

PROFESSIONAL AGREEMENT

between the

REGIONAL SCHOOL DISTRICT NO.17

and the

HADDAM-KILLINGWORTH ADMINISTRATORS' ASSOCIATION

COVERING THE PERIOD BEGINNING

July 1, 2011 to June 30, 2014

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ARTICLE I

General

- A. It is the intent and purpose of the parties hereto that their agreements promote and improve the quality of education in Regional School District No. 17, Haddam-Killingworth, provide for orderly professional negotiation between the Board and the Association, and secure prompt and fair disposition of grievances so as to promote positive influences upon the operation of the educational program.
- B. Except as expressly provided otherwise by the terms of this Agreement, the determination and administration of educational policy, the operation of the schools, and the direction of the professional staff are vested exclusively in the Board or in the Superintendent of Schools when so delegated by the Board.
- C. Despite reference herein to the Board and the Association as such, each reserves the right to act hereunder by officially designated committee or representative.
- D. If any portion of this Agreement is declared illegal, the remainder of the Agreement shall remain in full force and effect. This agreement may not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE II

Recognition

- A. The Board recognizes the Association for the purpose of professional negotiation as the exclusive representative of the entire unit consisting of the principals of the five schools, High School Associate Principal, Middle School Assistant Principal, Teaching and Learning Specialists, Coordinator of Pupil Services and the Director of Pupil Services, pursuant to, and with all of the rights and privileges as provided by Sections 10-153b to 10-153f, as amended, of the general statutes of Connecticut. Unless otherwise indicated, the employees in such unit are hereinafter generally called "administrators".
- B. The Association accepts such recognition, and agrees to represent equally all administrators, as listed above, without regard to membership or participation in, or Association with the activities of, the Association or any other employee organization. During the terms of this contract or the extension thereof, all bargaining unit members shall either become members or remain members of the Association in good standing, or in lieu of Association membership, pay the association a service fee. The amount of the service fee shall not exceed the minimum applicable dues payable to the Association.

ARTICLE III

Professional Negotiations

- A. No later than two hundred ten (210) days prior to the Regional School District No.17 meeting at which the budget is submitted, the Board and the Association agree to negotiate in good faith in accordance with the procedures set forth in 10-153a through 10-153g of the Connecticut general statutes as amended. Either party may utilize the services of outside negotiators or consultants.
- B. During direct negotiations, the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter proposals.

ARTICLE IV

Duration and Renewal

The provisions of this Agreement shall be effective as of July 1, 2011, and shall continue and remain in full force and effect until June 30, 2014.

For a three (3) year period, this Agreement shall be binding upon the Board and the Association.

ARTICLE V

Grievance Procedure

- A. The purpose of the grievance procedure is to contribute to good human relations on the job, to maintain good employee morale, increase productivity and achieve greater efficiency of school operations. It is believed that these objectives can be furthered by providing a means of orderly discussion of grievances.
- B. A grievance shall mean a claim by an administrator that his/her rights under the specific language of this Agreement have been violated, or that as to him/her there has been a misapplication or misinterpretation of the specific provisions of this Agreement.
- C. Other items that affect the welfare or conditions of employment of an administrator may follow the same procedure as in D and E below. For these items there shall be no appeal from the Board of Education decisions.
- D. If an administrator feels that he/she may have a grievance, he/she shall first discuss the matter with the Superintendent of Schools in an effort to resolve the problem in an informal meeting. The informal meeting shall be held within ten (10) days of the event or condition giving rise to the alleged grievance.
- E. If the grievance is not satisfactorily settled at the informal stage, the administrator, within ten (10) days after the informal meeting, may make a written appeal to the Superintendent of Schools. The Superintendent of Schools will review the appeal. Within fifteen (15) days of having received this request for appeal, the Superintendent of Schools will send a copy of the decision to the administrator.

Within ten (10) days after receipt of the written decision, the administrator may appeal the decision of the Superintendent of Schools to the Board of Education or its designated committee. The Board of Education or its designated committee agrees to meet with the administrator and any other relevant parties (witnesses) within fifteen (15) days after receiving a written request. The decision of the Board shall be rendered in writing within ten (10) days after meeting with the administrator.

