

AGREEMENT

between the

WEST HARTFORD BOARD OF EDUCATION

and the

LOCAL 1303-340 Of Council #4

AFSCME

AFL-CIO

Security Union

2018-2022

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AGREEMENT

between the

WEST HARTFORD BOARD OF EDUCATION

and the

LOCAL 1303 - 340 of COUNCIL #4

AFSCME

AFL-CIO

(Security Union)

This Agreement is made and entered into by and between the West Hartford Board of Education (hereinafter referred to as the "Board") and Local 1303 - 340 of Council #4, AFSCME, AFL-CIO, (hereinafter referred to as the "Union").

ARTICLE I

RECOGNITION

- 1.1 The Board recognizes the Union as sole and exclusive representative for the purposes of collective bargaining on matters of wages, hours of employment, and other conditions of employment for security officers employed by the West Hartford Board of Education as certified by the State Board of Labor Relations in Decision 3181 (1994).
- 1.2 Effective upon signing of this Agreement, the employee classifications within the bargaining unit shall be as follows: the employee classification formerly referred to as Security Officer has been changed to Security Officer-1. The employee classification formerly referred to as Security Monitor has been changed to Security Officer-2.

ARTICLE II

BOARD OF EDUCATION RIGHTS

- 2.1 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, the Board of Education has and will continue to retain whether exercised or not, all of the rights, powers and authority heretofore had by it and, except where such rights, powers and authority are specifically

relinquished, abridged or limited by the provisions of this Agreement, it shall have the sole and unquestioned right, responsibility and prerogative or management of the affairs of the Board of Education and direction of the working forces, including, but not limited to, the following:

- (a) To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the Board of Education.
- (b) To establish or continue policies, practices and procedures for the conduct of the Board of Education business from time to time to change or abolish such policies, practices or procedures or deviate from procedures, practices or policies in exceptional cases after notice to and discussion with the Union.
- (c) To discontinue processes or operations, or to discontinue their performance by employees.
- (d) To select and to determine the number and type of employees required to perform the operations of the Board of Education.
- (e) To employ, transfer, promote or demote employees, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Board of Education.
- (f) To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Board of Education, provided such rules and regulations are made known in a reasonable manner to the employees affected by them.
- (g) To insure that incidental duties connected with school operations whether enumerated in job descriptions or not, shall be performed by employees.
- (h) To establish contracts or subcontracts for school operations, provided that this right shall not be used for the purpose or intention of undermining the Union or of discriminating against its members. All work customarily performed by employees of the bargaining unit shall continue to be so performed unless, in the sole judgment of the Board of Education, it can be done more economically or expeditiously otherwise.

The above rights, responsibilities and prerogatives are inherent in the Board of Education and the Superintendent by virtue of statutory and charter provisions and are not subject to delegation in whole or in part. Such rights may not be subject to review or determination in any grievance or arbitration proceeding, but the manner of exercise of such rights may be subject to the grievance procedure described in this Agreement.

## ARTICLE III

### UNION RIGHTS

#### 3.1 Union Security

- A. During the term of this Agreement, all employees in the bargaining unit, upon completion of twenty (20) workdays actually worked following the date they are hired, shall have the opportunity to become members of the Union.
- B. The Board agrees to deduct from the wages of any employee covered under this unit, who individually and voluntarily so authorizes, membership dues payable to the Union.
- C. The Union shall hold the Board harmless against any and all claims, demands, liabilities, lawsuits, attorney's fees or other costs which may arise out of, or by reason of, actions taken against the Board as a result of the enforcement or administration of 3.1.

3.2 The Board agrees that there will be no lockout of any employee or employees during the life of this Agreement.

3.3 The Union agrees that it will not call or authorize any strike, slowdown, or stoppage of work against the West Hartford Board of Education during the period of this Agreement or any extension thereof.

3.4 Residency shall not be a term or condition of employment for any member of this bargaining unit.

## ARTICLE IV

### GRIEVANCE PROCEDURE

#### 4.1 Definitions

Grievance is hereby defined to mean:

A dispute between an employee or the Union and the Administration or the Board concerning the interpretation or application of this Agreement.

## 4.2 Procedure

### A. Level One - Principal or Immediate Supervisor

Any employee who feels that he/she has a grievance shall discuss it first with his/her immediate superior in an attempt to resolve the matter informally at that level.

### B. Level Two - Superintendent of Schools

1) In the event that such employee is not satisfied with the disposition of his/her grievance at Level One, or in the event that no decision has been rendered within five (5) calendar days following the final meeting at Level One, the employee may advance his/her grievance to the Superintendent of Schools. The grievance shall be submitted in writing stating:

- a. the facts;
- b. the provision or provisions of this Agreement allegedly misinterpreted or misapplied or the basis for claiming an action taken or refused by an administrator is unfair;
- c. the remedy sought.

Such written statement must be received by the Superintendent within ten (10) calendar days following the final meeting at Level One.

2) The Superintendent or his designee shall meet with the aggrieved employee within ten (10) calendar days following receipt of the written statement of grievance. The Superintendent or his designee shall render a decision--such decision to be received by the grievant within seven (7) calendar days following the final meeting at Level Two.

### C. Level Three

#### 1) Binding Arbitration

- a. In the event that such employee is not satisfied with the disposition of his/her grievance at Level Two, such grievance may be presented by the Union to the State Board of Mediation and Arbitration for arbitration in accordance with its Rules and Procedures.
- b. The Union must notify the Superintendent in writing of its intention to submit a grievance to arbitration within fifteen (15) calendar days following receipt of the decision of the

Superintendent at Level Two and must commence the process for arbitration within five (5) calendar days following receipt of such notification by the Superintendent.

- c. The arbitration panel shall hear and decide only one grievance in each case. The panel shall be bound by and must comply with all the terms of the Agreement. The panel shall have no power to add to, delete from, or modify in any way any of the provisions of this Agreement. The decision of the arbitration panel shall be binding upon both parties and all employees during the life of this Agreement, unless the same is contrary to law.

#### 4.3 Miscellaneous

- A. The Board and the Union agree that:
  - 1) every reasonable effort should be made to resolve grievances at the administrative level most directly involved.
  - 2) nothing herein contained shall be construed as limiting the right of any member of the unit having a grievance to discuss the matter informally with any appropriate member of the administration provided that no settlement is reached that is in violation of any provision of this Agreement.
- B. A grievance that affects a group or class of members in the Unit may be submitted only by the Union and the processing of group or class grievances shall commence at Level Two.
- C. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at any level should be considered as maximum and every effort should be made to expedite the process. The time limits specified at all levels may be extended by the mutual agreement of the Superintendent of Schools and the President of the Union.
- D. Any grievance not presented for disposition through the grievance procedure set forth above within fifteen (15) workdays of the occurrence of the condition giving rise thereto, or within fifteen (15) workdays of the date upon which the employee or the Union knew or reasonably should have known of the alleged violation, 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 the decision of a grievance within the specified time limits shall mean that the grievant accepts the decision and the grievance has been resolved.
- E. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

- F. No reprisals of any kind shall be taken by either party or by any of the administration against anyone by reason of participation in the grievance procedure.
- G. The Union reserves the right to be present at any step of the grievance procedure.
- H. All costs and expenses of arbitration shall be borne equally by the Board and the Union.

