NC07 Tradesman Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC08 Mechanic Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC09 Helper Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC19 Rink Mechanic W/5% N.D Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC21 Rink Mechanic W/2% N.D. Work 247 Days Paid 260 Days
Steps					
1	\$52,553.02 \$2,021.27 \$25.27	\$35,595.82 \$1,369.07 \$17.11	\$33,963.28 \$1,306.28 \$16.33	\$37,350.04 \$1,436.54 \$17.96	\$36,302.15 \$1,396.25 \$17.45
2	\$53,552.20 \$2,059.70 \$25.75	\$36,838.36 \$1,416.86 \$17.71	\$35,254.70 \$1,355.95 \$16.95	\$38,665.54 \$1,487.14 \$18.59	\$37,569.22 \$1,444.97 \$18.06
3	\$54,575.56 \$2,099.06 \$26.24	\$38,056.72 \$1,463.72 \$18.30	\$36,418.98 \$1,400.73 \$17.51	\$40,005.68 \$1,538.68 \$19.23	\$38,836.20 \$1,493.70 \$18.67
4	\$55,598.66 \$2,138.41 \$26.73	\$39,323.70 \$1,512.45 \$18.90	\$37,618.10 \$1,446.85 \$18.09	\$41,296.84 \$1,588.34 \$19.85	\$40,103.18 \$1,542.43 \$19.28
5	\$56,719.26 \$2,182.51 \$27.27	\$40,541.54 \$1,559.29 \$19.49	\$38,860.64 \$1,494.64 \$18.68	\$42,588.26 \$1,638.01 \$20.48	\$41,370.16 \$1,591.16 \$19.89
6	\$57,742.88 \$2,220.88 \$27.70	\$41,832.96 \$1,608.96 \$20.11	\$40,127.36 \$1,543.36 \$19.29	\$43,903.86 \$1,688.61 \$21.22	\$42,636.88 \$1,639.88 \$20.50
7	\$58,790.42 \$2,261.17 \$28.26	\$42,685.76 \$1,641.76 \$20.52	\$41,345.72 \$1,590.22 \$19.88	\$44,829.72 \$1,724.22 \$21.55	\$43,538.30 \$1,674.55 \$20.93
8	\$70,753.28 \$2,721.28 \$34.02	\$52,406.90 \$2,015.65 \$25.20	\$50,409.32 \$1,938.82 \$24.24	\$55,038.36 \$2,116.86 \$26.46	\$53,478.88 \$2,056.88 \$25.71

2020-2021 MAINTENANCE

	2080 Hours 80 Hours NC07 Tradesman Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC08 Mechanic Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC09 Helper Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC19 Rink Mechanic W/5% N.D Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC21 Rink Mechanic W/2% N.D. Work 247 Days Paid 260 Days
Steps					
1	\$52,553.02 \$2,021.27 \$25.27	\$35,595.82 \$1,369.07 \$17.11	\$33,963.28 \$1,306.28 \$16.33	\$37,350.04 \$1,436.54 \$17.96	\$36,302.15 \$1,396.25 \$17.45
2	\$53,552.20 \$2,059.70 \$25.75	\$36,838.36 \$1,416.86 \$17.71	\$35,254.70 \$1,355.95 \$16.95	\$38,665.54 \$1,487.14 \$18.59	\$37,569.22 \$1,444.97 \$18.06
3	\$54,575.56 \$2,099.06 \$26.24	\$38,056.72 \$1,463.72 \$18.30	\$36,418.98 \$1,400.73 \$17.51	\$40,005.68 \$1,538.68 \$19.23	\$38,836.20 \$1,493.70 \$18.67
4	\$55,598.66 \$2,138.41 \$26.73	\$39,323.70 \$1,512.45 \$18.90	\$37,618.10 \$1,446.85 \$18.09	\$41,296.84 \$1,588.34 \$19.85	\$40,103.18 \$1,542.43 \$19.28
5	\$56,719.26 \$2,182.51 \$27.27	\$40,541.54 \$1,559.29 \$19.49	\$38,860.64 \$1,494.64 \$18.68	\$42,588.26 \$1,638.01 \$20.48	\$41,370.16 \$1,591.16 \$19.89
6	\$57,742.88 \$2,220.88 \$27.70	\$41,832.96 \$1,608.96 \$20.11	\$40,127.36 \$1,543.36 \$19.29	\$43,903.86 \$1,688.61 \$21.22	\$42,636.88 \$1,639.88 \$20.50
7	\$58,790.42 \$2,261.17 \$28.26	\$42,685.76 \$1,641.76 \$20.52	\$41,345.72 \$1,590.22 \$19.88	\$44,829.72 \$1,724.22 \$21.55	\$43,538.30 \$1,674.55 \$20.93
8	\$70,753.28 \$2,721.28 \$34.02	\$52,406.90 \$2,015.65 \$25.20	\$50,409.32 \$1,938.82 \$24.24	\$55,038.36 \$2,116.86 \$26.46	\$53,478.88 \$2,056.88 \$25.71

2021-2022 MAINTENANCE

	2080 Hours 80 Hours NC07 Tradesman Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC08 Mechanic Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC09 Helper Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC19 Rink Mechanic W/5% N.D Work 247 Days Paid 260 Days	2080 Hours 80 Hours NC21 Rink Mechanic W/2% N.D. Work 247 Days Paid 260 Days
Steps					
1	\$53,078.55 \$2,041.48 \$25.52	\$35,951.78 \$1,382.76 \$17.25	\$34,302.91 \$1,319.34 \$16.49	\$37,723.54 \$1,450.91 \$18.14	\$36,665.17 \$1,410.21 \$17.62
2	\$54,087.72 \$2,080.30 \$26.01	\$37,206.74 \$1,431.03 \$17.89	\$35,607.25 \$1,369.51 \$17.12	\$39,052.20 \$1,502.01 \$18.78	\$37,944.91 \$1,459.42 \$18.24
3	\$55,121.32 \$2,120.05 \$26.50	\$38,437.29 \$1,478.36 \$18.48	\$36,783.17 \$1,414.74 \$17.69	\$40,405.74 \$1,554.07 \$19.42	\$39,224.56 \$1,508.64 \$18.86
4	\$56,154.65 \$2,159.79 \$27.00	\$39,716.94 \$1,527.57 \$19.09	\$37,994.28 \$1,461.32 \$18.27	\$41,709.81 \$1,604.22 \$20.05	\$40,504.21 \$1,557.58 \$19.47
5	\$57,286.45 \$2,204.34 \$27.54	\$40,946.96 \$1,574.88 \$19.68	\$39,249.25 \$1,509.59 \$18.87	\$43,014.14 \$1,654.39 \$20.68	\$41,783.86 \$1,607.07 \$20.09
6	\$58,320.31 \$2,243.09 \$27.98	\$42,251.29 \$1,625.05 \$20.31	\$40,528.63 \$1,558.79 \$19.48	\$44,342.90 \$1,705.50 \$21.43	\$43,063.25 \$1,656.28 \$20.71
7	\$59,378.32 \$2,283.78 \$28.54	\$43,112.62 \$1,658.18 \$20.73	\$41,759.18 \$1,606.12 \$20.08	\$45,278.02 \$1,741.46 \$21.77	\$43,973.68 \$1,691.30 \$21.14
8	\$71,460.81 \$2,748.49 \$34.36	\$52,930.97 \$2,035.81 \$25.45	\$50,913.41 \$1,958.21 \$24.48	\$55,588.74 \$2,138.03 \$26.72	\$54,013.67 \$2,077.45 \$25.97

WAGE SCHEDULE CLERKS AND SECRETARIES

2019-2020 CLERKS & SECRETARIES

	1950 Hours (75 HRS) NC15	1950 Hours (75 Hours) NC01	1950 Hours (75 Hours) NC02	1442 Hours (70 Hours) NC03	1040 Hours (40 Hours) NC22	1030 Hours (50 Hours) NC23	1950 Hours (75 Hours) NC04	1442 Hours (70 Hours) NC06	1512 Hours (70 Hours) NC05	1442 hours (70 hours) NC 32	1950 Hours (75 Hours) NC20	824 Hours (40 Hours) NC28	1030 Hours (50 Hours) NC34	1620Hours (75 Hours) AE05
	Admin Asst Work 247 Paid 260	12 Mo clerk Work 247 Paid 260	Bookkeeper- Custodian of Records Work 247 Paid 260	10 Mo clerk Work 195 Paid 206	12 Mo Clerk Work 247 Paid 260	10 Mo Clerk Work 195 Paid 206	12 Mo Sec Work 247 Paid 260	10 Mo Sec Work 195 Paid 206	10 Mo Data Entry Work 205 Paid 216	10 Mo Data Entry work 195 paid 206	12 Mo Track Secretary Work 247 Paid 260	10 Mo Clerk Work 195 Paid 206	10 Mo Sec Work 195 Paid 206	10 Mo Data Entry Work 205 Paid 216
Step	\$35,803.82	\$28,917.20	\$32,023.41	\$21,383.96	\$15,422.68	\$15,274.22	\$32,731.40	\$24,204.44	\$24,618.10	\$23,677.64	\$32,023.42	\$12,219.48	\$17,929.88	\$26,373.60
1	\$1,377.07	\$1,112.20	\$1,231.67	\$822.46	\$593.18	\$587.47	\$1,258.90	\$930.94	\$946.82	\$910.68	\$1,231.67	\$469.98	\$665.11	\$1,014.37
	\$18.36	\$14.83	\$16.42	\$14.83	\$14.83	\$14.83	\$16.79	\$16.79	\$16.28	\$16.42	\$16.42	\$14.83	\$16.79	\$16.28
	\$37,448.06	\$29,944.72	\$33,713.94	\$22,143.94	\$15,970.50	\$15,817.10	\$34,421.92	\$25,454.52	\$25,928.50	\$24,932.18	\$33,713.94	\$12,653.68	\$18,185.89	\$27,783.00
2	\$1,440.31	\$1,151.72	\$1,296.69	\$851.69	\$614.25	\$608.35	\$1,323.92	\$979.02	\$997.25	\$958.93	\$1,296.69	\$486.68	\$699.45	\$1,068.58
	\$19.20	\$15.36	\$17.29	\$15.36	\$15.36	\$15.36	\$17.65	\$17.65	\$17.15	\$17.29	\$17.29	\$15.36	\$17.66	\$17.15
	\$39,006.24	\$30,972.76	\$35,266.98	\$22,903.92	\$16,518.84	\$16,359.98	\$35,997.78	\$26,620.10	\$27,150.76	\$26,085.78	\$35,266.92	\$13,087.88	\$19,015.80	\$29,079.00
3	\$1,500.24	\$1,191.26	\$1,356.42	\$880.92	\$635.34	\$629.23	\$1,384.53	\$1,023.85	\$1,044.26	\$1,003.30	\$1,356.42	\$503.38	\$731.38	\$1,118.42
	\$20.00	\$15.88	\$18.09	\$15.88	\$15.88	\$15.88	\$18.46	\$18.46	\$17.95	\$18.09	\$18.09	\$15.88	\$18.46	\$17.95
	\$40,551.42	\$32,000.54	\$36,843.04	\$23,664.16	\$17,066.92	\$16,902.86	\$37,573.90	\$27,785.42	\$28,372.76	\$27,239.38	\$36,843.04	\$13,522.34	\$19,845.83	\$30,407.40
4	\$1,559.67	\$1,230.79	\$1,417.04	\$910.16	\$656.42	\$650.11	\$1,445.15	\$1,068.67	\$1,091.26	\$1,047.67	\$1,417.04	\$520.09	\$763.30	\$1,169.52
	\$2,080.00	\$16.41	\$18.89	\$16.41	\$16.41	\$16.41	\$19.27	\$19.27	\$18.77	\$18.89	\$18.89	\$16.41	\$19.27	\$18.77
	\$42,074.24	\$32,959.94	\$38,418.90	\$24,374.74	\$17,578.60	\$17,409.60	\$39,127.14	\$28,934.10	\$29,594.76	\$28,407.40	\$38,418.90	\$13,927.68	\$20,665.30	\$31,703.40
5	\$1,618.24	\$1,267.69	\$1,477.65	\$973.49	\$676.10	\$669.60	\$1,504.89	\$1,112.85	\$1,138.26	\$1,092.59	\$1,477.65	\$535.68	\$794.82	\$508.82
	\$21.58	\$16.90	\$19.70	\$16.90	\$16.90	\$16.90	\$20.07	\$20.07	\$19.57	\$19.70	\$19.70	\$16.90	\$20.06	\$19.57
	\$43,619.30	\$34,125.00	\$39,995.03	\$25,234.82	\$18,200.00	\$18,024.76	\$40,703.26	\$30,099.42	\$30,799.08	\$29,575.42	\$39,995.02	\$14,419.86	\$21,495.28	\$32,999.40
6	\$1,677.87	\$1,312.50	\$1,538.27	\$970.57	\$700.00	\$693.26	\$1,565.51	\$1,157.67	\$1,184.58	\$1,137.51	\$1,538.27	\$554.61	\$826.74	\$1,269.21
	\$22.37	\$17.50	\$20.51	\$17.50	\$17.50	\$17.50	\$20.87	\$20.87	\$20.37	\$20.51	\$20.51	\$17.50	\$20.87	\$20.37
	\$45,097.26	\$35,067.26	\$41,548.26	\$25,927.46	\$18,699.46	\$18,519.80	\$42,210.48	\$31,214.60	\$32,003.40	\$30,729.02	\$41,548.26	\$14,814.02	\$22,293.73	\$34,295.40
7	\$1,734.51	\$1,348.51	\$1,598.01	\$997.21	\$719.21	\$712.30	\$1,623.48	\$1,200.55	\$1,230.90	\$1,181.89	\$1,598.01	\$569.77	\$857.45	\$1,319.05
	\$23.13	\$17.98	\$21.31	\$17.98	\$17.98	\$17.98	\$21.65	\$21.65	\$21.17	\$21.31	\$21.31	\$17.98	\$21.64	\$21.17
	\$55,546.66	\$42,599.18	\$50,981.84	\$31,501.60	\$22,719.32	\$22,500.92	\$51,758.20	\$38,274.60	\$39,371.02	\$37,693.88	\$50,981.84	\$18,000.84	\$27,336.61	\$42,184.80
8	\$2,136.41	\$1,638.43	\$1,960.84	\$1,211.60	\$873.82	\$865.42	\$1,990.70	\$1,472.10	\$1,514.27	\$1,449.76	\$1,960.84	\$692.34	\$1,051.40	\$1,622.49
	\$28.49	\$21.85	\$26.14	\$21.85	\$21.85	\$21.85	\$26.54	\$26.54	\$26.04	\$26.14	\$26.14	\$21.85	\$26.56	\$26.04