- F. If, after such decision, the administrator is not satisfied with the disposition of the matter, both parties agree to submit the matter to arbitration for resolution. Within ten (10) days after written notice of submission to arbitration, the Board and the administrator shall agree upon a mutually acceptable arbitrator. If the parties are unable to agree upon an arbitrator, a request for a list of arbitrators shall be made to the American Arbitration Association by either party. The parties shall be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator. The arbitration hearing shall be scheduled in a timely manner. Within twenty (20) days from the date of closing of the arbitration hearings, the arbitrator shall render his decision in writing, setting forth his findings of fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties and interests.
- G. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, shall be borne equally

by the Board and the Association. Each party shall be responsible for expenses of its own witnesses.

H. At any stage of the hearing procedure, the aggrieved may be represented by a person or persons of his own choosing.

1. Hearing records shall be kept separate from regular personnel records.

2. Only those who have a role in the hearing procedure are entitled to information regarding the hearing and they have an obligation to keep such information confidential.

3. No reprisals of any kind shall be taken by either party against any participant in the hearing procedure by reason of such participation.

I. If an administrator does not follow the grievance procedures as outlined in Sections D and E, then the grievance process shall be considered waived.

ARTICLE VI

Salaries

A. Per diem salaries of all administrators covered by this Agreement are set forth in the appendices which are attached hereto and made part of this Agreement. Effective July 1, 2010 all steps have been eliminated from the contract.

B. If an administrator obtains or currently holds a doctorate, he/she will receive an additional stipend of \$1,000 per year.

- C. A \$750 stipend will be awarded annually to the administrator designated by the Superintendent to act in his behalf in curriculum issues, committee work, and in other matters as necessary when the Superintendent is unavailable.
- D. New administrative personnel will be hired at a rate appropriate to their educational background and administrative experience as determined by the Board of Education.
- E. Incentive compensation program 2011-12, .5%, 2012-13, 1.0%, 2013-14, 1.0%.

ARTICLE VII

Fringe Benefits Provisions

A. Choice of coverage (individual, two-person or family) is up to the individual administrator.

1. Administrators may have the choice of enrolling in either one of the following two plans:

- Point of Service Plan – Century Preferred a Blue Cross/Blue Shield Plan or its successor)

OR

- Health Maintenance Organization – Blue Care Health Plan (or its successor)

This will include a utilization review program that includes:

1. Managed second opinion surgery.
2. Pre-admission certification/continued stay review.

3. Pre-admission testing.

An Administrator would have a choice on a yearly basis in which plan the administrator wishes to enroll. The administrator would have a choice of only one plan. Once the decision on the plan is made, the decision is irrevocable for one full year. The plan year would be from July 1 through June 30 of the next year (same as the fiscal year).

- B. Full individual cost for life insurance equal to 2.50 times the administrator's base to be paid by the Board.
- C. In contract year 2005-2006 and thereafter, the total disability insurance annual premium not to exceed \$7,150 (seven thousand one hundred fifty dollars) for all administrators to be paid by the Board. It is the Board's intention to expend the \$7,150 (seven thousand one hundred fifty dollars) annual premium for the disability insurance. The HKAA may choose the company to insure its members under this section but the annual premium paid by the Board shall not exceed the amount detailed above. The same company chosen by the HKAA, given any plan restrictions the company may impose, shall insure all administrators.
- D. Major medical services specified before July 1, 1997 are now included in the above Point of Service Plan – Century Preferred a Blue Cross/Blue Shield Plan (or its successor) or the Health Maintenance Organization – Blue Care Health Plan (or its successor).
- E. The Board has the discretion to change insurance carriers or programs at any time provided that the replacement carrier(s) coverage is comparable but not necessarily the same as the existing coverage in benefits and function. The Board

will make every effort to consult with the Association before changing carriers or programs.

F. Insurance premium cost sharing plan

The Board of Education will pay (81.50%) of the premiums for the Point of Service Plan described above, and will pay eighty-seven percent (87.00%) of the premiums for the Health Maintenance Organization Plan described above for the individual, two-person, or family coverage. The administrator, through payroll deduction, shall pay the balance of the premium for the plan selected.