## ARTICLE V

### WORKING CONDITIONS

#### 5.1 Work Year

- A. The basic work year of Security Officer-2 will be the same as the student school year plus the day before and the day after the student school year.
- B. The basic work year of Security Officer-1 will be the same as the student school year plus the day before and the day after the student school year.
- C. Extra work time for all security personnel shall be compensated at their regular hourly rate, plus any overtime premiums, where applicable.
- D. Time and one-half shall be paid for all hours actually worked in excess of eight (8) hours in any one day or forty (40) hours in any one week.
- E. All employees who have been employed by the Board for at least one fiscal year and who do not use any of their sick leave during the given fiscal year shall receive a \$100 bonus. The perfect attendance bonus will be provided to eligible employees in the first payroll period of the new fiscal year.

#### 5.2 Annual Work Hours

- A. Security officers shall be informed in writing of the shifts that are scheduled for the year at the beginning of the school year. Such shifts shall be scheduled Monday through Friday for eight consecutive hours. Members of the unit may bid by seniority on such shifts at the beginning of the school year. The Board reserves the right to change hours assigned to particular employees upon two weeks advance notice, provided however that the Board may assign such hours with less than two weeks notice upon the payment of an overtime rate for hours outside of the previously established schedule for such period until such two week notification has been provided



- B. The regular daily schedule shall be set for contiguous hours between 7:00 a.m. and 6:00p.m., provided that unit members may be assigned to work outside these hours for special events.
  - C. Security officers who work more than eight hours per day or forty hours per week shall receive compensation at time and one-half for such hours.
  - D. Overtime work shall be allocated equitably within classification within each school as is reasonably possible in light of district needs and employee availability.
- 5.3 Security officers who work five (5) hours or more in a workday shall be allowed a paid duty-free period of thirty (30) minutes to eat, during which they shall be on-call. The scheduling of such periods shall be determined by the Superintendent or his/her designee(s).
- 5.4 All security officers shall be give a written job description when they are hired or transferred. Such job description shall include the provisions of security services on school property, at school activities and/or on school transportation.
- 5.5 Security officers shall be allowed to sign up for Board CSI and other courses which have available room, provided that such activities do not interfere with the employees' assigned job duties, as determined by the principal or his/her designee. All requests must be approved by her/his supervisor. The security officers will not be paid for any time spent attending said courses that are in addition to his/her normal workday.
- 5.6 Seniority
- A. All new employees and employees new to this bargaining unit shall serve a probationary period of ninety (90) school days actually worked and shall have no seniority rights during this period but shall be subject to all other provisions of this Agreement, except for Section 6.5.
  - B. Employees whom the Board continues under its employ following completion of the probationary period shall be continuing employees.
  - C. The Board shall establish a seniority list for each classification, and the list shall be updated during July of each year and a copy shall be delivered to the Union upon request.

5.7 Training

The Board shall provide members of the unit such training as it deems appropriate to position responsibilities. The Board shall consult with the Union when it determines training activities. Employees shall be compensated for any mandatory training outside

of regularly scheduled hours. Except in emergencies, the Board shall make every reasonable effort to provide advance notification of training activities to unit members.

5.8 Uniforms

The Board shall provide uniforms to employees in accordance with current practice, i.e. 3 pants (female employees will be provided with 3 skirts), 3 short sleeve shirts, 3 long sleeve shirts, 2 blue blazers (officers), rain coat, winter coat, spring coat; such uniforms to be replaced as needed. In addition, the Board shall provide an annual shoe allowance not to exceed \$100, payable upon presentation of appropriate receipt(s) each fiscal year.

ARTICLE VI  
EMPLOYMENT STATUS

6.1 Vacancies

- A. A vacancy is a position that is newly established and budgeted or open as a consequence of a person being transferred to another position or leaving the employ of the Board for reasons other than layoff. No vacancy exists if there are employees in the position category that has openings who are eligible for recall or who are without assignment because of reduction in the number of positions. The administration will consider the preferences of such employees in assigning them to open positions for which they qualify.
- B. Any vacancy during the basic work year in a position covered under this Agreement shall be posted in each school. The posting shall state the qualifications and duties of the position.

Outside the basic work year, announcements of vacancies shall be available in the Human Resources Office. A copy of each new announcement will be sent to the President of the Union the day it is issued.

- C. The matter of filling job vacancies shall be an administrative prerogative. Discretion shall be left to the Superintendent of Schools as to whether or not a particular vacancy need or need not be filled. In the event that a vacancy is to be filled, every attempt must be made to fill such vacancy within sixty (60) days of the date that a particular position has been vacated, and ninety (90) days from the date that a new position has been created. Notices of all vacancies must be posted in all schools for a period of five (5) days on a bulletin board made accessible to each employee. The selection of personnel to fill job vacancies is the ultimate responsibility of the Superintendent, who after notice to and discussion with the Union will make the final decision with respect to the filling of job vacancies. The filling of those job vacancies which are included within the scope of this contract is subject to arbitration.
- D. Transfers to vacancies in the same job classification shall be awarded by the Superintendent after notice to and discussion with the Union on the basis of

seniority concomitant with qualifications and ability to handle the assignment to which transfer is to be made. Transfers and promotions to vacancies which are included within the scope of this contract shall be subject to arbitration. Promotion to a higher job classification shall be determined by the Superintendent, provided that seniority shall prevail where in the judgment of the Superintendent the ability and qualification of candidates are equal.

6.2 Transfers

- A. Transfers of security personnel between buildings may be initiated by the Superintendent or his designated agent. In making personnel transfers, the needs and interests of affected parties will be given every consideration, but the overall welfare of the school system will be considered as paramount when personnel transfers are deemed to be necessary.
- B. The Superintendent or his designee will confer with the Union prior to deciding whether or not to transfer an employee for disciplinary reasons. Any such transfer shall be subject to Section 6.6.

6.3 Layoff

- A. Layoff because of reduction in the number of positions shall be determined within but not among each of the following categories:
  - Security Officer 1
  - Security Officer 2
- B. Within each category, the sole factor to be considered in determining layoff because of reduction in positions among regular employees shall be length of continuous current employment with the West Hartford Board of Education. Any period of leave granted by the Board during the period current employment shall be recognized to be part of continuous current employment.

6.4 Recall

- A. Recall to employment following layoff because of reduction in number of positions shall be determined within but not among each of the following categories:
  - Security Officer 1
  - Security Officer 2
- B. The name of any regular employee who is laid off because of reduction in number of positions shall be placed on a reemployment list for his/her category and remain on such list until July 31 of the second calendar year following layoff,

provided such person applies in writing by registered mail for retention of his/her name on said list on or before July 31 of the calendar year next following layoff.