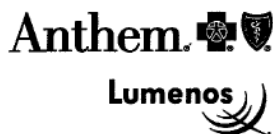
2020-2021 CLERKS & SECRETARIES

	1950 Hours (75 HRS) NC15 Admin Asst Work 247 Paid 260	1950 Hours (75 Hours) NC01 12 Mo clerk Work 247 Paid 260	1950 Hours (75 Hours) NC02 Bookkeeper- Custodian of Records Work 247 Paid 260	1442 Hours (70 Hours) NC03 10 Mo clerk Work 195 Paid 206	1040 Hours (40 Hours) NC22 12 Mo Clerk Work 247 Paid 260	1030 Hours (50 Hours) NC23 10 Mo Clerk Work 195 Paid 206	1950 Hours (75 Hours) NC04 12 Mo Sec Work 247 Paid 260	1442 Hours (70 Hours) NC06 10 Mo Sec Work 195 Paid 206	1512 Hours (70 Hours) NC05 10 Mo Data Entry Work 205 Paid 216	1442 hours (70 hours) NC 32 10 Mo Data Entry work 195 paid 206	1950 Hours (75 Hours) NC20 12 Mo Track Secretary Work 247 Paid 260	824 Hours (40 Hours) NC28 10 Mo Clerk Work 195 Paid 206	1030 Hours (50 Hours) NC34 10 Mo Sec Work 195 Paid 206	1620Hours (75 Hours) AE05 10 Mo Data Entry Work 205 Paid 216
Step	\$35,803.82	\$28,917.20	\$32,023.41	\$21,383.96	\$15,422.68	\$15,274.22	\$32,731.40	\$24,204.44	\$24,618.10	\$23,677.64	\$32,023.42	\$12,219.48	\$17,929.88	\$26,373.60
1	\$1,377.07	\$1,112.20	\$1,231.67	\$822.46	\$593.18	\$587.47	\$1,258.90	\$930.94	\$946.82	\$910.68	\$1,231.67	\$469.98	\$665.11	\$1,014.37
	\$18.36	\$14.83	\$16.42	\$14.83	\$14.83	\$14.83	\$16.79	\$16.79	\$16.28	\$16.42	\$16.42	\$14.83	\$16.79	\$16.28
	\$37,448.06	\$29,944.72	\$33,713.94	\$22,143.94	\$15,970.50	\$15,817.10	\$34,421.92	\$25,454.52	\$25,928.50	\$24,932.18	\$33,713.94	\$12,653.68	\$18,185.89	\$27,783.00
2	\$1,440.31	\$1,151.72	\$1,296.69	\$851.69	\$614.25	\$608.35	\$1,323.92	\$979.02	\$997.25	\$958.93	\$1,296.69	\$486.68	\$699.45	\$1,068.58
	\$19.20	\$15.36	\$17.29	\$15.36	\$15.36	\$15.36	\$17.65	\$17.65	\$17.15	\$17.29	\$17.29	\$15.36	\$17.66	\$17.15
	\$39,006.24	\$30,972.76	\$35,266.98	\$22,903.92	\$16,518.84	\$16,359.98	\$35,997.78	\$26,620.10	\$27,150.76	\$26,085.78	\$35,266.92	\$13,087.88	\$19,015.80	\$29,079.00
3	\$1,500.24	\$1,191.26	\$1,356.42	\$880.92	\$635.34	\$629.23	\$1,384.53	\$1,023.85	\$1,044.26	\$1,003.30	\$1,356.42	\$503.38	\$731.38	\$1,118.42
	\$20.00	\$15.88	\$18.09	\$15.88	\$15.88	\$15.88	\$18.46	\$18.46	\$17.95	\$18.09	\$18.09	\$15.88	\$18.46	\$17.95
	\$40,551.42	\$32,000.54	\$36,843.04	\$23,664.16	\$17,066.92	\$16,902.86	\$37,573.90	\$27,785.42	\$28,372.76	\$27,239.38	\$36,843.04	\$13,522.34	\$19,845.83	\$30,407.40
4	\$1,559.67	\$1,230.79	\$1,417.04	\$910.16	\$656.42	\$650.11	\$1,445.15	\$1,068.67	\$1,091.26	\$1,047.67	\$1,417.04	\$520.09	\$763.30	\$1,169.52
	\$2,080.00	\$16.41	\$18.89	\$16.41	\$16.41	\$16.41	\$19.27	\$19.27	\$18.77	\$18.89	\$18.89	\$16.41	\$19.27	\$18.77
	\$42,074.24	\$32,959.94	\$38,418.90	\$24,374.74	\$17,578.60	\$17,409.60	\$39,127.14	\$28,934.10	\$29,594.76	\$28,407.40	\$38,418.90	\$13,927.68	\$20,665.30	\$31,703.40
5	\$1,618.24	\$1,267.69	\$1,477.65	\$973.49	\$676.10	\$669.60	\$1,504.89	\$1,112.85	\$1,138.26	\$1,092.59	\$1,477.65	\$535.68	\$794.82	\$508.82
	\$21.58	\$16.90	\$19.70	\$16.90	\$16.90	\$16.90	\$20.07	\$20.07	\$19.57	\$19.70	\$19.70	\$16.90	\$20.06	\$19.57
	\$43,619.30	\$34,125.00	\$39,995.03	\$25,234.82	\$18,200.00	\$18,024.76	\$40,703.26	\$30,099.42	\$30,799.08	\$29,575.42	\$39,995.02	\$14,419.86	\$21,495.28	\$32,999.40
6	\$1,677.87	\$1,312.50	\$1,538.27	\$970.57	\$700.00	\$693.26	\$1,565.51	\$1,157.67	\$1,184.58	\$1,137.51	\$1,538.27	\$554.61	\$826.74	\$1,269.21
	\$22.37	\$17.50	\$20.51	\$17.50	\$17.50	\$17.50	\$20.87	\$20.87	\$20.37	\$20.51	\$20.51	\$17.50	\$20.87	\$20.37
	\$45,097.26	\$35,067.26	\$41,548.26	\$25,927.46	\$18,699.46	\$18,519.80	\$42,210.48	\$31,214.60	\$32,003.40	\$30,729.02	\$41,548.26	\$14,814.02	\$22,293.73	\$34,295.40
7	\$1,734.51	\$1,348.51	\$1,598.01	\$997.21	\$719.21	\$712.30	\$1,623.48	\$1,200.55	\$1,230.90	\$1,181.89	\$1,598.01	\$569.77	\$857.45	\$1,319.05
	\$23.13	\$17.98	\$21.31	\$17.98	\$17.98	\$17.98	\$21.65	\$21.65	\$21.17	\$21.31	\$21.31	\$17.98	\$21.64	\$21.17
	\$55,546.66	\$42,599.18	\$50,981.84	\$31,501.60	\$22,719.32	\$22,500.92	\$51,758.20	\$38,274.60	\$39,371.02	\$37,693.88	\$50,981.84	\$18,000.84	\$27,336.61	\$42,184.80
8	\$2,136.41	\$1,638.43	\$1,960.84	\$1,211.60	\$873.82	\$865.42	\$1,990.70	\$1,472.10	\$1,514.27	\$1,449.76	\$1,960.84	\$692.34	\$1,051.40	\$1,622.49
	\$28.49	\$21.85	\$26.14	\$21.85	\$21.85	\$21.85	\$26.54	\$26.54	\$26.04	\$26.14	\$26.14	\$21.85	\$26.56	\$26.04

2021-2022 CLERKS & SECRETARIES

	1950 Hours (75 HRS) NC15	1950 Hours (75 Hours) NC01	1950 Hours (75 Hours) NC02 Bookkeeper- Custodian of Records	1442 Hours (70 Hours) NC03	1040 Hours (40 Hours) NC22	1030 Hours (50 Hours) NC23	1950 Hours (75 Hours) NC04	1442 Hours (70 Hours) NC06	1512 Hours (70 Hours) NC05	1442 hours (70 hours) NC 32	1950 Hours (75 Hours) NC20 12 Mo Track	824 Hours (40 Hours) NC28	1030 Hours (50 Hours) NC34	1620Hours (75 Hours) AE05
	Admin Asst Work 247 Paid 260	12 Mo clerk Work 247 Paid 260	10 Mo clerk Work 195 Paid 260	10 Mo Clerk Work 195 Paid 206	12 Mo Clerk Work 247 Paid 260	10 Mo Clerk Work 195 Paid 206	12 Mo Sec Work 247 Paid 260	10 Mo Sec Work 195 Paid 206	10 Mo Data Entry Work 205 Paid 216	10 Mo Data Entry work 195 paid 206	10 Mo Secretary Work 247 Paid 260	10 Mo Clerk Work 195 Paid 206	10 Mo Secr Work 195 Paid 206	10 Mo Data Entry Work 205 Paid 216
Step														
1	\$36,161.86	\$29,206.37	\$32,343.64	\$21,597.80	\$15,576.91	\$15,426.96	\$33,057.71	\$24,446.48	\$24,865.28	\$23,914.42	\$32,343.65	\$12,341.67	\$18,109.18	\$26,637.34
	\$1,390.84	\$1,123.32	\$1,243.99	\$830.68	\$599.11	\$593.34	\$1,271.49	\$940.25	\$956.29	\$919.79	\$1,243.99	\$474.68	\$671.76	\$1,024.51
	\$18.54	\$14.98	\$16.58	\$14.98	\$14.98	\$14.98	\$16.96	\$16.96	\$16.44	\$16.58	\$16.58	\$14.98	\$16.96	\$16.44
	\$37,822.54	\$30,244.17	\$34,051.08	\$22,365.38	\$16,130.21	\$15,975.27	\$34,766.14	\$25,709.07	\$26,187.79	\$25,181.50	\$34,051.08	\$12,780.22	\$18,367.75	\$28,060.83
2	\$1,454.71	\$1,163.24	\$1,309.66	\$860.21	\$620.39	\$614.43	\$1,337.16	\$988.81	\$1,007.22	\$968.52	\$1,309.66	\$491.55	\$706.44	\$1,079.27
	\$19.39	\$15.51	\$17.46	\$15.51	\$15.51	\$15.51	\$17.83	\$17.83	\$17.32	\$17.46	\$17.46	\$15.51	\$17.84	\$17.32
	\$39,396.30	\$31,282.49	\$35,619.65	\$23,132.96	\$16,684.03	\$16,523.58	\$36,357.76	\$26,886.30	\$27,422.27	\$26,346.64	\$35,619.59	\$13,218.76	\$19,205.96	\$29,369.79
3	\$1,515.24	\$1,203.17	\$1,369.98	\$889.73	\$641.69	\$635.52	\$1,398.38	\$1,034.09	\$1,054.70	\$1,013.33	\$1,369.98	\$508.41	\$738.69	\$1,129.60
	\$20.20	\$16.04	\$18.27	\$16.04	\$16.04	\$16.04	\$18.64	\$18.64	\$18.13	\$18.27	\$18.27	\$16.04	\$18.64	\$18.13
	\$40,956.93	\$32,320.55	\$37,211.47	\$23,900.80	\$17,237.59	\$17,071.89	\$37,949.64	\$28,063.27	\$28,656.49	\$27,511.77	\$37,211.47	\$13,657.56	\$20,044.29	\$30,711.47
4	\$1,575.27	\$1,243.10	\$1,431.21	\$919.26	\$662.98	\$656.61	\$1,459.60	\$1,079.36	\$1,102.17	\$1,058.15	\$1,431.21	\$525.29	\$770.93	\$1,181.22
	\$21.01	\$16.57	\$19.08	\$16.57	\$16.57	\$16.57	\$19.43	\$19.46	\$18.96	\$19.08	\$19.08	\$16.57	\$19.46	\$18.96
	\$42,494.98	\$33,289.54	\$38,803.09	\$24,618.49	\$17,754.39	\$17,583.70	\$39,518.41	\$29,223.44	\$29,890.71	\$28,691.47	\$38,803.09	\$14,066.96	\$20,871.95	\$32,020.43
5	\$1,634.42	\$1,280.37	\$1,492.43	\$983.22	\$682.86	\$676.30	\$1,519.94	\$1,123.98	\$1,149.64	\$1,103.52	\$1,492.43	\$541.04	\$802.77	\$513.91
	\$21.80	\$17.07	\$19.90	\$17.07	\$17.07	\$17.07	\$20.27	\$20.27	\$19.77	\$19.90	\$19.90	\$17.07	\$20.26	\$19.77
	\$44,055.49	\$34,466.25	\$40,394.98	\$25,487.17	\$18,382.00	\$18,205.01	\$41,110.29	\$30,400.41	\$31,107.07	\$29,871.17	\$40,394.97	\$14,564.06	\$21,710.23	\$33,329.39
6	\$1,694.65	\$1,325.63	\$1,553.65	\$980.28	\$707.00	\$700.17	\$1,581.17	\$1,169.25	\$1,196.43	\$1,148.89	\$1,553.65	\$560.16	\$835.01	\$1,281.90
	\$22.59	\$17.68	\$20.72	\$17.68	\$17.68	\$17.68	\$21.08	\$21.08	\$20.57	\$20.72	\$20.72	\$17.68	\$21.08	\$20.57
	\$45,548.23	\$35,417.93	\$41,963.74	\$26,186.73	\$18,886.45	\$18,705.00	\$42,632.58	\$31,526.75	\$32,323.43	\$31,036.31	\$41,963.74	\$14,962.16	\$22,516.67	\$34,638.35
7	\$1,751.86	\$1,362.00	\$1,613.99	\$1,007.18	\$726.40	\$719.42	\$1,639.71	\$1,212.56	\$1,243.21	\$1,193.71	\$1,613.99	\$575.47	\$866.02	\$1,332.24
	\$23.36	\$18.16	\$21.52	\$18.16	\$18.16	\$18.16	\$21.87	\$21.87	\$21.38	\$21.52	\$21.52	\$18.16	\$21.86	\$21.38
	\$56,102.13	\$43,025.17	\$51,491.66	\$31,816.62	\$22,946.51	\$22,725.93	\$52,275.78	\$38,657.35	\$39,764.73	\$38,070.82	\$51,491.66	\$18,180.85	\$27,609.98	\$42,606.65
8	\$2,157.77	\$1,654.81	\$1,980.45	\$1,223.72	\$882.56	\$874.07	\$2,010.61	\$1,486.82	\$1,529.41	\$1,464.26	\$1,980.54	\$699.26	\$1,061.91	\$1,638.71
	\$28.77	\$22.07	\$26.40	\$22.07	\$22.07	\$22.07	\$26.81	\$26.81	\$26.30	\$26.40	\$26.40	\$22.07	\$26.83	\$26.30