G. The Board shall contribute \$1,000 to the participating 403(b) plan of his or her choosing.

H. Administrators may participate in the District's established 457 plan.

I. Longevity;

1. Administrators who have 10-14 years of experience in RSD 17 will receive \$700.
2. Administrators who have 15+ years of experience in RSD 17 will receive \$875.

ARTICLE VIII

Protection of Administrators

A. Administrators shall report immediately in writing to the Superintendent of Schools all cases of physical assault suffered by them in connection with their employment.

- B. The Board agrees to provide legal counsel mutually acceptable to both parties to defend any administrator in any action arising out of an assault on an administrator or out of any disciplinary action taken against a student by an administrator, and in any action arising out of any claim, demand, suit or judgment be reason of alleged negligence of other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property, within or without the school building, which acts are not wanton, reckless or malicious, providing such administrator at the time of the accident resulting in such injury, damage or destruction, was acting in the discharge of his duties within the scope of his employment or under the direction of the Board.
- C. If civil proceedings are brought against an administrator in connection with his employment, such administrator may request, and the Board shall furnish, legal counsel mutually acceptable to both parties to defend him/her in such proceedings.
- D. Whenever an administrator is absent from school as a result of personal injury caused by an assault arising out of and in the course of his/her employment, he/she shall be paid his full salary for the period of such absence for up to one calendar year without having such absence charged to his/her annual or accumulated sick leave. Any amount of salary payable pursuant to this section shall be reduced by the amount of any workmen's compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the administrator examined by a physician designated by the Board for the purpose of establishing the length

of time during which the administrator is temporarily disabled from performing his/her duties, and in the event that there is no adjudication in the appropriate workmen's compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.

- E. If an administrator suffers an injury, other than assault, arising out of and in the course of his employment (a compensable injury), any absence caused thereby will not be charged against his/her sick leave. Any administrator receiving a compensable injury shall receive compensation in amounts and manner in accordance with the statutes pertaining thereto and the difference between such compensation and the salary schedule applicable at the time of such injury shall be paid by the Board of Education for a period not to exceed one year.

ARTICLE IX

Sick Leave

- A. All administrators shall be granted annually twenty-four (24) days of sick leave with full pay. The accumulation of unused sick leave shall not exceed 227 days.
- B. In the event of catastrophic illness, special consideration for extension of sick leave may be given by application, accompanied by a physician's certification, through the Superintendent. Final approval must be given by the Board of Education.

ARTICLE X

Vacation

- A. All administrators will work a twelve (12) month year except for the Middle and Elementary School Teaching and Learning Specialists who shall work in the 185 day teacher work year plus thirty-five (35) additional days.
- B. Administrators who work a twelve (12) month year shall be entitled to twenty-seven (27) vacation days. Each administrator's vacation schedule shall be subject to the approval of the Superintendent. Administrators will be allowed to take five (5) vacation days during the academic year. Vacation days during the academic year shall not exceed two (2) days in succession. In special circumstances the Middle and Elementary School Teaching and Learning Specialists can be excused from work on a teacher work day with the Superintendent's prior approval.
- C. With the approval of the Superintendent, an administrator may carry over a maximum of five (5) vacation days from one year to the next. However, the number of vacation days an administrator is normally entitled to in any given year shall not exceed thirty-two (32) days. However, in unique circumstances with special Board of Education approval, and administrator may carry over up to an additional five (5) days.
- D. In the event of an unusual situation in which an administrator is requested to forfeit a vacation at the request of the Board or the Superintendent, he/she shall be compensated for said vacation in like time.

- E. If an administrator is taking an educational course during the summer which involves a period of time beyond the twenty-seven (27) vacation days, he/she may be allowed the time required to complete the course with full salary reimbursement for this period, providing the individual remains a member of the local staff for the following year. Permission for this extra time may be granted at the discretion of the Superintendent.
- F. Any administrator leaving the employ of the Regional School District No.17 shall be entitled to payment of 1/260 of his/her current salary for each day of unused vacation leave for that year. The Board has the option of requiring the administrator to take the vacation time prior to leaving the system.
- G. Any administrator who leaves the employ of the district prior to January 1st would be paid for unused vacation days on a prorated monthly basis.