- C. Within each category, the order of recall shall be reverse the order of layoff.
- D. No person shall be newly employed in a category until all persons on the reemployment list of that category have been re-employed or have declined an offer of reemployment. If a person on the reemployment list declines an offer of reemployment, his/her name shall be removed from the reemployment list.
- E. The length of continuous employment with the West Hartford Board of Education recognized at the time an employee is laid off because of reduction in positions shall be recognized when and if the employee resumes employment through recall.

#### 6.5 General

It is recognized that the Board of Education shall not be bound by the layoff and recall provisions of this Article when it terminates the employment of a bargaining unit member for cause.

#### 6.6 Discipline

- A. Any disciplinary action an administrator may take against an employee shall be for just cause.
- B. Whenever an administrator notifies a security officer to attend a meeting for disciplinary reasons, the administrator shall inform the security officer of his/her right to have a Union representative present at the meeting.
- C. Whenever an administrator notifies a security officer to attend a meeting for disciplinary reasons, he/she shall inform the president of the Union of such notification within two (2) days of its issuance.

## ARTICLE VII

### LEAVES OF ABSENCE

#### 7.1 Sick Leave

- A. All employees shall be granted a maximum of twelve (12) workday absences without loss of wages annually because of personal illness.
- B. Unused sick leave may be accumulated from year to year of continuous employment to a maximum of one hundred ten (110) workdays. Accumulated unused sick leave shall be determined annually as of August 1.

- C. New employees shall be granted a proportionate number of sick leave days from the date of employment to August 1.
- D. If requested by the Superintendent, an employee shall provide a certificate from his/her physician confirming that his/her absence is or has been due to illness. A request will not be made without reasonable cause.
- E. The Superintendent shall have the right to deny an employee who has been absent because of illness ten (10) or more consecutive workdays or fifteen (15) or more non-consecutive workdays to return to work until his/her physician certifies in writing that he/she is capable of returning to work and resuming his/her duties fully.
- F. An employee shall not lose sick leave days when absent under worker's compensation.
- G. Employees hired prior to June 30, 2010, upon retirement under the Town pension and retirement plan, an employee shall be paid his/her total accumulated sick leave to a maximum of seventy five (75) days provided that this benefit does not conflict with any provisions of the pension and retirement plan of the Town of West Hartford. Such payment shall be based on the employee's then current regular-time daily wage rate. Employees hired after June 30, 2010 shall not be paid out any accumulated sick leave upon retirement.
- H. Upon death, and provided the deceased has been under the employ of the Board at least 180 workdays prior to his/her death, his/her estate shall be paid the equivalent of one-half (1/2) of his/her total accumulated sick leave to a maximum of twenty (20) days. Such payment shall be based on the deceased employee's regular-time daily wage rate at the time of his/her death.
- I. On voluntary termination of employment, a security employee who has completed at least ten (10) consecutive years of employment with the Board and is sixty years of age or older shall be paid the equivalent of one half (1/2) of his/her total accumulated sick leave to a maximum of twenty (20) days. Such payment shall be based on the employee's then current regular-time daily wage rate.

## 7.2 Authorized Leave

- A. When absence from work is necessary and unavoidable because of any of the following conditions, employees shall be authorized the maximum number of workday absences indicated without loss of wages in the annual period August 1 through July 31.
  - 1) Bereavement
    - a) a maximum of three (3) workdays for death in the immediate family (spouse, son, daughter, parent, sister, brother, grandparent, grandchild, aunt, uncle, mother-in-law, father-in-law, sister-in-law

or brother-in-law or any long-term member of the employee's household); a maximum of one (1) of these days may be taken in the case of death of a close friend.

- b) The Superintendent or his designee may consider authorizing additional leave in cases in which travel is required and such travel would result in the employee needing more than three (3) workdays.

2) Family Illness

a maximum of three (3) workdays for illness in the immediate family (spouse, son, daughter, parent or any relative by blood or marriage who is a long-term member of the employee's household) - in addition, the employee may use up to two (2) sick leave days if available.

3) Holy Days

a maximum of two (2) workdays for formal religious observance of a holy day.

4) Personal

It is recognized that there can be circumstances when an employee must be absent for very personal and private reasons. In each regular work year, the Superintendent or his/her designee may authorize up to two (2) days leave without loss of salary for such reasons.

5) Jury Duty

A security employee shall be paid his/her regular hourly wage for each work hour of each workday he/she serves jury duty by mandate up to his/her maximum daily wage minus any per diem amount he/she is paid for jury duty.

B. Authorized leave shall be noncumulative from year to year.

C. The employee shall notify the Superintendent or his designee in advance of his/her need to take authorized leave. Except in cases of emergency, the employee shall provide such notice no less than forty-eight (48) hours in advance. In cases of emergency, the employee shall provide such notice as soon as possible. Failure to fulfill either of these requirements shall result in loss of wages for each day of absence.

D. A newly hired employee shall not become eligible for personal leave benefits under this Article until he/she has worked sixty (60) workdays.

### 7.3 Pregnancy, Childbearing and Childrearing Leave

- A. Applicable provisions of the Connecticut General Statutes shall apply concerning leave for disability resulting from pregnancy and childbirth.
- B. The Board may grant childrearing leave without wages or premium cost sharing of insurance programs for the balance of a work year following the period of disability for pregnancy and childbearing. The employee shall have the right to continue his/her insurance at his/her own expense.

## ARTICLE VIII

### COMPENSATION

#### 8.1 Wage Schedules

Salary schedules for members of the unit are set out in Appendix A.

Effective July 1, 2018, all wage rates that were in effect on June 30, 2018 shall be increased by two percent (2.0%).

Effective July 1, 2019, all wage rates that were in effect on June 30, 2019 shall be increased by two and one-quarter percent (2.25%).

Effective July 1, 2020, all wage rates that were in effect on June 30, 2020 shall be increased by two and one-quarter percent (2.25%).

Effective July 1, 2021, all wage rates that were in effect on June 30, 2021 shall be increased by two percent (2.0%).

Each employee covered by this agreement shall have the option of being paid his/her annual salary in twenty (20) payments plus one (1) balloon check. This option shall not be subject to cancellation during any annual salary period and shall continue in effect unless the employee notifies the Payroll Office by June 30 that he/she is canceling the option effective the next annual salary period.

Employees hired after the first pay period during the first year of employment shall be paid his/her annual salary on the twenty (20) payment schedule with the number of such payments prorated according to the percentage of the work year the employee works.

#### 8.2 Step Movement

Each employee, except an employee at the maximum step, shall advance one step on the appropriate wage schedule as of July 1, provided he/she was continuously employed in the school calendar year immediately preceding on a regular (not part-time) basis prior to February 1 through the end of the school calendar year. The period of time an employee is on childrearing leave shall not be recognized for step advancement.