APPENDIX A –HDHP PLAN SUMMARY



Lumenos HSA Plan Summary

The Lumenos® HSA plan is designed to empower you to take control of your health, as well as the dollars you spend on your health care. This plan gives you the benefits you would receive from a typical health plan, plus health care dollars to spend your way. And, you can earn rewards by taking certain steps to improve your health.

Your Lumenos HSA Plan

First - Use your HSA to pay for covered services:

Health Savings Account

With the Lumenos Health Savings Account (HSA), you can contribute pre-tax dollars to your HSA account. Others may also contribute dollars to your account. You can use these dollars to help meet your annual deductible responsibility. Unused dollars can be saved or invested and accumulate through retirement.

Contributions to Your HSA

For 2019, contributions can be made to your HSA up to the following:
 \$3,500 individual coverage
 \$7,000 family coverage

Note: These limits apply to all combined contributions from any source.

Plus - To help you stay healthy, use:

Preventive Care

100% coverage for nationally recommended services. Included are the preventive care services that meet the requirements of federal and state law, including certain screenings, immunizations and physician visits.

Preventive Care

No deductions from the HSA or out-of-pocket costs for you as long as you receive your preventive care from an in-network provider. If you choose to go to an out-of-network provider, your deductible or Traditional Health Coverage benefits will apply.

Then -

Your Bridge Responsibility

The Bridge is an amount you pay out of your pocket until you meet your annual deductible responsibility. Your bridge amount will vary depending on how many of your HSA dollars, if any, you choose to spend to help you meet your annual deductible responsibility. If you contribute HSA dollars up to the amount of your deductible and use them, your Bridge will equal \$0.

HSA dollars spent on covered services plus your Bridge Responsibility add up to your annual deductible responsibility.

Health Account + Bridge = Deductible

Bridge

Your Bridge responsibility will vary.

Annual Deductible Responsibility

In- and Out-of-Network Providers
 \$2,000 individual coverage
 \$4,000 family coverage

If Needed -

Traditional Health Coverage

Your Traditional Health Coverage begins after you have met your Bridge responsibility.

Traditional Health Coverage

After your bridge, the plan pays:

100% for in-network providers 80% for out-of-network providers

After your bridge, your responsibility is:

0% for in-network providers 20% for out-of-network providers

Additional Protection

For your protection, the total amount you spend out of your pocket is limited. Once you spend that amount, the plan pays 100% of the cost for covered services for the remainder of the plan year.

Annual Out-of-Pocket Maximum

In-Network Providers and Out-of-Network Providers

\$ 4,000 individual coverage
 \$ 6,850 family coverage

Your annual out-of-pocket maximum consists of funds you spend from your HSA, your Bridge responsibility and your cost share amounts.

Earn More Money for Your Account

What's special about your Lumenos HSA plan is that you may earn additional funds for your health account through the Healthy Rewards incentive program.

Earn Rewards

If you do this:

- Future Moms for participation and completion
- Online Wellness Toolkit participation
- ConditionCare participation and completion.

You can earn:

Up to \$200
 Up to \$150
 Up to \$300

Some eligibility requirements apply. See page 2 for program descriptions..

To receive funds earned through the Healthy Rewards program, you must have an open HSA with Mellon Bank or with another bank through which your employer is sponsoring your HSA.

If you have questions, please call toll-free 1-888-224-4896.

West Haven
 CGHSA5692 w INC Rx copays (Eff. 7/17)



Lumenos HSA Plan Summary

Healthy Rewards

Your employer will provide you with additional health care dollars in your HSA for the following:

Future Moms: Individualized obstetric support for expectant high-risk and non-high-risk mothers. Each subscriber or spouse/domestic partner can earn up to a \$200 Future Mom's incentive. This includes three milestones: \$100 initial enrollment, \$50 interim, and \$50 postpartum. This includes three milestones: \$100 initial enrollment, \$50 interim, and \$50 postpartum; timing and rules apply.

Online Wellness Toolkit: Each subscriber and spouse/domestic partner can earn up to \$150 each year. Members earn a \$50 incentive at each 100, 200 and 300 point milestone. Your employees can quickly achieve their first milestone of 100 points by completing the Well-Being Assessment and setting up their Well-Being Plan.

Enroll in ConditionCare: (Incentive \$100) Disease management for prevalent, high-cost conditions (asthma, diabetes, chronic obstructive pulmonary disease, coronary artery disease and heart failure). Each subscriber and spouse/domestic partner can get one incentive per year. In the first year and later years, members must stay qualified to enroll and earn incentives. Members who have more than one health problem will enroll in one combined program — not separate ones for each condition.

Graduate from ConditionCare: (Incentive \$200) Each subscriber and spouse/domestic partner can earn one credit per year. In the first year and later years, members must stay qualified to enroll, graduate and earn incentives. Members who have more than one health problem will graduate from one combined program — not separate ones for each condition.

Summary of Covered Services

Preventive Care

Anthem's Lumenos HSA plan covers preventive services recommended by the U.S. Preventive Services Task Force, the American Cancer Society, the Advisory Committee on Immunization Practices (ACIP) and the American Academy of Pediatrics. The Preventive Care benefit includes screening tests, immunizations and counseling services designed to detect and treat medical conditions to prevent avoidable premature injury, illness and death.

All preventive services received from an in-network provider are covered at 100%, are not deducted from your HSA and do not apply to your deductible. If you see an out-of-network provider, then your deductible or out-of-network coinsurance responsibility will apply.

The following is a list of covered preventive care services:

Well Baby and Well Child Preventive Care

Office Visits through age 18; including preventive vision exams

Screening Tests for vision, hearing, and lead exposure. Also includes pelvic exam, Pap test and contraceptive management for females who are age 18, or have been sexually active.

Immunizations:

- Hepatitis A
- Hepatitis B
- Diphtheria, Tetanus, Pertussis (DtaP)
- Varicella (chicken pox)
- Influenza – flu shot
- Pneumococcal Conjugate (pneumonia)
- Human Papilloma Virus (HPV) – cervical cancer
- H. Influenza type b
- Polio
- Measles, Mumps, Rubella (MMR)

Adult Preventive Care

Office Visits after age 18; including preventive vision exams.

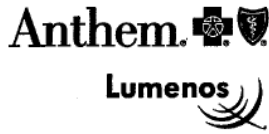
Screening Tests for coronary artery disease, colorectal cancer, prostate cancer, diabetes, and osteoporosis. Also includes mammograms, as well as pelvic exams, Pap test and contraceptive management.

Immunizations:

- Hepatitis A
- Hepatitis B
- Diphtheria, Tetanus, Pertussis (DtaP)
- Varicella (chicken pox)
- Influenza – flu shot
- Pneumococcal Conjugate (pneumonia)
- Human Papilloma Virus (HPV) – cervical cancer

If you have questions, please call toll-free 1-888-224-4896.

West Haven
CGHSA5692 w INC Rx copavs (Eff. 7/17)



Lumenos HSA Plan Summary

Summary of Covered Services (Continued)

Medical Care

Anthem's Lumenos HSA plan covers a wide range of medical services to treat an illness or injury. You can use your available HSA funds to pay for these covered services. Once you spend up to your deductible amount shown on Page 1 for covered services, you will have Traditional Health Coverage with the coinsurance listed on Page 1 to help pay for covered services listed below:

- Physician Office Visits
- Inpatient Hospital Services
- Outpatient Surgery Services
- Diagnostic X-rays/Lab Tests
- Durable Medical Equipment
- Emergency Hospital Services (network coinsurance applies both in-network and out-of-network)
- Inpatient and Outpatient Mental Health and Substance Abuse Services
- Maternity Care
- Chiropractic Care
- Prescription Drugs
- Home health care and hospice care
- Physical, Speech and Occupational Therapy Services

Some covered services may have limitations or other restrictions.* With Anthem's Lumenos HSA plan, the following services are limited:

- Skilled nursing facility services limited to 120 days per calendar year.
- Home health care services are limited to 200 visits per calendar year.
- Inpatient rehabilitative services limited to 100 days per member per calendar year.
- Physical, speech and occupational therapy and chiropractic services limited to a combined total of 50 visits per member per calendar year.
- Inpatient hospitalizations require authorizations.
- Your Lumenos HSA plan includes an unlimited lifetime maximum for in- and out-of-network services.

Prescription Drugs – copay after deductible (when purchased from a network pharmacy)

Retail (30 day supply)	Mail Order (90 day supply)
\$ 5 Tier 1 copayment	\$ 5 Tier 1 copayment
\$25 Tier 2 copayment	\$ 50 Tier 2 copayment
\$40 Tier 3 copayment	\$ 80 Tier 3 copayment

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.

If you have questions, please call toll-free 1-888-224-4896.

West Haven
CGHSA5692 w INC Rx copays (Eff. 7/17)

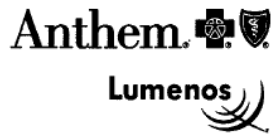


Lumenos HSA Plan Summary

This summary is a brief outline of the benefits and coverage provided under the Lumenos plan. It is not intended to be a complete list of the benefits of the plan. This summary is for a full year in the Lumenos plan. If you join the plan mid-year or have a qualified change of status, your actual benefit levels may vary.

When you redeem your Healthy Rewards dollars for a gift card, the amount of the gift card is considered taxable income to you. You should contact a tax advisor for guidance on tax issues.

Additional limitations and exclusions may apply.



In Connecticut, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. In New Hampshire, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of New Hampshire, Inc. In Maine, Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of Maine, Inc. Independent licensees of the Blue Cross and Blue Shield Association.

[®] Registered marks of the Blue Cross and Blue Shield Association. [®] LUMENOS is a registered trademark.

If you have questions, please call toll-free 1-888-224-4896.

West Haven
CGHSA5692 w INC Rx copays (Eff. 7/17)

Language Access Services:

Get help in your language

Curious to know what all this says? We would be too. Here's the English version:

If you have any questions about this document, you have the right to get help and information in your language at no cost. To talk to an interpreter, call (855) 333-5735.

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card.

(TTY/TDD: 711)

(Arabic) (العربية): إذا كان لديك أي استفسارات بشأن هذا المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على (855) 333-5735

Armenian (հայերեն). Եթե այս փաստաթղթի հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվճար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով: Թարգմանչի հետ խոսելու համար զանգահարեք հետևյալ հեռախոսահամարով՝ (855) 333-5735

Chinese

(中文): 如果您對本文件有任何疑問，您有權使用您的語言免費獲得協助和資訊。如需與譯員通話，請致電 (855) 333-5735

(Farsi) (فارسی): در صورتی که سؤالی پیرامون این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه‌ای به زبان مادری‌تان دریافت کنید. برای گفتگو با یک مترجم شفاهی، با شماره (855) 333-5735 تماس بگیرید.