ARTICLE XI

Leaves

A. Personal

1. Administrators shall have personal leave days with full pay, (the total number of leave days and number of contiguous leave days is at the discretion of the Superintendent) for the following reasons:

- a. Death of critical illness in the family.
- b. Religious holidays.

- c. Legal transactions such as deeds, mortgages, and income tax audit or court orders. Court orders served in connection with an administrator's school position shall be automatically granted.
- d. Marriages in the family.
- e. Admission or discharge of family member from a hospital.
- f. Other reasons approved by the Superintendent.

B. Jury Duty

Upon request of the Superintendent, an administrator called to jury duty shall ask for exemption. If such exemption is denied, the administrator shall report for whatever period is assigned by the court. Such administrator will not have such time charged against sick leave or personal leave. Such administrator shall receive from the Board compensation so that the stipend from jury duty and the Board's payment amount to his/her regular salary payment.

C. Leaves Without Pay

1. Leaves of absence without pay may be granted:
 - a. For the purpose of further study. (Benefits paid by Board of Education).
 - b. For health reasons, upon advice of a physician.
 - c. For other valid reasons subject to the review and recommendation of the Superintendent of Schools.
2. Applications for such leaves of absence must be made in writing and the leave must be approved by the Board of Education.

D. Professional Leave and Development

1. Administrators may, with prior approval of the Superintendent, be absent without the loss of pay because of:

a. Attendance at professional meetings or conferences.

b. Visitation to other schools.

2. The Board shall pay, within the limits of appropriations, the reasonable expenses (including fees, meals, lodging and/or transportation), incurred by administrators who attend workshops, seminars, conferences, or other professional improvement sessions at the request and/or with the approval of the Superintendent for particular purposes of special benefit to the school system and/or the individual participating.

3. With advance approval of the Superintendent and administrator holding office in a professional organization or invited to participate in a program of that organization may be excused from duty because of such obligations. Absences for other professional obligations of a similar nature may also be approved.

4. The Board has a strong philosophical belief in the need for and the value of professional growth and continued education of the administrators. Therefore, a professional growth and development pool in the amount of two (2) percent of total administrative salaries shall be set aside annually. The professional growth and development pool will be administered and distributed by the Superintendent of Schools.

E. Leaves of up to one year for exchange administrator positions under either national or international programs may be granted by the Board of Education to administrators who have successfully completed their required three year probationary period in Regional School District No. 17 and who have completed at least an additional two years of competent service. Application for leave must be a matter of record by February 1 of the year prior to the requested leave. Final arrangements shall be firm by April 15. The Board shall compensate any administrator granted exchange leave at his/her usual salary rate. The visiting administrator shall be paid by his/her Board of Education. Any period served, as an exchange administrator shall be applied to the salary schedule set forth elsewhere in this Agreement as if such period had been served by the Administrator in the Regional School District No. 17 school system. The Board of Education and the Superintendent shall interview and have final approval of an administrator coming to the district. If the administrator who wishes to come to the district is not approved by the Board, then the leave will not be granted. This approval or denial is not grievable.

F. Return after Leaves of Absence

1. Administrators who have been granted a leave of absence shall notify the Superintendent of Schools in writing on or before the first day of March of their intention to resume work at the beginning of the ensuing year.
2. To the extent possible, all administrators returning from a leave of absence granted under this Article shall be restored to the same position they held at the time the leave was granted.

3. Administrators on a leave of absence shall retain sick leave accumulated as of the date of the beginning of the leave.

G. Family Leave

1. Pregnant administrators shall inform the Superintendent as soon as their condition of pregnancy is known.
2. Administrators shall be entitled to all applicable rights under federal and state statutes.

ARTICLE XII

Paid Holidays

- A. Administrators are entitled to the following paid holidays: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and the Friday after Thanksgiving, Christmas Eve Day and Christmas Day.
- B. If schools are in session on any of the above days, it is understood that administrators will be in attendance.

ARTICLE XIII

Policy in the Reduction of Administrative Personnel

It is understood that it is within the discretion of the Board of Education to reduce the educational program, curriculum, and staff when economic, pupil enrollment decline and

other justifiable reasons dictate.