8.3 Longevity

An employee shall receive the applicable annual longevity amount on the first pay day following his/her anniversary date of employment provided he/she fulfills the applicable conditions of longevity.

An employee whose anniversary date of employment follows the last workday of the work year but precedes the first workday of the ensuing work year and whose employment terminates subsequent to the last workday of the work year but prior to the first workday of the ensuing work year shall receive the applicable annual longevity amount within thirty (30) days following termination.

<u>Conditions of Longevity</u>	<u>Longevity Amount</u>
Completion of 5 to 9 years continuous employment on a regular (not part time) basis as a unit member	\$450
Completion of 10 to 14 years continuous employment on a regular (not part-time) basis as a unit member	\$650
Completion of 15 to 19 years continuous employment on a regular (not part-time) basis as a unit member	\$700
Completion of 20 or more years continuous employment on a regular (not part-time) basis as a unit member	\$750

8.4 Mileage Reimbursement

A unit member who is required to use his/her auto in his/her work assignment shall be reimbursed for the mileage involved at the prevailing GSA rate.

8.5 Replacement of Damaged/Destroyed Personal Property

The West Hartford Board of Education and the Security Union agree to develop a side letter in regard to reimbursing security employees for the cost of repair or replacement of personal property damaged or destroyed during the performance of the employee's duties.

8.6 Summer School Compensation



All summer school assignments shall be compensated at the employee's regular rate of pay.

## ARTICLE IX

### INSURANCE

#### 9.1 Health Insurance Benefits

- A. The Board of Education shall make the insurance programs available to active employees as shown in Appendix B. The employee premium contribution shall be as follows:

Anthem BC/BS Century Preferred (PPO) Effective July 1, 2015	18%
Anthem BC/BS Blue Care Plus (HMO) Effective July 1, 2016	18%
Anthem BC/BS High Deductible Health Plan Effective July 1, 2016	16.5%
Cigna Premier (Dental)	25%
Cigna Preferred (Dental)	25%

Subject to the conditions set forth below, effective July 1, 2019, the Board shall offer each bargaining unit member the opportunity to participate in the Connecticut State Partnership Plan 2.0 (Appendix B) for medical benefits. The medical benefits shall be as set forth in the SPP effective on July 1, 2019, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other provisions shall be as established by the SPP.

- a. The premium rates shall be set by the SPP.
- b. Effective July 1, 2019, the Board shall pay for all full-time employees eighty-one percent (81%) of the premium cost and the employee shall pay nineteen percent (19%) of such cost. Effective July 1, 2020, the Board shall pay for all full-time employees eighty percent (80%) of the premium cost and the employee shall pay twenty percent (20%) of such cost. Effective July 1, 2021, the Board shall pay for all full-time employees seventy nine (79%) of the premium cost and the employee shall pay twenty one (21%) of the premium cost.
- c. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or non-compliance \$100 per month premium cost increase or the \$350 per participant to a maximum of \$1400

family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The \$100 per month premium cost increase shall be implemented through payroll deduction, and the \$350/\$1400 annual deductible shall be implemented through claims administration.

d. In the event any of the following occur, the Board or the Federation may reopen negotiations in accordance with the [Municipal Employee Relations Act](#) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.

i) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan; and/or

ii) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan; and/or

iii) If the cost of medical benefits plan offered herein is expected to result in the triggering of an excise tax under The Patient Protection and Affordable Care Act ([ACA; P.L. 111-148], as amended, inter alia, by the Consolidated Appropriations Act of 2016 [P.L. 114-113]) and/or if there is any material amendment to the ACA that would substantially increase the cost of the medical benefits plan offered herein. Reopener negotiations shall be limited to medical benefits plan design and funding, premium cost share and/or introduction of an additional optional medical benefits plan.

In any negotiations triggered under the [conditions](#) above as well as negotiations for a successor to the current collective bargaining agreement, the parties shall consider the plan options in place as of June 30, 2018 (as well as the premium cost-sharing amounts as set forth above, as may be subsequently negotiated between the parties) to be the baseline for such negotiations, and the parties shall consider the following additional factors:

- Trends in medical insurance plan design outside of the SPP;
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling

9.2 Life Insurance

The Board shall provide life insurance to members of the unit in the amount of 2.0 times annual salary at no cost to the employee.

9.3 Long Term Disability

The Board shall offer Long Term Disability insurance, provided the maximum monthly long term disability benefit shall be 60% of annual salary as of the last day worked, up to a maximum monthly disability payment of \$2,500. Employees shall contribute 10% of the premium cost.

9.4 Pension

Full-time employees hired prior to June 30, 2010 are eligible to participate in the Town of West Hartford Pension Plan and shall contribute the following percentage of their gross earnings to the Plan:

July 1, 2018:	5.0%
July 1, 2019:	5.25%
July 1, 2020:	5.50%
July 1, 2021	5.75%

In addition, employees hired prior to June 30, 2010 and participants in the Town of West Hartford Pension Plan shall be provided a 1% cost of living increase in their benefits on the first January 1<sup>st</sup> or July 1<sup>st</sup> following completion of three full years of retirement with a Normal benefit. Early retirees shall be provided a 1% cost of living increase in their benefits on the first January 1<sup>st</sup> following three full years from the date of Normal eligibility had they remained employed. Additional 1% increases shall apply annually after the first increase becomes effective.

All employees hired after June 30, 2010 are excluded from the Town of West Hartford Pension Plan. However, employees hired after July 1, 2010 are eligible to participate in a Defined Contribution Plan (457 or 403b Plan). The Board of Education will match 100% of employee's contribution up to 6% of employee's base wages.

For bargaining unit employees who are Part B members of the Pension Plan, Section 30-12 of the Pension Ordinance shall be modified, effective upon the date of signing this Agreement, to reflect the following:

1. Any member who is hired by the Board of Education on or after May 1, 2006 and shall have attained the age of 65 years and completed 15 years of credited service or attained the age of 62 years and completed 35 years of credited service shall be eligible for retirement from active service and for a normal unreduced retirement allowance.
2. Any member who is hired by the Board of Education prior to May 1, 2006 and who retires on or after May 1, 2006, and who becomes eligible for a normal retirement by attaining at least the age of 55 and having at least 25 years of credited service or by attaining at least the age of 60 and having at least 10 years of credited service, and does not retire shall earn the following annual pension supplement for each full year beyond their normal retirement date:

<u>Years after Normal Retirement</u>	<u>Supplement Amount</u>
1	\$600
2	\$600
3	\$600
4	\$600
5	\$600
Each full year over 5	\$600

The above supplement will not be a survivor benefit. The supplement shall be made annually in a single payment during the month of July, starting the first of July after the employee's retirement date.