French (Français): Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour parler à un interprète, appelez le (855) 333-5735.

Haitian Creole (Kreyòl Ayisyen): Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele (855) 333-5735.

Italian (Italiano): In caso di eventuali domande sul presente documento, ha il diritto di ricevere assistenza e informazioni nella sua lingua senza alcun costo aggiuntivo. Per parlare con un interprete, chiami il numero (855) 333-5735

Language Access Services:

(Japanese) (日本語):

この文書についてなにかご不明な点があれば、あなたにはあなたの言語で無料で支援を受け情報を得る権利があります。通訳と話すには、(855) 333-5735 にお電話ください。

Korean (한국어): 본 문서에 대해 어떠한 문의사항이라도 있을 경우, 귀하에게는 귀하가 사용하는 언어로 무료 도움 및 정보를 얻을 권리가 있습니다. 통역사와 이야기하려면 (855) 333-5735 로 문의하십시오.

(Navajo) (Din4): D77 naaltsoos bikl'7g77 [ahgo b7na'7d7[kidgo n1 boh0n4edz3 d00 bee ah00t'i' t'11 ni nizaad k'ehj7 bee ni[hodoonih t'ladoo b33h 717n7g00. Ata' halne'7g77 [a' bich'8' hadeesdizh n7n7zingo koj8' hod77lnih (855) 333-5735.

Polish (polski): W przypadku jakichkolwiek pytań związanych z niniejszym dokumentem masz prawo do bezpłatnego uzyskania pomocy oraz informacji w swoim języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer (855) 333-5735.

(Punjabi) (ਪੰਜਾਬੀ): ਜੇ ਤੁਹਾਡੇ ਇਸ ਦਸਤਾਵੇਜ਼ ਬਾਰੇ ਕੋਈ ਸਵਾਲ ਹਨ ਤਾਂ ਤੁਹਾਡੇ ਕੋਲ ਮੁਫਤ ਵਿੱਚ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਮਦਦ ਅਤੇ ਜਾਣਕਾਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਦਾ ਅਧਿਕਾਰ ਹੈ। ਇੱਕ ਦੁਬਾਸ਼ੀਏ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ, (855) 333-5735 ਤੇ ਕਾਲ ਕਰੋ।

(Russian) (Русский): если у вас есть какие-либо вопросы в отношении данного документа, вы имеете право на бесплатное получение помощи и информации на вашем языке. Чтобы связаться с устным переводчиком, позвоните по тел. (855) 333-5735.

Spanish (Español): Si tiene preguntas acerca de este documento, tiene derecho a recibir ayuda e información en su idioma, sin costos. Para hablar con un intérprete, llame al (855) 333-5735.

Tagalog (Tagalog): Kung mayroon kang anumang katanungan tungkol sa dokumentong ito, may karapatan kang humingi ng tulong at impormasyon sa iyong wika nang walang bayad. Makipag-usap sa isang tagapagpaliwanag, tawagan ang (855) 333-5735.

Vietnamese (Tiếng Việt): Nếu quý vị có bất kỳ thắc mắc nào về tài liệu này, quý vị có quyền nhận sự trợ giúp và thông tin bằng ngôn ngữ của quý vị hoàn toàn miễn phí. Để trao đổi với một thông dịch viên, hãy gọi (855) 333-5735.

It's important we treat you fairly

That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1-800-537-7697) or online at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>. Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

MEMORANDUM
Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board
From: Julian Freund, OPM
Subject: Hartford Support Supervisors Local 78
Date: August 23, 2019

Background

The previous collective bargaining agreement between the Hartford Board of Education and the Hartford Schools Support Supervisors union expired June 30, 2019. A Tentative Agreement for a contract term through June 30, 2023 was recently approved by the union membership and the Hartford Board of Education. Like the contract for the West Haven Non-Certified School Employees, this contract is now subject to approval by the MARB.

The Board of Education approved the agreement on August 20 and the agreement was received on August 21. The Hartford Subcommittee reviewed the contract in executive session at its August 15 meeting because the agreement had not yet been acted on by the Board of Education. Background materials on the agreement are attached.

Summary of Major Economic Provisions

The changes to the contract are outlined in the Tentative Agreement and include the following:

Wages

- FY 2019/20: 2% general wage increase, with no step increase
- FY 2020/21: 1% general wage increase, with no step increase
- FY 2021/22: 1.5% general wage increase, with no step increase
- FY 2021/22: 1.0% general wage increase, with no step increase

The prior contract provided for general wage increases of 3% in FY 2017, 0% in FY 2018, and 0% in FY 2019.

The attached Brief Summary of the agreement provides the estimated cost of the general wage increases for each year of the contract, ranging from a low of \$35,964 in year 2 of the contract to \$70,517 in year 1 of the contract.

Health Insurance:

- Makes HDHP mandatory for all members
- Deductible of \$2,000/\$4,000
- Health savings account with the BOE contributing 50% toward the deductible
- Employee cost share increases by 1% in each year of the contract

- Option to purchase health insurance for employee and family upon retirement at same rate as current members eliminated for new hires

The attached Brief Summary estimates the savings of switching to the HDHP at approximately \$100,000.

Attachments:

- Tentative Agreement
- Brief Summary of Hartford School Support Supervisors Tentative Agreement
- History of Hartford School Support Supervisors Contract
- Prior (7/1/17 - 6/30/19) Agreement Between Hartford Board of Education and Hartford Schools Support Supervisors Local 78

THE HARTFORD BOARD OF EDUCATION

AND

**THE HARTFORD SCHOOLS SUPPORT SUPERVISORS ASSOCIATION,
LOCAL 78, AFSA, AFL-CIO**

The Hartford Board of Education (“HBOE”) and the Hartford Schools Support Supervisors Association, Local 78, AFSA, AFL-CIO (“HSSSA”) tentatively agree to a Collective Bargaining Agreement to be in full force and effect for the period commencing July 1, 2019 through June 30, 2023 subject to the ratification by HSSSA, and approval by both the HBOE and the Municipal Accountability Review Board of the State of Connecticut. The July 1, 2017 through June 30, 2019 Collective Bargaining Agreement currently in effect shall remain unchanged except as specifically outlined in this Tentative Agreement provided further that the Collective Bargaining Agreement shall be modified to reflect these changes.

Deletions of existing language are shown ~~struck-out~~. New language is shown in **[bold]** and enclosed in brackets.

HARTFORD BOARD OF EDUCATION

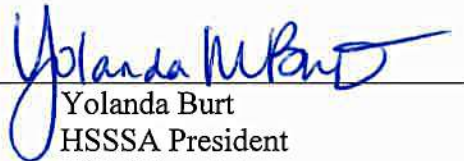
HARTFORD SCHOOLS SUPPORT
SUPERVISORS, LOCAL 78,
AFSA, AFL-CIO

BY



Melinda B. Kaufmann
Chief Negotiator

BY



Yolanda Burt
HSSSA President
Chief Negotiator

Date: ~~July 11~~, 2019

August 8

Article V(C)(1) – Grievance Procedure/Time Limits

Original Language

A. Time Limits

1. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum. The time limits specified, however, may be extended by mutual agreement or extenuating circumstances and must be in writing, between the Union President and the Chief Labor and Legal Officer.

Agreed Language

A. Time Limits

2. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum. The time limits specified, however, may be extended by mutual agreement ~~or extenuating circumstances~~ and must be in writing, between the Union President and ~~the Chief Labor and Legal Officer~~ [**Executive Director of Human Resources or his/her designee**].

Article VII Union Security/Rights

Original Language

- A. The Board agrees to deduct via payroll dues for all members of the bargaining unit, unless an individual member gives notice to the Chief Talent Officer, in writing, that he or she wishes to have deducted the service fee only.
- B. The deduction for any month shall be made on a bi-weekly basis and shall be remitted to the Union, together with a list of names of employees from whose wages such deductions have been made, not later than the fifteenth day of the following month.

Agreed Language

- A. The Board agrees to deduct via payroll dues for all members of the bargaining unit [**who give express written permission to the Executive Director of Human Resources for such fee to be deducted via payroll. The Board agrees to deduct via payroll a service fee for all non-members who given written permission to the Executive Director of Human Resources for such fee to be deducted via payroll.**] ~~unless an individual member gives notice to the Chief Talent Officer, in writing, that he or she wishes to have deducted the service fee only.~~

B. The deduction for any month shall be made on a bi-weekly basis and shall be remitted to the Union, together with a list of names of employees from whose wages such deductions have been made, not later than the fifteenth day of the following month.

[H. The Union shall hold the Board and City harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs which may arise out of, or by reason of, actions taken against the Board and/or the City as a result of the administration of the provisions of this article.]

**Article XXIV(G) Assumption of Liability for Damages Caused by
Bargaining Unit Member**

Original Language

G. Assumption of Liability for Damage Caused by Bargaining Unit Member:

1. Employees in the bargaining unit shall be protected in accordance with section 7-465 of the Connecticut General Statutes, as it is amended from time to time.
2. Solely for the purpose of informing employees in the bargaining unit, the following language is offered as a paraphrase of the provisions of Section 7-465:
 - a. The Board shall pay on behalf of any bargaining unit member all sums which such bargaining unit member becomes obligated to pay by reason of the liability imposed upon such bargaining unit member by law for physical damages to person or property if the bargaining unit member at the time of the occurrence, accident, physical injury or damages complained of, was acting in the performance of his/her duties and within the scope of his/her employment, and if such occurrence, accident, physical injury or damage was not the result of any willful or wanton act of such bargaining unit member in the discharge of such duty.

Agreed Language

G. Assumption of Liability for Damage Caused by Bargaining Unit Member:

3. Employees in the bargaining unit shall be protected in accordance with section ~~7-465~~ **[10-235]** of the Connecticut General Statutes, as it is amended from time to time.
4. Solely for the purpose of informing employees in the bargaining unit, the following language is offered as a paraphrase of the provisions of Section ~~7-465~~ **[10-235]**:

- a. The Board shall pay on behalf of any bargaining unit member all sums which such bargaining unit member becomes obligated to pay by reason of the liability imposed upon such bargaining unit member by law for physical damages to person or property if the bargaining unit member at the time of the occurrence, accident, physical injury or damages complained of, was acting in the performance of his/her duties and within the scope of his/her employment, and if such occurrence, accident, physical injury or damage was not the result of any willful or wanton act of such bargaining unit member in the discharge of such duty.

Appendix B

2019-2020	2% general wage increase
2020-2021	1% general wage increase
2021-2022	1.5% general wage increase
2022-2023	1% general wage increase

Appendix C

Original Language

1. Health Insurance

Employee health contributions shall have a pre-tax status under Section 125 Plan.

A. PPO

Participating employees shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage:

2017-2019: 20% (not to exceed the amount listed in side letter)

All employees starting work in HSSSA on or after July 1, 2015, may only enroll in the HDHP with HSA and not have access to the PPO plan. If an employee is hired into the unit while already enrolled in the district PPO plan, he/she shall be permitted to remain in such plan. Any member who elects the High Deductible Health Plan with the HSA shall not thereafter return to the PPO.

Employees enrolled in the Board's PPO Plan are eligible for the Board's managed three-tier drug rider as follows:

- \$10 generic
- \$25 formulary brand
- \$40 non-formulary brand
- Mail Order - 2X co-payments for a 90-day supply.

High Deductible Health Plan with a Health Savings Account ("HSA")

Members shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage on the HDHP with HSA:

2017-2019: 17% (not to exceed the amount listed in side letter)

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family . The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).

Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

- Generic: \$5
- Brand (formulary): \$15
- Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

B. HSA Plan:

Effective July 1, 2016, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first during the week of July and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

HSSSA agrees that any portion of the health, dental, or prescription drug plan may be self-insured or insured at the sole discretion of the Board. This provision shall not be subject to the grievance procedure.

Agreed Language

1. Health Insurance

Employee health contributions shall have a pre-tax status under Section 125 Plan.

A. PPO

~~Participating employees shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage:~~

~~2017-2019: 20% (not to exceed the amount listed in side letter)~~

~~All employees starting work in HSSSA on or after July 1, 2015, may only enroll in the HDHP with HSA and not have access to the PPO plan. If an employee is hired into the unit while already enrolled in the district PPO plan, he/she shall be permitted to remain in such plan. Any member who elects the High Deductible Health Plan with the HSA shall not thereafter return to the PPO.~~

~~Employees enrolled in the Board's PPO Plan are eligible for the Board's managed three-tier drug rider as follows:~~

- ~~\$10 generic~~
- ~~\$25 formulary brand~~
- ~~\$40 non-formulary brand~~
- ~~Mail Order 2X co-payments for a 90-day supply.~~

High Deductible Health Plan with a Health Savings Account ("HSA")

[All bargaining unit members will move to the High Deductible Health Plan with a Health Savings Account ("HSA"). This will commence the start of the month after the contract is approved by the MARB and the HBOE. Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).]