If, in the Board's opinion, it is necessary to reduce the administrative staff, the following procedures will be utilized:

1. An administrator(s) with 0-5 years of experience in the district would be reduced first.
2. If more than one administrator is in the 0-5 years of experience group, then the reduction will be determined by evaluation of service within the Regional School District or its antecedent.
3. If no administrator has less than five (5) years of experience in the district, then the reduction will be determined by evaluation of service within the Regional School District of its antecedent.
4. When evaluations within experience groups (0-5, six and more) are equal, the length of service to the district will be the deciding factor.

In order to promote an orderly reduction in the administrative personnel, the following procedure will be used:

1. Any administrator relieved of his/her duties because of reduction of staff, shall be offered an administrative opening in his/her classification, if one exists, for which he/she is certified and qualified. The determination of whether an administrator is qualified for a specific position shall be the responsibility of the Superintendent, provided that he/she does not exercise that responsibility in an arbitrary or capricious manner. In making the determination, the Superintendent may consider such factors of professional certification, training and experience as he/she deems relevant to the position in question,

including but not limited to whether the administrator has previous experience in such a position.

2. If there is no existing administrative opening in his/her classification, the displaced administrator shall be offered the position of the administrator who has the least seniority in the classification of the displaced administrator, for which he/she is certified and qualified.
3. If there is no opening in the classification of the displaced administrator and the displaced administrator has the least seniority in this classification, he/she will be offered any vacant position in an administrative classification below the classification of the displaced administrator, for which he/she is certified and qualified.
4. In the absence of any administrative vacancy either in the classification of the displaced administrator or in any lower classification, and where the displaced administrator has the least seniority in his/her present classification, but has administrative seniority over an administrator in a lower classification for which he/she is certified and qualified, the displaced administrator will be offered the position held by the least senior administrator in any lower classification.
5. If an administrator is relieved of his/her duties because of a reduction in staff or abolishment of position and another administrative position is not available, he/she will be offered a teaching position that he/she is certified and qualified to teach with credit for his/her length of service with the Board as an administrator and/or teacher.

6. If an administrator is relieved of his/her duties because of a reduction in staff and then employed as a teacher, he/she will be given the experience credit on the salary schedule according to the teacher contract for his/her administrative and teaching experience both within and outside the school system.
7. For purposes of the Article, and for all relevant provisions in this Agreement, seniority shall be defined as the length of continuous service as an administrator in Regional School District No. 17, beginning on the first day of actual service and ending on the date for which such determination is made. Continuous service shall be deemed to be unbroken during periods on the reappointment list and during authorized leave. In the event of a tie, continuous non-administrative certified employment with the Regional School District No. 17 Board of Education, immediately preceding service as an administrator, shall be considered.
8. The classifications referred to in this Article are as follows, in descending order:
 - A. High School Principal
 - B. Middle School Principal
 - C. Elementary Principals
 - D. All Assistant Principals
 - A. Director of Pupil Services
 - B. Teaching & Learning Specialist
 - C. Coordinator of Pupil Services

Administrators shall be notified of the first vacancy for which they are certified and qualified.

ARTICLE XIV

Early Retirement

A. Eligibility: (All requirements below must be met)

1. Any administrator who has been an administrator for a minimum of ten (ten) years in Regional School District No. 17; and,
2. Has a minimum of twenty (20) years of service in public education; and,
3. Is between the ages of 55 and 59 inclusive; and,
4. Is retiring from education in Connecticut.

B. Notification

1. Any administrator desirous of taking early retirement must notify the Superintendent at least seven (7) months prior to the effective retirement date.

C. Benefits for Those Electing Early Retirement

1. Benefits to the retiree will be determined by multiplying the number of years served as an administrator in Regional School District No. 17, up to a maximum of twelve (12) years, by \$700.
2. Additional financial benefits of fifty percent (50.00%) of all unused sick leave at the time of retirement shall be paid on a per diem basis of 1/227th of his/her salary as determined by the last year of service prior to retirement.

- a. Effective on and after July 1999 any newly hired administrator(s) shall not be eligible for any financial benefits of any unused sick leave.
3. The benefits of C.1 and C.2 above shall be paid over a period of two (2), three (3) or four (4) years in equal installments at the discretion of the retiring administrator.
4. In case of death prior to the completion of the payment cycle, the balance due under C.1 and C.2 shall be paid to the beneficiary of the administrator.
5. Fifty percent (50.00%) of premium for family coverage excluding life insurance for all existing health benefits to be paid by the Board for the first five (5) years of early retirement.
6. Twenty-five percent (25.00%) of premium for family coverage excluding life insurance for all existing health benefits to be paid by the Board for the second five (5) years of early retirement or until age 65, whichever comes first.