9.5 Retiree Health

All active full-time employees hired prior to July 1, 2013 who retire with a normal and unreduced pension as defined by the Town of West Hartford Pension Ordinance shall be eligible for health insurance as follows:

- a. The Board of Education will pay seventy-five (75%) of medical coverage for each enrolled retired employee and his/her eligible dependent who is under age 65. Such coverage would be the same health plan provided by the Board of Education if the member were a regularly employed and active member.
- b. The Board of Education shall provide and pay for each individual retired employee's membership, who is aged 65 or over, and shall pay fifty percent (50%) of the cost for the retired employee's enrolled dependents membership, who are 65 years of age or over in the Connecticut State Partnership Plan (Medicare Advantage Plan) or any other Medicare Plan offered by the Board of Education. Retirees, who are 65 years of age or over, may purchase major medical insurance for themselves and their spouse and shall pay 100% of the group rate premium cost.

ARTICLE X

HOLIDAYS

- 10.1 All employees shall be entitled to observe with full pay the following holidays:
- a. New Year's Day
  - b. Thanksgiving Day
  - c. Christmas Day
- 10.2 Holidays falling on Saturday shall be celebrated on the preceding Friday. Holidays falling on Sunday shall be celebrated on the following Monday.

ARTICLE XI

DURATION

- 11.1 This Agreement shall be effective upon execution and shall remain in full force and effect through June 30, 2018.

ARTICLE XII

SAVINGS CLAUSE

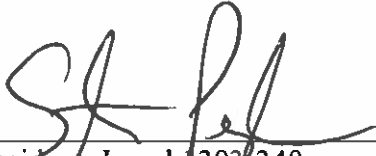
- 12.1 If any provision or any portion of this Agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and the remainder of the Agreement shall remain in full force and effect.
- 12.2 This Agreement may not be modified in whole or in part by the parties except by an instrument in writing duly authorized and executed by both parties.


In Witness Whereof, the parties hereto have hereunto caused this Agreement to be executed by their duly authorized representatives on this 1<sup>st</sup> day of NOVEMBER, 2019.

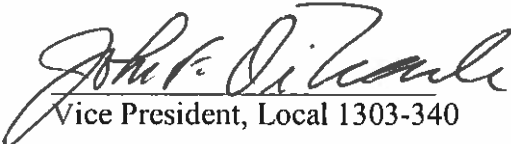
FOR THE EMPLOYER:

FOR THE UNION:

  
\_\_\_\_\_  
Chairperson, Board of Education

  
\_\_\_\_\_  
President, Local 1303-340

  
\_\_\_\_\_  
Superintendent of Schools

  
\_\_\_\_\_  
Vice President, Local 1303-340

**APPENDIX A**  
**SALARY SCHEDULES**

**SECURITY OFFICER 1**

	2018-2019	2019-2020	2020-2021	2021-2022
STEP 1	43,117	44,088	45,080	45,981
STEP 2	44,156	45,149	46,165	47,088
STEP 3	45,213	46,230	47,270	48,215
STEP 4	46,289	47,330	48,395	49,363
STEP 5	47,400	48,467	49,557	50,549
STEP 6	48,550	49,642	50,759	51,774

**SECURITY OFFICER 2**

	2018-2019	2019-2020	2020-2021	2021-2022
STEP 1	15.26	15.60	15.95	16.27
STEP 2	16.10	16.46	16.83	17.17
STEP 3	16.92	17.30	17.69	18.04
STEP 4	17.73	18.13	18.54	18.91
STEP 5	18.57	18.99	19.42	19.81
STEP 6	22.84	23.35	23.87	24.35

**APPENDIX B**  
**INSURANCE SUMMARY OF BENEFITS**

**PARTNERSHIP 2.0 SCHEDULE OF BENEFITS (effective 7/1/2019)**

<b>GENERAL</b>	<b>IN-NETWORK SERVICES</b>	<b>OUT-OF-NETWORK SERVICES</b>
<b>Annual Deductible</b>	\$350 Individual, \$700 two person, \$1,050 three person, \$1,400 family max	\$300 individual, \$600 two person, \$900 family
<b>Out-of-Network Cost-Share (Coinsurance after meeting Deductible)</b>	Not Applicable	20% of allowable Usual Customary and Reasonable charges plus 100% of billed charges in
<b>Maximum out of Pocket Limit (Excluded from calculation: premiums, balance billing, deductibles, out-of-network cost sharing, charges for non-covered services and charges for non-essential services )</b>	\$2,000 individual, \$4,000 family	\$2,300 individual, \$4,900 family
<b>Lifetime Maximum</b>	None	None
<b>Person responsible for obtaining Prior Authorization</b>	Participating Provider or Physician	Member
<b>PREVENTIVE SERVICES</b>	<b>Patient Share</b>	<b>Patient Share</b>
<b>Well Child Care:</b>	No Co-pay	Deductible plus Coinsurance
<b>Adult Physical Exams:</b>	No Co-pay	Deductible plus Coinsurance
<b>Preventive Gynecological Visit</b>	No Co-pay	Deductible plus Coinsurance
<b>Mammography</b>	No Co-pay	Deductible plus Coinsurance
<b>Immunizations and Vaccinations</b> Includes those needed for travel	No co-pay	Deductible plus Coinsurance
<b>MEDICAL SERVICES</b>	<b>In Network Patient Share</b>	<b>Out of Network Patient Share</b>
<b>Primary Care Physician</b>	\$0 preferred provider/\$15 Co-pay participating provider	Deductible plus Coinsurance
<b>Specialist Physician</b> (Includes in-office procedures)	\$15 Co-pay participating provider (\$0 preferred provider for Allergy & Immunology, Cardiology, Endocrinology, ENT, Gastroenterology, OB-GYN, Ophthalmology, Orthopedic Surgery, Rheumatology, Urology - Applies in CT only)	Deductible plus Coinsurance
<b>Vision exam and Refraction:</b> 1 exam per calendar year (when performed as part of an exam)	\$15 Co-pay	Deductible plus 50% Coinsurance 1 exam per calendar year
<b>Routine Hearing Screening:</b> One per calendar year (when performed as part of an exam)	\$15 Co-pay	Deductible plus Coinsurance
<b>Maternity Outpatient (first visit only)</b>	\$15 Co-pay	Deductible plus Coinsurance
<b>MEDICAL SERVICES</b>	<b>In Network Patient Share</b>	<b>Out of Network Patient Share</b>
<b>Outpatient Surgery performed in hospital or licensed ambulatory surgery center (Includes colonoscopy) (Prior Authorization required)</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Allergy Office Visit/Testing</b>	\$0 preferred provider/\$15 Co-pay participating	Deductible plus Coinsurance
<b>Allergy Injections Immunotherapy or other therapy treatments</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Infertility Services</b>		
Office Visit	\$15 Co-pay	Deductible plus Coinsurance
Outpatient Hospital/Inpatient Hospital	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Gender Identity Disorder Services</b>		
Office Visit	\$15 Co-pay	Deductible plus Coinsurance
Outpatient Hospital/Inpatient Hospital	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Bariatric Surgery</b>		
Office Visit	\$15 Co-pay*	Deductible plus Coinsurance
Outpatient Hospital/ Inpatient Hospital	No Co-pay	Deductible plus Coinsurance