Members shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage on the HDHP with HSA:

~~2017-2019: 17% (not to exceed the amount listed in side letter)~~

2019-2020	17%
2020-2021	18%
2021-2022	19%
2022-2023	20%

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family . The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).

Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

Generic: \$5

Brand (formulary): \$15

Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

[A] B. HSA Plan:

Effective July 1, [2019] 2016, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first during the week of July [1] and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

HSSSA agrees that any portion of the health, dental, or prescription drug plan may be self-insured or insured at the sole discretion of the Board. This provision shall not be subject to the grievance procedure.

Appendix C(5)(C)

Bargaining unit members shall be allowed to carry over up to fifteen (15) vacation days when authorized by the Superintendent or the Superintendent's designee. Requests for carry-over vacation in excess of fifteen (15) days may be made to the Superintendent and/or designee, who will in his/her sole discretion approve or deny that request. Such decision is not subject to grievance or arbitration.

Agreed Language

Bargaining unit members shall be allowed to carry over up to [twenty-four (24)] fifteen (15) vacation days when authorized by the Superintendent or the Superintendent's designee. Requests for carry-over vacation in excess of [twenty-four (24)] fifteen (15) days may be made to the Superintendent and/or designee, who will in his/her sole discretion approve or deny that request. Such decision is not subject to grievance or arbitration.

Appendix C(6) Severance

6. Severance

Upon retirement a bargaining unit member shall be entitled to severance. The severance shall be paid for unused accumulated sick days at the per diem value of

the bargaining unit member's annual salary at the time of retirement and shall be calculated according to the following formula:

- a. the number of unused accumulated sick days not to exceed sixty (60) days; or
- b. thirty percent (30%) of the unused accumulated sick days, whichever is greater.

For bargaining unit members who work a twelve (12) month work year, the per diem rate shall be calculated using 224 workdays.

Retirees and their legally dependent survivors (including spouse) shall be entitled to purchase group health insurance benefits at the same rate as current working bargaining unit members.

Agreed Language

6. Severance

Upon retirement a bargaining unit member shall be entitled to severance. The severance shall be paid for unused accumulated sick days at the per diem value of the bargaining unit member's annual salary at the time of retirement and shall be calculated according to the following formula:

- a. the number of unused accumulated sick days not to exceed sixty (60) days; or
- b. thirty percent (30%) of the unused accumulated sick days, whichever is greater.

For bargaining unit members who work a twelve (12) month work year, the per diem rate shall be calculated using 224 workdays.

Retirees and their legally dependent survivors (including spouse) shall be entitled to purchase group health insurance benefits at the same rate as current working bargaining unit members. **[This provision regarding retiree health insurance will not apply to bargaining unit members who are hired after the date of execution of this Agreement.]**

Appendix C(7) Life Insurance

7. Life Insurance

Upon retirement a bargaining unit member shall receive paid-up life insurance coverage in the amount of five thousand dollars (\$5,000) for bargaining unit members below Grid 710 and fifteen thousand dollars (\$15,000) for bargaining unit members at or above Grid 710.

Agreed Language

7. Life Insurance

Upon retirement a bargaining unit member shall receive paid-up life insurance coverage in the amount of five thousand dollars (\$5,000) for bargaining unit members below Grid 710 and fifteen thousand dollars (\$15,000) for bargaining unit members at or above Grid 710.

[Bargaining Unit Members who are hired after the date of execution of this Agreement will not be eligible for paid-up life insurance upon retirement.]

Global Changes

Replace “Chief Labor and Legal Officer” with “Executive Director of Human Resources or his/her designee”

CONFIDENTIAL

Brief Summary of Hartford School Support Supervisors Tentative Agreement

The current contract expired on June 30, 2019. The Union ratified the tentative agreement on August 8, 2019 at which time it was signed by both parties. The new contract would be effective July 1, 2019 – June 30, 2023. This group is currently comprised of 39 employees.

Salary

2019-2020	2% GWI for eligible members (\$70,517 new money)
2020-2021	1% GWI for eligible members (\$35,963.75 new money)
2021-2022	1.5% GWI for eligible members (\$54,485.08 new money)
2022-2023	1% GWI for eligible members (\$36,868.24 new money)

Total change over the life of the contract: 5.5%

Insurance

It will become mandatory for all bargaining unit members to be on the High Deductible Health Plan with a Health Savings Account (HSA) at the start of the month after the contract is approved by the MARB and HBOE

- Premium Cost Share
 - Upon transfer into the HDHP 17%
 - July 1, 2020 18%
 - July 1, 2021 19%
 - July 1, 2022 20%
- In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).
- Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)
- Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:
 - Generic: \$5
 - Brand (formulary): \$15
 - Brand (non-formulary): \$30
 - Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.
- For the duration of the contract, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount.

Estimated cost savings of all employees switching to the HDHP for 2019-2020 is \$100,491 (which will be prorated depending on what month the plan goes into effect).

Other Cost Saving Measures

- For new members hired after the contract is executed, eliminates the provision of paid up life insurance at time of retirement
- For new members hired after the contract is executed, eliminates the ability to purchase health insurance for the employee and family at the same rates as the current members.

Language Changes

- The Board agrees to deduct via payroll dues or a representation fee for all members of the bargaining unit who give express written permission to the Executive Director of Human Resources for such fee to be deducted via payroll. Added language that the union will hold the district harmless against claims, demands, liabilities, lawsuits, counsel fees and other costs for any action taken against the Board because of this section.
- Removed “extenuating circumstances” as a reason to extend time limits for filing grievances.
- Increased from 15 to 24 the number of vacation days the member may carry over without permission of the Superintendent
- Global replacement of “Chief Labor and Legal Officer” with “Executive Director of Human Resources or his/her designee”

History of Hartford School Support Supervisors Contract

This is a bargaining unit made up of 39 non-certified supervisors. This unit encompasses an eclectic group of supervisory positions such as food service supervisors, occupational therapy and physical therapy supervisor, medical director, Medicaid coordinator, supervisor printing & duplicating center, transportation manager, clinic nursing and support supervisor, lead security officers and various other non-certified supervisory positions. The current salaries range from \$55,000 to \$146,349 depending on the position. This is a bargaining unit that over past contract negotiations has been the leader in agreeing to changes that are fiscally advantageous for the district. Some of these changes are highlighted below.

1. History of Pension Changes

As of the January 1, 2012, this unit agreed that all new hires who were not already in the City MERF were not eligible to participate in the MERF and were only eligible for a 403b plan with a 5% employer match. They are the only union to have agreed to this.

2. History of Wage Increases

This group agreed many years ago to eliminate all steps within their wage categories. For the prior two years, this group agreed to a true wage freeze. The GWIs for the past three years were as follows:

2016-2017	3% GWI
2017-2018	0% GWI
2018-2019	0% GWI

3. Health Insurance

As of July 1, 2015, all new employees in the bargaining unit were eligible for a High Deductible Health Plan with a Health Savings Account only and were not able to participate in the PPO plan.

4. Some other highlights

This unit previously gave up any longevity pay within the contract.

Pay out of vacation at termination is limited to a maximum of 24 days.

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE HARTFORD BOARD OF EDUCATION

AND

THE HARTFORD SCHOOLS SUPPORT SUPERVISORS ASSOCIATION,
LOCAL 78, AFSA, AFL-CIO

July 1, 2017 – June 30, 2019

AGREEMENT made and entered into by and between the Hartford Board of Education, (hereinafter referred to as the Board) and HARTFORD SCHOOLS SUPPORT SUPERVISORS' ASSOCIATION, LOCAL 78, AFSA, AFL-CIO (hereinafter referred to as HSSSA or the Union).

**ARTICLE I
RECOGNITION**

The Board recognizes the Hartford Schools Support Supervisors' Association, Local 78, AFSA, AFL-CIO as the exclusive bargaining representative of all those non-certified supervisors who are employed by the Board of Education of the City of Hartford and who are eligible for membership in the Union for the purpose of negotiating. Hartford Schools Support Supervisors' Association is a unique and diversified union. Its job classifications include a variety of positions that provide many aspects of administrative, financial, educational, social and computer/technical support.

**ARTICLE II
BOARD PREROGATIVES**

It is recognized that the Board has and will continue to retain whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the City of Hartford in all its aspects.

**ARTICLE III
PROFESSIONAL STATUS**

It is recognized that the Union is composed of members of the administration charged with interpreting and enforcing Board policies at various levels and as members of the profession have the interest of professionals in their work. It is further recognized that they shall have the opportunity to make constructive recommendations toward the administration of the school system.

**ARTICLE IV
SALARIES**

- A. Bargaining unit members shall be paid in accordance with the salary schedule as set forth in Appendix B as annexed hereto and is hereby made part of this agreement. Salary increments shall be given for satisfactory service. Bargaining unit members shall be paid on a bi-weekly schedule, on a twenty six pay plan.
- B. Salary Scale Placement - The Superintendent or his/her designee reserves the right to determine placements on the salary scale as a result of performance including attendance and misconduct. This may be in the form of a promotion, demotion or freeze. Such change in salary placement shall not be made arbitrarily and shall be reflected in the bargaining unit member's evaluation and/or a charge of misconduct. Freeze and demotions shall be issued only after discipline in accordance with Article XVII.
- C. Reclassification and New Positions
 1. If a bargaining unit member's position is reclassified at a higher grid level or if the bargaining unit member takes a new position at a higher grid level, then the bargaining unit member shall be at least a five (5%) percent increase over his/her present salary.

If the member's position is reclassified within six months of being granted wage improvement, the member shall be given at least a 2.5% (two and a half percent) increase over his/her present salary.

2. If the bargaining unit member takes a new position at a lower grid level, the salary placement will be at the discretion of the Superintendent or his designee.

D. Salary Placement Upon Initial Employment

1. In determining the initial placement in the salary schedule for employees new to the district, credit may be granted for similar experience in other communities and the employee shall be placed appropriately on the salary schedule. Initial placement on the salary schedule shall be at the discretion of the Superintendent or his/her designee.

E. Summer Positions

1. Any ten (10) or eleven (11) month bargaining unit member who continues to work in his/her regular position beyond July 1 shall receive his/her regular salary increase as of July 1 on a per diem basis.

- F. When a position will be vacant as a result of an approved leave for over eleven (11) consecutive work days, the bargaining unit member temporarily assigned to work in a higher classification will be paid immediately an increase of at least five (5%) percent on the new schedule over his/her present salary.

- G. If a bargaining unit member is to be given an assignment of at least eleven (11) consecutive work days which involves greater responsibility and/or increased duties or is working out of his/her job classification, the supervisor and the Union will be notified and have the right to negotiate and re-evaluate the grid placement of that position. Placement on the salary grid shall be retroactive to the first day of the assignment.

H. Long Term Substitutes:

A long-term substitute may be hired when it is expected a position will be vacant or bargaining unit members absent for at least two (2) months.

I. Acting Appointments:

Vacant positions may be filled with individuals from outside the bargaining unit with acting appointments. Said appointment shall not exceed two (2) months without discussion with the bargaining unit. Acting appointments are paid on the lowest salary on the range for the job classification.

- J. Fringe Benefits are set forth in Appendix C.

- K. The Board reserves the right to require members, in its sole discretion, to receive compensation via direct deposit, with electronic notification of same. Implementation may occur within 30 days of such notification.

**ARTICLE V
GRIEVANCE PROCEDURE**

A. Purpose:

The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems, which may, from time to time, arise affecting the welfare or working conditions of bargaining unit members. Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

B. Definitions:

A "grievance" for the purpose of this procedure shall be a bargaining unit member or Union complaint that there has been a misinterpretation or misapplication of a specific and explicit provision of this Agreement. Any grievance form submitted shall include a clear and plain statement of the facts as to the alleged violation as well as any supporting documentation. Only grievances that are violations of specific contract language are arbitrable. The specific provisions of the contract must be identified at all levels of the grievance process.

"Days" or work days for the purposes of this Article shall mean any day that the district (Central Office) is open.

"Submission" occurs when the receiving party actually obtains or is in receipt of materials.

C. Time Limits

1. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each level should be considered a maximum. The time limits specified, however, may be extended by mutual agreement or extenuating circumstances and must be in writing, between the Union President and the Chief Labor and Legal Officer.
2. Failure by the grievant to attend a scheduled grievance meeting or to appeal a grievance at any level within the specified time limit shall be deemed an acceptance of the decision rendered at that level, and such decision shall thereafter be binding upon the grievant and the Union.
3. Failure by the Administration to attend a scheduled grievance meeting or to respond to a grievance within the specified time limit shall be deemed a denial, and the grievant may proceed to the next step.
4. The date of awareness shall be defined as the date any reasonable person knows or should have known about the condition(s) causing the grievance. Conditions that repeat themselves shall be deemed separate grievable events.
5. When a grievance is submitted in writing, it shall contain a clear explanation of the facts regarding the alleged violation.

D. Procedure:

1. The Union on behalf of the bargaining unit member must submit his/her grievance in writing and such grievance must be received by the immediate supervisor within ten (10) workdays of the date when the events giving rise to the grievance occurred. Such submission shall be made to the immediate supervisor for a satisfactory adjustment.

Nothing in this provision shall prohibit or discourage a bargaining unit member from informally discussing his/her problem with the involved supervisor.

However, the time limits for filing the initial grievance may only be waived or extended by written agreement between the Chief Labor and Legal Officer (or specified designee) and the Union President (or designee).