ARTICLE XV

Retirement

- A. Eligibility: (All requirements below must be met)
1. Any administrator who has been an administrator for a minimum of ten (10) years in Regional School District No. 17; and,
 2. has a minimum of twenty-five (25) years of service in public education; and,

3. is age 60 or older; and,
4. is retiring from education in Connecticut.

B. Notification

1. Any administrator desirous of taking retirement must notify the Superintendent at least seven (7) months prior to the effective retirement date.

C. Retirement Benefits

1. Fifty percent (50.00%) of unused sick leave accumulated at the year of retirement of an administrator, or upon death, shall be paid on a per diem basis of $1/260^{\text{th}}$ of his/her salary as determined in the year of retirement by the last year of service.
 - a. Effective on and after July 1, 1999 any newly hired administrator(s) shall not be eligible for any financial benefits of any unused sick leave.
2. Upon death of an administrator, payment will be made to the beneficiary as indicated in the school district records.
3. Retiring members have the option of being retained in the health insurance plans, excluding life insurance, offered through the Board with the retired administrator paying his/her own premiums directly to the Board.

ARTICLE XVI

Administrators' Rights

- A. Administrators are entitled to full rights of citizenship and normal personal privacy. No religious or political activities or the lack thereof, provided such activities do not take place during his/her working hours, will be grounds for any disciplinary or discriminatory action with respect to the professional employment of such administrators.
- B. It is recognized that the inquiries or investigations need to be made when allegations or complaints are received regarding administrative personnel. The individual concerned will be given full information, including the identity of the complainant, in sufficient time to respond fully to the allegation. No conclusion will be reached or decisions made, however, until after the administrator has had a full opportunity to present his/her response.
- C. The inclusion of certain "Administrators' rights" or privileges in the Agreement shall not be interpreted to mean that administrators are denied others not listed.
- D. The Board shall provide each administrator with an Administrator's Manual, which shall include the complete text of this Agreement or any Successor Agreement and copies of all Board policies.

SIGNATURES

The parties agree to the contents of this Agreement as presented.

Board of Education of
Regional School District No. 17

Haddam-Killingworth
Administrators' Association

By: Amy Jacques Purdy
(SIGNATURE)

By: E. Larson
(SIGNATURE)

Amy Jacques Purdy
(PRINTED NAME)

Eric Larson
(PRINTED NAME)

12/10/10
(DATE)

12/10/10
(DATE)

Salary Schedule
APPENDIX A

Position	2011-12	2011-12 Per Diem	2012-13	2012-13 Per Diem	2013-14	2013-14 Per Diem
HS Principal (260 Day Position)	\$ 132,746.56	\$ 510.56	\$ 134,472.26	\$ 517.20	\$ 136,085.93	\$ 523.41
HS Asst Principal (260 Day Position)	\$ 110,842.39	\$ 426.32	\$ 113,391.76	\$ 436.12	\$ 115,659.60	\$ 444.84
HS Teaching and Learning Specialist (260 Day Position)	\$ 110,842.39	\$ 426.32	\$ 113,391.76	\$ 436.12	\$ 115,659.60	\$ 444.84
MS Principal (260 Day Position)	\$ 127,712.31	\$ 491.20	\$ 129,372.57	\$ 497.59	\$ 130,925.04	\$ 503.56
MS Asst Principal (260 Day Position)	\$ 109,506.66	\$ 421.18	\$ 112,025.31	\$ 430.87	\$ 114,265.82	\$ 439.48
MS Teaching and Learning Specialist (233 Day Position)	\$ 96,004.04	\$ 412.03	\$ 99,076.17	\$ 425.22	\$ 102,048.45	\$ 437.98
Elementary Principal (260 Day Position)	\$ 121,099.07	\$ 465.77	\$ 122,794.45	\$ 472.29	\$ 124,267.99	\$ 477.95
Elementary Teaching and Learning Specialist (233 Day Position)	\$ 90,965.03	\$ 390.41	\$ 94,239.77	\$ 404.46	\$ 97,349.68	\$ 417.81
Director of Pupil Services (260 Day Position)	\$ 124,667.00	\$ 479.49	\$ 126,287.67	\$ 485.72	\$ 127,803.12	\$ 491.55
Percent increase in salary	1.20%		1.90%		1.70%	
Incentive	0.5%		1.0%		1.0%	