**SCHEDULE OF PRESCRIPTION DRUG BENEFITS eff 9/1/2019**

<b>All Inpatient Admissions including Childbirth (Prior Authorization required)</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Ancillary Services (Prior Authorization required)</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Specialty Hospital (Prior authorization required)</b> Utilization limit	No Co-pay if HEP Compliant* None	Deductible plus Coinsurance 60 days per covered person per calendar year
<b>Skilled Nursing Facility (Prior authorization required)</b> Utilization limit	No Co-pay if HEP Compliant* None	Deductible plus Coinsurance 60 days per covered person per calendar year
<b>Inpatient Hospice Care (Prior authorization required)</b> Utilization limit	No Co-pay* None	Deductible plus Coinsurance 60 days per covered person per calendar year
<b>EMERGENCY/ URGENT CARE SERVICES</b>	<b>In Network Patient Share</b>	<b>Out of Network Patient Share</b>
<b>Emergency Room Treatment</b> Waived if patient Admitted to hospital	\$250 (waived if admitted and waiver form is available)	\$250 (waived if admitted and waiver form is available)
<b>Urgent Care Clinic (Out of country urgent care --\$15 co-pay)</b>	\$15 Co-pay	Deductible plus Coinsurance
<b>Walk-in Clinic</b>	\$15 Co-pay	Deductible plus Coinsurance
<b>Emergency Ambulance</b>	No Co-pay if HEP Compliant*	No Co-pay*
<b>OTHER HEALTHCARE SERVICES</b>	<b>In Network Patient Share</b>	<b>Out of Network Patient Share</b>
<b>High Cost Radiological &amp; Diagnostic Tests: MRI, MRA, CAT, CTA, PET and SPECT scans (Prior authorization required)</b>	\$0 copay preferred provider/20% for non-preferred provider in Connecticut (\$0 copay outside of Connecticut)	Deductible plus 40% Coinsurance in Connecticut. (Deductible and 20% coinsurance outside of
<b>Diagnostic, Laboratory and X-ray Services</b>	\$0 copay preferred provider/20% for non-preferred provider in Connecticut (\$0 copay outside of Connecticut)	Deductible plus 40% Coinsurance in Connecticut. (Deductible and 20% coinsurance outside of
<b>Radiation Therapy</b>	\$0 copay preferred provider/20% for non-preferred provider in Connecticut (\$0 copay outside of Connecticut)	Deductible plus 40% Coinsurance in Connecticut. (Deductible and 20% coinsurance outside of
<b>Nutritional Counseling</b> Maximum of 3 visits per Covered Person per Calendar Year	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Private Duty Nursing (Prior Authorization Required)</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Home Health Care Utilization Limits</b>	No Co-pay if HEP Compliant if HEP Compliant visits per calendar year	Deductible plus Coinsurance 200 visits
<b>In-Home Hospice</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance 200 visits
<b>Acupuncture Limit: 20 visits per calendar year</b>	\$15 Co-pay	Deductible plus Coinsurance
<b>Infusion Therapy Unlimited</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Surgical Removal of Breast Implant</b>	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>OUTPATIENT REHABILITATION SERVICES</b>	<b>In Network Patient Share</b>	<b>Out of Network Patient Share</b>
<b>Physical or Occupational Therapy</b> Prior Authorization may be required Benefit limit	No Co-pay if HEP Compliant* Unlimited	Deductible plus Coinsurance 30 visits per calendar year
<b>Chiropractic Therapy Benefit Limit</b>	No Co-pay if HEP Compliant* Unlimited	Deductible plus Coinsurance 30 visits per calendar year
<b>Speech therapy:</b> Covered only for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx <u>Benefit limit:</u>	No Co-pay if HEP Compliant* Unlimited	Deductible plus Coinsurance 30 visits per Calendar Year
<b>Autism Services:</b> Behavioral, Outpatient, Rehabilitation, Physical, occupational, and speech therapy	No Co-pay if HEP Compliant*	Deductible plus Coinsurance
<b>Cardiac Rehabilitation Therapy</b>	\$0 preferred provider/ No Co-pay if HEP Compliant*	Deductible plus Coinsurance

A Member's rights to benefits for Covered Drugs as provided in this Plan Document are subject to the terms and conditions of the agreement between the Plan Sponsor and CVS Caremark.

**Active Employee Plans—Co-payments and Cost Shares**

**Mail order is 90-day refill of Maintenance Medication**

Active Employees	Participating Retail	Maintenance Medications (90 day supply* Required after 1st 30 day fill at retail)	Health Enhancement Program only **Chronic Condition-Related Maintenance Medications At Mail Order
Preferred Generic	\$5.00	\$5.00	\$0.00
Non Preferred Generic	\$10.00	\$10.00	\$0.00
Preferred Brand	\$25.00	\$25.00	\$5.00
Non Preferred Brand	\$40.00	\$40.00	\$12.50
Contraceptives*** Eff. 7/1/2013	\$0	\$0	\$0
Day Supply Limit	30	90	90

\* Includes refills obtained at pharmacies or mail order participating in the State of CT Maintenance Drug Network. \*\* Asthma/COPD, Heart Failure/Heart Disease, Hyperlipidemia and Hypertension and Diabetes

\*\*\* Maintenance Medication (single fill only at retail)

\*\* Treated as Maintenance Medication

(single fill only at retail) **Out of pocket**

**Maximum \$4,600 individual/\$9,200 family**

## APPENDIX B

### West Hartford Board of Education Description of Insurance Benefits

<u>Plan Features</u>	<u>Century Preferred</u>		<u>BlueCare Plus</u>
	In-Network	Out-of-Network	
<b>Deductible</b> (per calendar year)	None	\$500 individual \$1,000 Family Applies to all expenses	None
<b>Coinsurance Limit</b>	N/A	\$3,000 Individual	None
<b>Lifetime Maximum</b>	Unlimited	Unlimited	Unlimited
<b>Physician Services</b>			
Office visits	100% after \$25 copay	80%	100% after \$25 copay
Periodic physical assessment; well baby to 6 years (includes 9 exams in the first two years of life beginning at birth); Pediatric/adult immunization; Routine physical exam limited to 1 per 12 months.	100% after \$25 copay	80%	100% after \$25 copay
Routine OB/GYN Exam (1 per year, including 1 pap smear & related lab fees, on a self- referral basis to a network provider)	100% after \$25 copay	80%	100% after \$25 copay
Routine Mammography * One baseline 35-39; * 1 per year 40-49; * 1 per year 50+ (Does not include charges for routine non- symptomatic mammography for females less than 35 years of age)	100%	80%	100%
Routine Eye Exam (1 per 12 months)	100% after \$25 copay	80%	100% after \$25 copay
Routine Hearing Exam (1 per 24 months)	100% after \$25 copay	80%	100% after \$25 copay