2. Failing satisfactory settlement within ten (10) work days, the Union, at the request of the aggrieved bargaining unit member may within ten (10) work days appeal in writing to the Chief Labor and Legal Officer or Superintendent's specified designee and set forth specifically the act or condition on which the grievance was based in the first step above the grounds of the appeal.
3. The Chief Labor and Legal Officer or Superintendent's specified designee shall meet with the bargaining unit member and a Union representative within thirty (30) work days after receipt of the appeal and shall give a written decision to the bargaining unit member and the Union within ten (10) work days.

E. Arbitration:

In the event that the aggrieved member of the unit is not satisfied with the disposition of his/her grievance at Step 3 or in the event no decision has been rendered within ten (10) work days after he/she has first met with the Chief Labor and Legal Officer or his/her designee, he/she may, within ten (10) work days after a decision by the Chief Labor and Legal Officer or his/her designee or fifteen (15) work days after he/she has first met with the Chief Labor and Legal Officer or his/her designee, whichever is sooner, present a request in writing to the President of Union to submit his/her grievance to final and binding arbitration, provided the grievance arose from a violation of a specific section of the agreement. No bargaining unit member may file for arbitration except with the approval and participation of the Union. The Union may submit the grievance to arbitration within fifteen (15) workdays after receipt of a request by the aggrieved person to the American Arbitration Association in accordance with its respective rules. Expenses shall be borne equally. If a postponement is necessary for one party, that party must pay the postponement fee. If the parties mutually agree to a postponement, they shall share equally the costs of any such fee. Simultaneous notification of the appeal to arbitration shall be forwarded to the Chief Labor and Legal Officer. In order to save time and expense both parties may mutually agree to an expedited arbitration process, either through the American Arbitration Association or an independent arbitrator.

F. General Provisions

1. If a grievance is not processed in accordance with the time or procedural requirements, it shall be deemed withdrawn.

2. In the event that the Board's representative does not provide the Union with a timely response to the grievance following the meeting of the parties or if the meeting is not scheduled within the timelines described above, the bargaining unit member or, if appropriate, the Union, may proceed with the next step of the grievance procedure provided that the Union or the bargaining unit member, if appropriate, does so within the specific time limits set forth above.
3. Any grievance, as defined in Section B above, not presented for disposition through the grievance procedure described under Section D above within ten (10) workdays of the time when either the Grievant or the Union knew or reasonably should have known of the conditions giving rise thereto, shall not thereafter be considered a grievance under this Agreement. Failure at any step of this procedure to communicate a decision within the specified time limits shall permit the aggrieved to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be considered acceptance by the aggrieved of the decision rendered or an acceptance of a denial, if no decision was rendered, and such decision/denial shall thereafter be binding upon the aggrieved and the Union.
4. Grievances arising from the action of an official other than the immediate supervisor shall be filed against that official at Step 1.
5. The Union shall be informed and have the right to be present at the grievance hearings. The Administration agrees to notify the Union of the time and place of any conference or hearing on any grievance. The Administration further agrees to provide the Union with copies of any grievance not filed through the Union. The Union agrees, in good faith, that it will present the grievance with as many facts as are available at that time.
6. Meetings held under this procedure shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons proper to be present. When such meetings are held during the work day, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to be present for the purposes of this section are defined as an aggrieved bargaining unit member or members, their appropriate Union representatives and qualified witnesses.
7. Any bargaining unit member who reasonably believes that a meeting with a supervisor, principal, school official, or administrator may result in disciplinary action, is entitled to Union representation. Union representatives will be permitted reasonable absences from their work location to represent members at such meetings without loss of pay. Union representatives shall not be compensated when such meetings are held or continued after working hours.
8. The Board shall permit the President of the Union, or his/her designated representative, with the permission of the principal/supervisor or in his/her absence, the person in charge of the school/department, to visit the schools/department for any purpose relating to the terms and conditions of this Agreement. This permission shall not be unduly withheld. If conferences with members of the bargaining unit are necessary, they shall be scheduled so as not to interfere with the duties and responsibilities of the school/department employees.

9. The parties, by mutual agreement, may waive the time limits at any step of the grievance procedure in writing. The time limits may only be waived or extended by written agreement between the Chief Labor and Legal Officer (or specified designee) and the Union President (or designee).

ARTICLE VI RESIDENCY

There shall be no residency requirements for bargaining unit members.

ARTICLE VII UNION SECURITY/RIGHTS

- A. The Board agrees to deduct via payroll dues for all members of the bargaining unit, unless an individual member gives notice to the Chief Talent Officer, in writing, that he or she wishes to have deducted the service fee only.
- B. The deduction for any month shall be made on a bi-weekly basis and shall be remitted to the Union, together with a list of names of employees from whose wages such deductions have been made, not later than the fifteenth day of the following month.
- C. The Union may request the equivalent of one (1) unpaid Union leave per year, upon mutual agreement.
- D. The Board will provide each bargaining unit member with a copy of this Agreement within an agreed upon time limit after the signing of this Agreement. New employees will be provided with a copy of this Agreement at the time of hire, but not later than forty-five (45) days after the date of hire. The cost of reproducing the Agreement shall be equally borne between the Board and the Union.
- E. Delegate Release Time: The Union shall be allowed a maximum of five (5) days of Union leave per year with pay to attend official Union conventions. Delegate release time shall not unduly interfere with the operation of the school/department.
- F. There shall be made available to the Union, upon its request, any and all information, statistics and records which the Union may deem to be relevant or necessary for the proper enforcement, implementation or negotiations of the terms of this Agreement, to the extent to which such material is readily available or is reasonably obtainable.
- G. The President of the Union will receive from the Board a list of all employees covered under the Union contract, stating employee number, name, location, assignment, leave of absence status, appointment date, degree, step and salary, in electronic form or hard copy, upon request no more than once per year.

**ARTICLE VIII
LEAVES OF ABSENCE**

A. Child Bearing Leave:

Bargaining unit members who become pregnant may be placed on short-term leave status for child-bearing leave for purposes under this paragraph unless they elect a long-term leave under the provisions of paragraph B.

Any bargaining unit member who becomes pregnant shall so notify the Superintendent or his/her designee at least four (4) months prior to the expected date of delivery and shall thereafter provide a doctor's certificate indicating continued fitness for work as often as the Superintendent or his/her designee may require. Leave shall begin when, in the opinion of her doctor, she is no longer physically able to work.

Leave shall expire when, in the opinion of her doctor, she is physically able to return to work. Normally, leave is not expected to continue more than six (6) weeks after delivery.

Leaves of absence for child-bearing shall be with pay to the extent of unused sick leave days, but normally not more than six (6) weeks before and six (6) weeks after delivery. A bargaining unit member on childbearing leave will be assigned to her former position upon return. If a bargaining unit member on child bearing leave returns to work more than six (6) weeks after the delivery date, she may be assigned to her former position or an equivalent position at the discretion of the Superintendent.

B. Child Rearing Leave:

A bargaining unit member who has completed his/her probationary period who is expecting a child or whose spouse is expecting a child, or who has firm plans to adopt a child in the immediate future shall, upon request, be granted a long-term leave for child-rearing purposes which generally will not last more than one year. The request for such leave must be made at least thirty (30) days prior to its commencement.

Upon return, a bargaining unit member shall be assigned to his/her former position or an equivalent position. Leaves of absence for child rearing shall be without pay.

C. Professional Leave:

A bargaining unit member who has completed his/her probationary period may request an unpaid leave of absence for the purpose of furthering his/her education. Application for such leave shall be made to the Executive Director for Human Resources, in writing, at least thirty (30) days prior to its commencement and must specify the length of the leave, not to exceed one (1) year. The bargaining unit member shall be placed in the same position or an equivalent position upon his/her return. Bargaining unit members will notify the Board of their return in a timely fashion.

D. Personal Days:

Bargaining unit members shall be permitted absences, without loss of pay, up to a total of not more than five (5) days in any work year for any and all of the listed reasons noted below. A bargaining unit member who has taken personal leave on an emergency basis, must make the

necessary arrangements after his/her return from leave to file the Confidential Leave Request Form upon the date of return from leave, regardless if school is in session or not. Failure to do so, will mean loss of pay for that day.

Reasons:

1. In the event of serious illness or death of spouse, father, mother, son, daughter, grandfather, grandmother, grandchild, father-in-law, mother-in-law, sister, brother, sister-in-law, brother-in-law, uncle, aunt, or child related by blood or marriage or member of his/her immediate household, not to exceed five (5) in any school year.
2. Holy days, not to exceed three (3) days in any school year.
3. Quarantine.
4. Absence for spouse for birth of child not to exceed three (3) days in any school year. Absence of parent for adoption of child shall not exceed three (3) days in any school year.
5. Temporary absence for personal reasons is limited to situations not under the control of the applicant, which makes such absence from service necessary. The appropriate supervisor must give prior approval.

E. Jury Duty:

A bargaining unit member shall be entitled to full pay and benefits for absences due to jury duty. The bargaining unit member shall notify his/her supervisor immediately upon receipt of his/her call to jury duty. A bargaining unit member on jury duty shall turn over all monies received from other sources for jury duty service as they are received.

F. Military Leave:

The benefits, including the right to return to a comparable position, of employees who take a military leave will be according to applicable federal and state law.

G. Professional Days:

With the approval of the Superintendent or his/her designee bargaining unit members may attend conferences or seminars, which will contribute to or increase the knowledge of the employee with regard to his/her position.

H. Family Hardship:

The Superintendent or his/her designee may grant a bargaining unit member a leave of absence without pay for a period not to exceed one (1) year. The request for leave must be made in writing and include the reason(s) for the leave and the length, of the leave requested.

I. Workers' Compensation

Workers' compensation shall be paid in accordance with law.

J. Bargaining unit members shall be notified when their leave is approved.

**ARTICLE IX
TRANSPORTATION ALLOWANCE**

All bargaining unit members covered by this Agreement, who are required to use their own personal transportation during the course of conducting Board business, shall be reimbursed at a rate in accordance with the IRS regulations. Bargaining unit members currently receiving a flat rate will continue to receive a flat rate of \$48 per month. New employees will receive the IRS rate per mile.

**ARTICLE X
JOB DESCRIPTION**

While the establishment of job descriptions is a prerogative of the Board, the Union has a right and the Board an obligation to negotiate the salary, terms and conditions of employment for unit members working under such descriptions.

**ARTICLE XI
FAIR PRACTICES**

- A. The Board and the Union agree to continue their policy of not discriminating against any member of the bargaining unit protected under state or federal discrimination laws, as the laws may be amended from time-to-time.
- B. The provisions of this article are included in the agreement for informational purposes only, and shall not be subject to the grievance procedure.

**ARTICLE XII
PERSONNEL FILES AND EVALUATIONS**

- A. Limitations on File

An official file shall be maintained so that each bargaining unit member has a right of access and review of his/her file. Use of material contained in bargaining unit members' files in disciplinary proceedings shall be subject to review under the just cause standard applicable to such proceedings. No anonymous letters or materials shall be placed in a bargaining unit member's personnel file. The Administration will send a copy of any negative material that is placed in a bargaining unit member's personnel file to the bargaining unit member.

- B. Right to Review File

The bargaining unit member shall, upon request, be given the opportunity to review the contents of his/her file.

C. Right to Reply

The bargaining unit member has the right to reply to any document with a formal letter addressed to the Superintendent of Schools. This letter will be placed in the file.

D. Right to Copy Material

Each bargaining unit member shall receive, upon request, a copy of supervisory records and reports of competence, personal character and efficiency, maintained in his/her personnel file with reference to evaluation of his/her performance. The cost of copies shall be borne by the Board. The cost of copies of materials other than those cited above (e.g. transcripts, recommendations other than employment recommendations, commendatory letters from outside, etc.) shall be borne by the bargaining unit member.

E. Evaluations submitted by a supervisor shall be submitted to the personnel file.

1. After examination of said evaluation, the bargaining unit member shall, for the purpose of identification only, affix his/her signature thereto, reserving the right to respond by addenda affixed.
2. If any evaluation is contested, the procedure for due process (which shall be initiated with ten [10] work days) shall be followed. Grievances shall only be related to the process of the evaluation. Grievances regarding evaluation shall not be subject to arbitration.

**ARTICLE XIII
TRANSFERS, PROMOTIONS AND PROBATION**

- A. Vacancies and new positions shall be filled at the discretion of the Superintendent or his/her designee considering the best interests of the students served by the Board.
- B. Vacancies and new positions within the Union, which are to be filled, shall be posted a minimum of five (5) working days. The posting will set forth the qualifications, schedules, rates of pay and the application process.
- C. The Board shall notify the Union as to its decision on whether or not a position shall be filled, frozen or eliminated.
- D. Vacancies may be filled provided there is at least one (1) qualified applicant and funding is available.
- E. The principal criterion for consideration of a request for change in assignment is whether the change in assignment will result in the best interest of the students served by the Board.
- F. Bargaining unit members, who have successfully completed their probationary period, may apply for any vacant position.