APPENDIX B **INSURANCE**

A. Effective July 1, 2011, Administrators (and eligible dependents) will have the choice of enrolling in either one of the following two plans:

1. Point of Service Plan - Century Preferred, (POS)

In Network:

- a. \$100 Hospital Admission
- b. \$15 home & office visit co-pay
- c. \$100 Emergency Room Co-Payment
- d. \$100 Out Patient Surgery
- e. \$700/1,400 cost share maximums for out-of-network
- f. \$1,000,000 lifetime limit on out-of-network benefits
- g. Unlimited lifetime maximum for in-network benefits
- h. Prescription Drug – Public Sector Three-Tier Formulary Prescription Drug Rider. Such rider shall have an unlimited annual maximum. The retail co-payments shall be \$5 for generic, \$20 for preferred brand, and \$35 for non-preferred brand drugs. The mail order co-payment shall be \$20.
- i. Blue Cross Full Service Dental Plan Plus Riders A, B, C, D and Dependent Dental Rider
- j. Blue Cross Vision Rider

2. Health Maintenance Organization Plan – Blue Care (or its successor)

- a. \$100 Hospital Admission
- b. \$15 home & office visit co-pay
- c. \$100 Emergency Room Co-Payment
- d. \$100 Out Patient Surgery
- e. Unlimited lifetime maximum
- f. Member is responsible for obtaining the necessary prior authorizations as necessary
- g. Primary Care Physician
- h. All Doctors and Specialists must be within the Blue Care network for coverage
- i. Prescription Drug – Public Sector Three-Tier Formulary Prescription Drug Rider. Such rider shall have an unlimited annual maximum. The retail co-payments shall be \$5 for generic, \$20 for preferred brand, and \$35 for non-preferred brand drugs. The mail order co-payment shall be one \$20.
- j. Blue Cross Full Service Dental Plan Plus Riders A, B, C, D and Dependent Dental Rider

k. Blue Cross Vision Rider

- B. Administrators will have a choice on a yearly basis in which plan he/she wishes to enroll. The Administrator will have a choice of only one plan. Once the decision on the plan is made, the decision is irrevocable for one full year. The plan year will be from July 1 to June 30 the following year.
- C. The Board of Education will pay eighty-one and one half percent (81.50%) in 2011-2012, 2012-2013 and 2013-2014 for the Century Preferred Plan (POS) and eighty seven percent (87.00%) for the BlueCare (HMO) above for individual, two-person, or family coverage.

The Administrator, through payroll deduction, shall pay eighteen and one half percent (18.5%) of the premiums in 2011-2012, 2012-2013 and 2013-2014 for the Century Preferred (POS) and thirteen (13%) for the Blue Care (HMO) for individual, two-person, or family coverage.

- D. The indicated insurance carriers can be changed after separate written approval by the Board of Education and notification to the Haddam-Killingworth Administrators Association provided that the replacement carrier(s) provide(s) coverage comparable to or better than the existing coverage in benefits and function. The Board shall provide at least thirty (30) days advance notification to the Haddam-Killingworth Administrator Association of change of carrier(s). If the Haddam-Killingworth Administrator Association disagrees that the replacement carrier(s) provide(s) coverage comparable to or better than the existing coverage in benefits and function, such disagreement must be made the subject of a grievance filed directly with the Superintendent at level II of the grievance procedure under Article XVI of this agreement within forty (40) days of the above advance notification. Any disagreement as to whether the replacement carrier(s) provide(s) coverage comparable to or better than the existing coverage in benefits and function may be appealed to arbitration under the provisions of such article. If a grievance is filed, the change will not be implemented until the grievance has been resolved or arbitrated.
- E. Administrators shall be included in the Memorandum of Agreement dated 1/16/2009 between Regional School District 17 Board of Education and the HKEA regarding health care premium holiday.