<b>Plan Features</b>	<b>Century Preferred</b>		<b>BlueCare Plus</b>
	<b>In-Network</b>	<b>Out-of-Network</b>	
Physician Hospital Services	100%	80%	100%
Allergy testing and treatment	100% after \$25 copay	80%	100% after \$25 copay
Diagnostic X-ray and Laboratory (other than physicians office)	100%	80%	100%
Specialists (office visits)	100% after \$25 copay	80%	100% after \$25 copay
Surgery (other than physician office)	100%	80%	100%
<b>Hospital Services</b>			
Inpatient Coverage	100% after \$200 copay	80%	100% after \$200 copay eff.
Outpatient Coverage	100% after \$150 copay	80%	100% after \$150 copay
Emergency Room	100% after \$125 copay (waived if confined)	100% after \$125 copay (waived if confined)	100% after \$125 copay (waived if confined)
Non-emergency Use of Emergency Room	Not covered	Not covered	Not covered
<b>Mental Health Alcohol/Drug Abuse</b>			
Inpatient coverage	100%	80%	100%
Outpatient coverage	100% after \$25 copay/visit	80%	100% after \$25 copay/visit
<b>Other Covered Expenses</b>			
Skilled Nursing Facility	100%, 60 days/calendar year	80%, 60 days/calendar year	100%, 60 days/calendar year if certified by PCP
Ambulance	100%	100% if medically necessary	100%
Private Duty Nursing	100% if medically necessary to max. of 70 shifts/year	80% if medically necessary to max of 70 shifts/year	100% if medically necessary as certified by PCP to max of 70 shifts/year.
Home Health Care (includes Medical Social Services up to \$200 per	100% 120 visits/calendar year	80%; 120 visits per calendar year	100% if certified by PCP 120 visits/calendar year

<b>Plan Features</b>	<b>Century Preferred</b>		<b>BlueCare Plus</b>
	<b>In-Network</b>	<b>Out-of-Network</b>	
calendar year for terminally ill individuals)			
<b>Prescription Drugs</b>			
* Pharmacy	100% after copays of \$15 (generic) /\$25 (brand preferred) / \$40 (non-preferred) Provided through Caremark Formulary	80%	100% after copays of \$15 (generic)/\$250 (brand preferred) / \$40 (non-preferred) Provided through Caremark Formulary
* Mail Order	<b>Mandatory after 3 fills at retail</b> 100% after copays of \$30 (generic)/ \$50 (brand preferred)/\$80 (non-preferred) 100 day supply		<b>Mandatory after 3 fills at retail</b> 100% after copays of \$30 (generic)/ \$50 (brand preferred)/\$80 (non-preferred) 100 day supply
	Generic Required** Federal Legend Drugs, Insulin, Syringes, Needles, Disposable Diabetic Supplies, Compound Medications		Generic Required** Federal Legend Drugs, Insulin, Syringes, Needles, Disposable Diabetic Supplies, Compound Medications
Durable Medical Equipment	100%	80%	100%
Short Term Rehabilitation	100% Acute Conditions only up to 60 days/calendar year	80% Acute only up to 60 days per calendar year	100% Acute conditions only if certified by PCP up to 60 days/calendar year
Hospice Care			
Inpatient	100% Maximum 30 days	80% Maximum 30 days	100% if certified by PCP Maximum 30 days
Outpatient	100% Maximum \$5,000	80% Maximum \$5,000	100% if certified by PCP Maximum \$5,000
Family Planning (includes physician & hospital expenses)			
*Voluntary Sterilization	100%	80%	100%
Vasectomy	100%	80%	100%

<b>Plan Features</b>	<b>Century Preferred</b>		<b>BlueCare Plus</b>
	<b>In-Network</b>	<b>Out-of-Network</b>	
Tubal ligation *Voluntary Abortion *Infertility (except invitro & artificial insemination)	100%	80%	100%
	Covered as any other preferred/non preferred covered expense; e.g. office visit expenses payable same as regular office visit, inpatient expenses payable same as regular inpatient expense.		

\* Combined maximum for in-network and out-of-network.

\*\* Member pays copay plus cost difference between brand and generic if member requests brand and generic is available.

## ANTHEM BLUE CROSS BLUE SHIELD HEALTH SAVINGS ACCOUNT PREFERRED PROVIDER PLAN (PPO)

### SCHEDULE OF BENEFITS

The Board of Education will contribute 50% of the annual health Savings Account deposit based on an annual total deposit of \$1,500 for an employee plan and \$3,000 for an employee plus one or family plan. The Board will pay set-up and monthly maintenance fees for Health Savings Account plans. Employees will assume responsibility for all other transaction fees. In Network Preventive Care Visits are paid 100% by plan and do not come out of the health savings account. In Network visits are first paid for by the annual deductible/health savings account and then covered 100% by the plan. Out of Network visits are first paid for by the annual deductible/health savings account and then the employee pays 20% of the claims up to the cost share maximum, then the claims are covered 100%.

<b>COST SHARE PROVISIONS</b>	<b>In-Network Member pays:</b>	<b>Out-of-Network Member pays:</b>
Annual Deductible (individual / aggregate family)	\$1,500 / \$3,000	
Coinsurance	Not Applicable	20% after deductible up to
Out of Network Out of Pocket Maximum (individual / aggregate family)	\$3,000 / \$6,000	
Lifetime Maximum	Unlimited	Unlimited

<b>COVERED SERVICE</b>	<b>IN-NETWORK SERVICES</b>	<b>OUT-OF-NETWORK</b>
<b>PREVENTIVE SERVICES</b>		
Well Child Care	No Cost-Share	Deductible & Coinsurance

<b>Adult Physical Examinations</b>	No Cost-Share	Deductible & Coinsurance
<b>Other Preventive screenings including but not limited to:</b> Routine gynecological care: pap smear and pelvic exam, Prostate screening, Mammography screening, colorectal cancer screening, flexible sigmoidoscopy, colonoscopy, total cholesterol screening, lipid screenings and panels, diabetic screening  (See Preventive Services in the Covered Services section for additional information)  <b>Immunizations and Vaccinations</b> (Other than those needed for travel, see OTHER MEDICAL SERVICES section of the Schedule of Benefits)	No Cost-Share	Deductible & Coinsurance
<b>HOSPITAL SERVICES</b>		
<b>All Inpatient Admissions</b>	Deductible	Deductible & Coinsurance