- G. The President of the Union shall receive a copy of all official correspondence sent to a bargaining unit member regarding changes in assignments or new hires on a contemporaneous basis. Copies may be sent in electronic form or by hard copy.
- H. The Union recognizes the right of the Board for the best interests of the students served by the Board to assign newly hired employees prior to reassigning those who have requested a change in assignment.
- I. Any bargaining unit member who voluntarily transfers to a different position shall have a one hundred twenty actual working days probationary period. Any leave extends the probationary period by the length of the leave.
- J. Involuntary transfers shall not be made without prior consultation with the bargaining unit member concerned, at which time the bargaining unit member shall be notified of the reasons for the transfer. Where possible, said notice shall be sent at least two (2) weeks prior to the effective transfer date.
- K. New employees shall be considered probationary during their first one hundred twenty actual working days (excluding any authorized or unauthorized leave). During the probationary period, the employee may be discharged at will, and in such event, the employee shall not have recourse to the grievance procedure. Furthermore, new employees will not attain seniority rights during the probationary period; his/her seniority shall date back to the date of his/her original employment upon completion of the probationary period.

**ARTICLE XIV
EXTENDED WORK HOURS**

Bargaining unit members, except as noted below, shall be paid overtime in accordance with applicable state and federal laws.

All professionals at grid 710 and above understand that the nature of their responsibility may from time to time require them to work more than their normal work hours to complete their duties. It is understood that when these bargaining unit members are required to work beyond their regular work hours they will do so without additional compensation. If they are required to work on non-work days they shall be eligible for additional compensation at a per diem rate or off-setting additional vacation time with pre-approval.

**ARTICLE XV
REIMBURSEMENT FOR PROFESSIONAL IMPROVEMENT**

Bargaining unit members who have completed one year of satisfactory service in the Hartford System of Schools and have successfully completed the semester course in a graduate program from an accredited university shall be eligible for tuition reimbursement of up to \$500 per credit, up to a maximum of six (6) credits per year each reimbursable year, summer through spring semester. Members must submit any graduate level course for reimbursement within three months of receipt of the final grade, or the claim for reimbursement shall be waived. For purposes of this Article, successful completion means, at a minimum, receipt of a B or pass for the completed course work.

For members who have not attained a bachelor's degree, courses in pursuit of such degree from an accredited college/university shall be deemed eligible for reimbursement subject to the procedures of the above paragraph.

**ARTICLE XVI
JOB ACTIONS, LOCKOUT, PARTIES TO COMMUNICATE**

- A. The Union and the Board agree that any differences between the parties on matters relating to the Agreement shall be settled by the means herein provided.
- B. The Union, in consideration of this Agreement and its terms and conditions, will not, during the term of this Agreement, engage in or condone any strike, work stoppage, or other concerted refusal to perform any assignment on the part of any bargaining unit member represented hereunder.
- C. The Board agrees that at no time will the Board lock out of his/her regular work place or from his/her regular work assignment any member in an effort to resolve a labor dispute.

**ARTICLE XVII
DISCIPLINARY PROCEDURES**

No bargaining unit member shall be issued a letter of reprimand copied to the personnel file, suspended without pay, or discharged without just cause. In cases of minor misconduct/infractions, progressive discipline may apply. Progressive discipline shall not apply in cases of serious misconduct.

**ARTICLE XVIII
RETIREMENT BENEFITS**

City MERF pension benefits shall only apply to HSSSA members actively in the City MERF pension plan before January 1, 2012. Any person hired into HSSSA on or after January 1, 2012, who is not at the time already in a City MERF pension plan, shall be eligible for participation in a 403b plan only. Such employees shall not be eligible for retiree health insurance through the City of Hartford or Hartford Board of Education. The 403b plan shall include up to a 5% of pensionable wages/earnings employer funded match per year, subject to all applicable legal restrictions.

**ARTICLE XIX
DURATION AND NEGOTIATIONS OVER SUCCESSOR AGREEMENT**

- A. This Agreement shall be in full force and effect from the date of its signing through the 30th day of June, 2019 . The parties shall enter into negotiations for a successor agreement as provided by applicable state law.

- B. During negotiations, the Board and the Union shall confer at reasonable times appropriately scheduled with regard for the budgetary calendar and exchange relevant data, points of view and proposals and counterproposals. The Board shall provide the Union with materials and/or information necessary to discuss salaries, fringe benefits and working conditions. It is understood that the materials relate only to the Union.

ARTICLE XX WORK DAY/WORK YEAR

The Board shall establish the work day and the work year in the best interests of the students served by the Board. For bargaining unit members who work at least a seven and a half (7.5) hour day, the work day shall be comprised of seven (7) working hours and at least a half hour duty free lunch. If the bargaining unit member desires a special arrangement, such an arrangement may be implemented if the bargaining unit member first obtains approval from the Board and the Union.

Work year is defined in Appendix D.

Twelve month employees shall be entitled to the following:

1. New Year's Day
2. Martin Luther King Day
3. President's Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Thanksgiving Day
9. Day after Thanksgiving Day
10. Christmas Day
11. Floating Holiday
12. Floating Holiday

The floating holiday must be requested on a confidential leave form and noted as such (code 88). Such floating holiday(s) must be approved by the member's supervisor and must be taken between July 1st and June 30th or shall be waived for that contract year.

If school is in session on a holiday, or if there is a failure to observe said holiday, the bargaining unit member shall be granted compensatory time or pay in lieu thereof. If a work location is closed or inaccessible for any reason the bargaining unit member shall report to a designated alternative work site as determined by his/her supervisor.

**ARTICLE XXI
PERSONAL PROPERTY DAMAGE**

The Board will allocate \$1,500 for the purpose of reimbursing bargaining unit members for damage or loss, excluding cash, to personal property incurred during a bargaining unit member's working hours and/or performance of duty. All reimbursements will be held until the end of the fiscal year, at which time reimbursement will be made in full if the funds are sufficient; otherwise pro-rated reimbursement will be made according to the demands on the fund.

**ARTICLE XXII
SENIORITY**

- A. Seniority shall be defined as a bargaining unit member's length of continuous full-time service within the bargaining unit commencing with his/her most recent date of hire.
- B. Seniority shall continue to accrue during all authorized leaves of absence with pay and during sick leave. Except as provided by law, seniority shall freeze during all leaves of absence over thirty (30) days that are authorized without pay or are unauthorized, in accordance with the law.
- J. In case of a tie, the last four (4) digits of the bargaining unit member's social security number shall determine seniority. The higher number shall have more seniority.
- C. A bargaining unit member shall lose his/her seniority rights under any of the following circumstances:
 - 1. If he/she resigns;
 - 2. If he/she is discharged for just cause;
 - 3. If he/she is laid-off for lack of work and such layoff continues for more than two (2) years, and
 - 4. If he/she fails to report to work within ten (10) working days after due notice by the Board to the employee's last known address to return to work after layoff or leave of absence has expired.

**ARTICLE XXIII
LAYOFF AND RECALL**

- A. A bargaining unit member is laid off when his/her position is eliminated. When more than one bargaining unit member is in a position to be eliminated, the least senior member in the position shall be laid off first. A lay off constitutes a break in service. Full-time bargaining unit members, who are laid off, shall be placed on a preferential recall list for one (1) year after the date of lay off. They shall be recalled to available positions on the basis of seniority and qualifications. If a bargaining unit member is recalled within one (1) year, he/she shall receive credit for years of service in the bargaining unit. If a

bargaining unit member is recalled from the list and does not accept said position, he/she shall be removed from the list.

- B. In the event that a position in the unit is eliminated, displaced unit members will be given preference to fill open positions authorized for filling that are lateral or lower on the grid level, provided they are equally qualified to any outside applicant(s) being considered by the Board to fill said vacancy.
- C. The person who is being laid off or whose position is being eliminated shall be notified in writing at least fourteen (14) days prior to the actual separation from service.
- D. A member who is laid off from the Hartford Public Schools, and does not elect to retire where eligible, shall continue on Board health insurance, as previously enrolled, for two months after separation from service. He/she shall be liable for the employee portion of the premium cost share during the two month period.
- E. Recall
In the event that the board elects to eliminate a position held by a bargaining unit member due to budget considerations or for any other reason, whatsoever, then no position shall be created or filled which would qualify for membership in the Union for a period of one (1) year without the person whose job was eliminated being given the option of filling that position if they meet the requirements and qualifications of the position. If more than one person would qualify for the position because of a reduction in staff then the person with the most seniority would have the first option for the position progressing to the person with the least seniority.

ARTICLE XXIV GENERAL PROVISIONS

- A. Upon request, the Superintendent or his/her designated agent will meet with representatives of the Union to discuss matters such as, but not limited to, staffing, equipment and its use. The Union will provide an agenda at least one (1) week prior to such meetings and the Administration shall have the right to add items to the agenda if it wishes.
- B. When grievance hearings are held during the work day, the grievant and one Union officer shall be allowed to attend such hearing without loss of pay. If the Board and the union agree to hold negotiations during the work day, all team members shall be allowed to attend such negotiations without loss of pay. However, the Union may not insist that negotiations occur during their work day. There shall be no compensation when such meetings (grievance hearings or negotiations) are held or continued after the work day.
- C. Any reference in this agreement to "day" shall also include the equivalent in hours.
- D. No other bargaining unit or non-bargaining employee shall be assigned to work, which falls within the purview of this bargaining unit on a regular basis.

- E. The Board shall continue its practice of posting and distributing all official circulars from the Superintendent's office and from the Board which are intended for the information of bargaining unit members.
- F. A copy of the public agenda of the regular Board meetings shall be available to the Union President twenty-four (24) hours prior to the meetings. The Union shall be notified prior to all special meetings.
- G. Assumption of Liability for Damage Caused by Bargaining Unit Member:
 - 1. Employees in the bargaining unit shall be protected in accordance with section 7-465 of the Connecticut General Statutes, as it is amended from time to time.
 - 2. Solely for the purpose of informing employees in the bargaining unit, the following language is offered as a paraphrase of the provisions of Section 7-465:
 - a. The Board shall pay on behalf of any bargaining unit member all sums which such bargaining unit member becomes obligated to pay by reason of the liability imposed upon such bargaining unit member by law for physical damages to person or property if the bargaining unit member at the time of the occurrence, accident, physical injury or damages complained of, was acting in the performance of his/her duties and within the scope of his/her employment, and if such occurrence, accident, physical injury or damage was not the result of any willful or wanton act of such bargaining unit member in the discharge of such duty.

ARTICLE XXV SAVINGS

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

ARTICLE XXVI ANNUAL CERTIFICATION/NOTIFICATION

All bargaining unit members shall certify on an annual basis that they have not been convicted of a felony. Such certification shall be made on a form approved by the Board. If a bargaining unit member is arrested for a crime against a person, sexual assault, child abuse or family violence, he/she shall immediately notify the Chief Labor and Legal Officer. It is required that all such matters be kept in the strictest confidence by the appropriate department personnel.

Further, members are obligated to sign a release to allow DCF to share the outcomes of any investigation of abuse/neglect of children connected to employment with the Hartford Public Schools.

Further, the Administration may, in its sole discretion, require a member to submit to a drug/alcohol test. Testing shall not be done on a random basis but shall be utilized if the Administration has suspicion of use or influence.

**ARTICLE XXVII
PERFORMANCE INCENTIVE**

The Administration may offer a performance incentive to bargaining unit members. The performance incentive shall not exceed ten percent (10%) of the base salary. The decision to pay such a performance incentive shall not be subject to the grievance procedure.

**APPENDIX A
HSSSA POSITIONS AND GRIDS**

Nothing herein shall be construed to limit the Board's right to create or eliminate positions.

SCHEDULE

ASSIGNMENT

6A	FOOD SERVICE SUPERVISOR - 2 YEAR DEGREE
6C	FOOD SERVICE SUPERVISOR - 4 YEAR DEGREE
6C	EXTENDED DAY SITE ARTS SUPERVISOR
A715	NUTRITION EDUCATION COORDINATOR
A725	OCCUPATIONAL THERAPY & PHYSICAL THERAPY SUPERVISOR
A725	CLINIC MANAGER
A795	MEDICAL DIRECTOR
B745	COORDINATOR OF ASSESSMENT PROGRAMS
C681	FOOD SERVICE FIELD SUPERVISOR
C690	WAREHOUSE/TRANSPORTATION SUPERVISOR
C690	COORDINATOR, FOOD SERVICES & SNACK PROGRAM
C700	CENTRAL REGISTRATION ADMINISTRATIVE SUPERVISOR
C710	SPECIAL EDUCATION STUDENT BASED COORDINATOR
C710	SPECIAL EDUCATION TUITION COORDINATOR
C710	PRE-K COLLECTION MANAGER
C710	ATTENDANCE MANAGER
C710	MEDICAID COORDINATOR
C710	SUPERVISOR PRINTING & DUPLICATING CENTER
C720	TRANSPORTATION MANAGER
C725	CLINIC NURSING AND SUPPORT SUPERVISOR
C725	ELEMENTARY SCHOOL NURSE SUPERVISOR
C725	DATA COLLECTION SYSTEM COORDINATOR
C725	PARENT, FAMILY RESOURCES & COMMUNITY AFFAIRS ADMINISTRATOR
C730	ACCOUNTANT/SUPERVISOR, FOOD SERVICE
C730	OPERATIONS MANAGER - FOOD SERVICES

C730	COORDINATOR OF SPECIALLY FUNDED PROGRAMS
C735	END USER SUPPORT MANAGER
C735	PAYROLL MANAGER
C735	SPECIAL FUNDS - ACCOUNTING MANAGER
C735	BUDGET MANAGER AT FINANCE & BUSINESS SERVICES
C735	TECHNOLOGY/HARDWARE SUPPORT COORDINATOR
C740	ASSISTANT DIRECTOR – FOOD SERVICES
C740	SUPPORT SERVICES SYSTEM MANAGER
C745	STUDENT DATA & TECHNOLOGY MANAGER
C745	ADULT EDUCATION PROGRAM ADMINISTRATOR
C745	COORDINATOR OF SCHOOL TO WORK STUDENT SUPPORT SERVICES
C755	SYSTEMS INTEGRATION MANAGER
C755	MANAGER OF CONVERGENT SERVICES
C760	SMARTSTREAM FINANCIAL SYSTEM ADMINISTRATOR
C760	COORDINATOR OF HEALTH SERVICES
C760	DIRECTOR FOR THE SAFE SCHOOLS HEALTHY STUDENTS PROGRAM/PREVENTION MANAGER
C765	DIRECTOR - BUILDINGS AND GROUNDS
C765	DIRECTOR – FOOD SERVICE
C780	DIRECTOR OF TECHNICAL SERVICES

All bargaining unit members are paid on a bi-weekly basis.