<b>Specialty Hospital</b> 100 days per Member per Calendar Year. One maximum met rolls over to out-of-network benefit.	Deductible	Deductible & Coinsurance
<b>Outpatient Surgery</b> In a licensed ambulatory surgical center	Deductible	Deductible & Coinsurance
<b>DIAGNOSTIC SERVICES</b>		
<b>Diagnostic, Laboratory and X-ray Services</b>	Deductible	Deductible & Coinsurance
<b>High Cost Diagnostic Tests</b> MRI, MRA, CAT, CTA, PET, and SPECT scans	Deductible	Deductible & Coinsurance
<b>THERAPY SERVICES</b>		
<b>Outpatient Rehabilitation</b> Physical, occupational, and speech therapy and Chiropractic Care up to 50 visits per Member per Calendar Year. Once maximum met rolls over to out-of-network benefit.	Deductible	Deductible & Coinsurance
<b>Other Therapy Services:</b> Outpatient cardiac rehabilitation therapy Radiation therapy: Chemotherapy for the treatment of cancer Electroshock Therapy Kidney Dialysis in a Hospital or freestanding dialysis center	Deductible	Deductible & Coinsurance

<b>Allergy Office Visit/Testing</b>	Deductible	Deductible & Coinsurance
<b>Allergy Injections</b> Immunotherapy or other therapy treatments	Deductible	Deductible & Coinsurance
<b>MEDICAL EMERGENCY / URGENT CARE SERVICES</b>		
<b>Emergency Room Treatment</b> Emergency Room Cost-Share waived if the Member is admitted directly to the Hospital from the emergency room	Deductible	Deductible
<b>Urgent Care Services</b>	Deductible	Paid as In-Network Emergency
<b>Ambulance</b> Land & Air: Paid according to the Department of Public Health Ambulance Service Rate Schedule	Deductible	Deductible
<b>PHYSICIAN MEDICAL/ SURGICAL SERVICES</b>		
<b>Medical Office Visit</b>	Deductible	Deductible & Coinsurance
<b>Services of a Physician or Surgeon</b> (Other than a medical office visit)	Deductible	Deductible & Coinsurance



<b>MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES</b>		
<b>Outpatient Treatment for Mental Health Care and Substance Abuse Care</b>	Deductible	Deductible & Coinsurance
<b>Inpatient Hospital Services</b> In a Hospital or Residential Treatment Center for Mental Health Care	Deductible	Deductible & Coinsurance
<b>Inpatient Rehabilitation Treatment for Substance Abuse Care</b> In a Hospital or Substance Abuse Treatment Facility	Deductible	Deductible & Coinsurance
<b>OTHER MEDICAL SERVICES</b>		
<b>Skilled Nursing Facility</b> Up to 120 days per Calendar Year	Deductible	Deductible & Coinsurance
<b>Immunizations and Vaccinations for Travel</b>	Deductible	Deductible & Coinsurance
<b>Prescription Drugs (Retail Pharmacy)</b> The maximum supply of a drug for which benefits will be provided when dispensed under any one prescription is a 30-day supply.	Deductible	Deductible & Coinsurance
<b>Mail Order Prescription Drugs</b> The maximum supply of a drug for which benefits will be provided when dispensed under any one prescription is a 1-90-day supply.	Deductible	Deductible & Coinsurance
Diabetic drugs and supplies	Deductible	Deductible & Coinsurance
<b>Human Organ and Tissue Transplant Services</b> Unlimited maximum	Deductible	Deductible & Coinsurance
<b>Home Health Care</b> Nursing and therapeutic services limited to 200 visits  Home health aide services limited to 80 visits that are applicable to the 200 visit limit	Deductible	Deductible & Coinsurance
<b>Infusion Therapy</b> Unlimited lifetime maximum	Deductible	Deductible & Coinsurance

<b>Durable Medical Equipment and Prosthetic Devices</b>  <b>Hearing Aid Coverage</b> Available for dependent children age 12 years and under with a maximum of \$1,000 within a two year period.  <b>Diabetic equipment, and supplies</b>	Deductible	Deductible & Coinsurance
<b>Ostomy Related Services</b>	Deductible	Deductible & Coinsurance
<b>Hospice Care (inpatient)</b>	Deductible	Deductible & Coinsurance
<b>Wig</b> Up to \$500 maximum per Member per Plan Year.	Deductible	Deductible & Coinsurance
<b>Specialized Formula</b>	Deductible	Deductible & Coinsurance
<b>Infertility Services</b> Please see Maternity/Family Planning Section of this document  <b>Office Visit</b>  <b>Outpatient Hospital Inpatient</b>  <b>Hospital</b>  <b>Infertility Drugs</b> The maximum supply of a drug for which benefits will be provided when dispensed under any one prescription is 30 day supply	Deductible  Deductible  Deductible  Deductible  Deductible	Deductible & Coinsurance  Deductible & Coinsurance  Deductible & Coinsurance  Deductible & Coinsurance  Deductible & Coinsurance
<b>Maternity</b>	Deductible	Deductible & Coinsurance



**DENTAL PLAN**  
**CignaPremier**

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Calendar Year Deductible	
• Per Person	\$50
• Family Aggregate Maximum	\$150
Preventive & Diagnostic (No Deductible)	100%
• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)	
• Fluoride Treatment (For children to age 19)	
• Sealants (To age 16) & Space Maintainers	
Remaining Basic (After Deductible)	100%
• Fillings, Extractions, Root Canals (Endodontics)	
• Periodontal, Oral Surgery	
• Repair of Dentures & Removable Prosthetics	
Crowns & Prosthodontics (After Deductible)	50%
• Bridgework, Full & Partial Dentures	
• Crowns & Gold Restorations	
• TMJ	60%
Calendar Year Maximum (Per Person)	\$1,500
Periodontal Calendar Year Maximum (Per Person)	\$500
Orthodontia (Adult & Dependent Children)	
• Coinsurance	60%
• Lifetime Maximum	\$600

Dependent children are covered to age 19 (23 if enrolled as a full time student in an accredited school or university.)

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**CignaPreferred**

	<u>If an in-network DeltaPreferred Provider is used</u>	<u>Out-of- Network</u>
Calendar Year Deductible <ul style="list-style-type: none"> <li>• Per Person</li> </ul>	N/A	\$100
Preventive & Diagnostic (No Deductible) <ul style="list-style-type: none"> <li>• Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person)</li> <li>• Fluoride Treatment (For children to age 19)</li> </ul>	100%	50%
Remaining Basic (After Deductible) <ul style="list-style-type: none"> <li>• Fillings, Extractions &amp; Root Canals (Endodontics)</li> <li>• Periodontal &amp; Oral Surgery</li> <li>• Sealants (To age 16)</li> </ul>	80%	50%
Crowns & Prosthodontics (After Deductible) <ul style="list-style-type: none"> <li>• Crowns &amp; Gold Restorations</li> <li>• Repair of Dentures &amp; Removable Prosthodontics</li> <li>• Bridgework, Full &amp; Partial Dentures</li> </ul>	60%	50%
Calendar Year Maximum (Per Person)	Unlimited	\$500
Orthodontia (Adults & Dependent Children) <ul style="list-style-type: none"> <li>• Coinsurance</li> <li>• Lifetime Maximum</li> </ul>	50% \$3,000	N/A N/A

Dependent children are covered to age 19 (23 if enrolled as a full time student in an accredited school or university.)