**APPENDIX B
SALARY GRIDS**

Hartford Schools Support Supervisors Association

2017-2019

Grid	Min	Max
6A	44,247	59,867
6C	49,486	65,666
A710	62,101	74,996
A716	65,355	78,988
A722	73,001	88,164
A725	73,001	88,164
A735	76,957	92,829
A796	151,073	181,859
B735	86,735	104,643
B746	93,155	112,323
B750	100,743	121,452
C667	42,157	54,637
C681	50,957	65,922
C690	56,631	73,202
C700	64,996	81,567
C710	73,366	88,596
C715	77,240	93,246
C720	80,592	97,274
C725	83,954	101,304
C730	87,312	105,337
C735	90,668	109,366
C740	94,028	113,394
C745	97,385	117,422
C750	100,743	121,452
C755	104,101	125,483
C760	107,458	129,511
C765	110,818	133,541
C780	121,442	146,349

APPENDIX C

1. Health Insurance

Employee health contributions shall have a pre-tax status under Section 125 Plan.

A. PPO

Participating employees shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage:

2017-2019: 20% (not to exceed the amount listed in side letter)

All employees starting work in HSSSA on or after July 1, 2015, may only enroll in the HDHP with HSA and not have access to the PPO plan. If an employee is hired into the unit while already enrolled in the district PPO plan, he/she shall be permitted to remain in such plan. Any member who elects the High Deductible Health Plan with the HSA shall not thereafter return to the PPO.

Employees enrolled in the Board's PPO Plan are eligible for the Board's managed three-tier drug rider as follows:

\$10 generic
\$25 formulary brand
\$40 non-formulary brand

Mail Order - 2X co-payments for a 90-day supply.

High Deductible Health Plan with a Health Savings Account ("HSA")

Members shall contribute the following percentages toward the annual premium or fully insured premium equivalent costs for individual or family coverage on the HDHP with HSA:

2017-2019: 17% (not to exceed the amount listed in side letter)

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family . The plan pays 100% in network services after the deductible, except for prescription drugs (Rx). Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

Generic: \$5
Brand (formulary): \$15
Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

B. HSA Plan:

Effective July 1, 2016, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The Board's contribution toward the HSA deductible will be deposited into the HSA accounts in two equal installments, the first during the week of July and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

HSSSA agrees that any portion of the health, dental, or prescription drug plan may be self-insured or insured at the sole discretion of the Board. This provision shall not be subject to the grievance procedure.

- C. Dental Plan subject to premium cost sharing specified above.
- D. If the employee or the employee's dependent(s) become ineligible for medical or dental coverage they can purchase the coverage at their own expense at the fully insured group rate plus the 2% administration fee in accordance with the Congressional Omnibus Budget Reconciliation Act. (COBRA)
- E. A Long-Term Disability policy will be made available to bargaining unit members at group rates.
- F. The Board reserves the right to study alternative insurance plans to the plans outlined in this section provided the following steps are followed:
 - a. The plan suggested as an alternative must contain at least substantially equivalent benefit level as the present plan at no additional costs to the employee.
 - b. The Union will have an opportunity to study the plan for a period of twenty (20) working days.
 - c. At the end of the twenty (20) day period the Board and the Union will mutually agree to an impartial arbitrator if comparability is an issue or the purpose of the comparability study.
 - d. If the proposed plan is comparable, portable through the United States, the Board may substitute as soon as possible.
 - e. Proposed changes are limited to no more than one proposed change for each type of insurance during the life of the contract.

2. Life Insurance -

All bargaining unit members shall receive an amount of group life insurance, without cost to the member, equal to two times his/her salary. There is no limit or cap on the insurance amount. Amounts over \$50,000 are subject to federal taxation and may be waived.

3. Sick Leave

- A. All ten (10) month bargaining unit members hired prior to November 20, 2002 shall receive twenty (20) sick days per full year, which shall be earned at a rate of two (2) sick days per month for ten (10) months.
- B. All ten (10) month bargaining unit members hired after November 20, 2002 shall receive fifteen (15) sick days per full year, which shall be earned at a rate of 1.5 sick days per month for ten (10) months.
- C. All eleven (11) month bargaining unit members hired prior to November 20, 2002 shall receive twenty-two (22) sick days per full year, which shall be earned at a rate of two (2) sick days per month for eleven (11) months.
- D. All eleven (11) month bargaining unit members hired after November 20, 2002 shall receive fifteen (15) sick days per full year, which shall be earned at a rate of 1.36 sick days per month for eleven (11) months.
- E. All twelve (12) month bargaining unit members hired prior to November 20, 2002 shall receive twenty-four (24) sick days per full year, which shall be earned at a rate of two (2) sick days per month for twelve (12) months.
- F. All twelve (12) month bargaining unit members hired after November 20, 2002 shall receive fifteen (15) sick days per full year, which shall be earned at a rate of 1.25 sick days per month for twelve (12) months.
- G. All current bargaining unit members of the Hartford Board of Education who subsequently transfer into the bargaining unit shall use their date of hire, not their date of transfer, in determining monthly accrual of sick days.
- H. All bargaining unit members hired after November 20, 2002 shall be entitled to accumulate up to one hundred and fifty sick (150) days. All bargaining unit members hired on or prior to November 20, 2002 shall be entitled to accumulate up to two hundred twenty-five (225) sick days

5. Vacations

- A. All twelve (12) month bargaining unit members hired prior to November 20, 2002 shall be entitled to twenty-four (24) vacation days per year, which shall be earned at a rate of two vacation days per month for twelve (12) months.

- B. All twelve (12) month bargaining unit members hired on or after November 20, 2002 shall be entitled to twelve (12) vacation days per year, which shall be earned at a rate of one vacation day per month for twelve (12) months. Vacation days shall be increased on the bargaining unit member's anniversary date in accordance with the table below.

Years:	Total Amount:	Accrual Rate
6 – 9	15 vacation days	1.25/month
10 – 14	20 vacation days	1.66/month
15 plus yrs	24 vacation days	2.0/month

Current Board employees transferring into this unit will utilize their Board of Education hire date for vacation day accrual.

Effective August 30, 2011, the accrual rates shall be as follows:

Years:	Total Amount:	Accrual Rate
2 – 4	15 vacation days	1.25/month
5 – 9	20 vacation days	1.66/month
10 plus yrs	24 vacation days	2.0/month

- C. Bargaining unit members shall be allowed to carry over up to fifteen (15) vacation days when authorized by the Superintendent or the Superintendent's designee. Requests for carry-over vacation in excess of fifteen (15) days may be made to the Superintendent and/or designee, who will in his/her sole discretion approve or deny the request. Such decision is not subject to grievance or arbitration.
- D. If a holiday occurs during the week in which the bargaining unit member is on vacation, the bargaining unit member shall not be charged vacation time for that day.
- E. Prior approval by appropriate supervisor is required for all vacations.
- F. Any bargaining unit member who is separated from service with the Board for any reason, prior to taking his/her vacation shall be fully compensated for the unused vacation accumulation at the time of separation. In no case, shall the bargaining unit member be paid for more than twenty-four (24) vacation days.
- G. In the event of the death of a bargaining unit member, his/her spouse and/or minor children or the employee's estate if no spouse or minor children, shall receive the employee's pro rata vacation pay.
- H. The Board reserves the right to designate periods where vacation time must be taken. If a member is unable to take vacation during a designated period of shutdown or vacation window due to specific work requirements, such member may receive permission to work and not use vacation time from the Cabinet member who ultimately oversees his/her department. Such request and approval must be confirmed in writing.

6. Severance

Upon retirement a bargaining unit member shall be entitled to severance. The severance shall be paid for unused accumulated sick days at the per diem value of the bargaining unit member's annual salary at the time of retirement and shall be calculated according to the following formula:

- a. the number of unused accumulated sick days not to exceed sixty (60) days; or
- b. thirty percent (30%) of the unused accumulated sick days, whichever is greater.

For bargaining unit members who work a twelve (12) month work year, the per diem rate shall be calculated using 224 workdays.

Retirees and their legally dependent survivors (including spouse) shall be entitled to purchase group health insurance benefits at the same rate as current working bargaining unit members.

7. Life Insurance

Upon retirement a bargaining unit member shall receive paid-up life insurance coverage in the amount of five thousand dollars (\$5,000) for bargaining unit members below Grid 710 and fifteen thousand dollars (\$15,000) for bargaining unit members at or above Grid 710.

APPENDIX D

Work year defined

Current work years:

Schedule A – 193

Schedule B – 213

Schedule C – a twelve-month work year less any holidays and/or vacation to which the bargaining unit member may be entitled

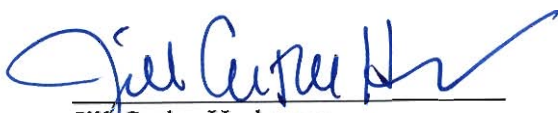
In witness whereof, the parties hereto set their hand:

HARTFORD BOARD OF EDUCATION

HARTFORD SCHOOLS SUPPORT
SUPERVISORS ASSOCIATION

1/25/2017
Date

1/25/2017
Date



Jill Cutler Hodgman
Chief Labor and Legal Officer



Lonnie Burt
President

**THE HARTFORD BOARD OF EDUCATION
AND THE
HARTFORD SCHOOLS SUPPORT SUPERVISORS ASSOCIATION
LOCAL 78, AFSA, AFL-CIO**

The Parties agree to the following changes in the benefits provided:

Effective July 1, 2014, the Board shall be able to implement the following:

1. Mandatory generic substitution (mandatory generic may be overridden by written explanation of medical necessity of brand name drug by patient's physician.
2. State of Connecticut Maintenance Drug Network. If this plan is not available to the Board, it shall no longer be offered to the membership.

Board's Modified PPO:

Office Visit Co-Payment:	\$30
Specialist Visit Co-Payment:	\$40
In-patient Co-Payment:	\$150
Out-patient Co-Payment:	\$100
Emergency Room Co-Payment:	\$100
Urgent Care Co-Payment:	\$25

Out-of-Network visits shall be subject to a \$250 deductible and 20% coinsurance for an individual plan up to a \$1,250 yearly maximum. Family plans shall be subject to a \$500 deductible and 20% coinsurance up to a \$2,500 yearly maximum.

Should the Board implement an HSA Plan, the Board will contribute fifty percent (50%) of the applicable HSA deductible amount. The parties acknowledge that the Board's fifty percent (50%) contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA deductible for individuals upon their separation from employment or departure from the Union.

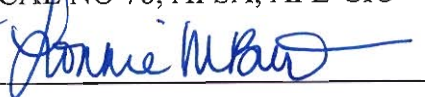
Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).

FOR THE HARTFORD BOARD
OF EDUCATION

By 

Date _____

FOR THE HARTFORD SCHOOLS SUPPORT
SUPERVISORS ASSOCIATION
LOCAL NO 78, AFSA, AFL-CIO

By 

Date _____

**THE HARTFORD BOARD OF EDUCATION
AND THE
HARTFORD SCHOOLS SUPPORT SUPERVISORS ASSOCIATION
LOCAL 78, AFSA, AFL-CIO**

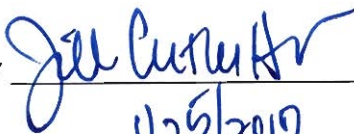
This Memorandum of Understanding is made by and between the Hartford Board of Education (hereinafter the "Board") and the Hartford Schools Supervisors Association (hereinafter the "Union").

The Board and the Union agree to the following:


For the purposes of calculating the premium cost share, the Board shall use the following rates for the life of the 2017-2019 contract as the bi-weekly pay deductions for 22 pays:

	PPO + Dental	HDHP HSA + Dental
Single	\$98.91	\$64.44
Employee + 1	\$203.00	\$130.98
Family	\$272.59	\$173.75

FOR THE HARTFORD BOARD
OF EDUCATION

By 
Date 1/25/2017

FOR THE HARTFORD SCHOOLS SUPPORT
SUPERVISORS ASSOCIATION
LOCAL NO 78, AFSA, AFL-CIO

By 
Date 1/25/2017