

PLYMOUTH BOARD OF EDUCATION

FACILITIES DIRECTOR'S AGREEMENT

July 1, 2019 – June 30, 2022

Agreement by and between the Plymouth Board of Education and James Mazon to be employed as the Facilities Director for the Plymouth Public Schools. The Director of Facilities will oversee all aspects of the facilities under the direction of the Business Manager of the Plymouth Board of Education. The salary for 2019 – 20 will be \$79,850, for 2020 – 21 will be \$81,850, and for 2021 - 22 will be \$83,900.

Work Year: 12 Months - 260 days

14 Paid Holidays:

- New Year's Day
- New Year's Eve Day*
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- July 4
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving Recess - Two Days
- Christmas
- Christmas Eve Day*

**New Year's Eve Day and Christmas Eve Day (only if it falls on a weekday. If both eve and day fall on weekend, the Friday before will be off or New Year's and the Monday after for Christmas)*

Vacation days: 15 Per Year

The Director of Facilities will be entitled to take 15 days of vacation per year. Vacation request must be submitted a minimum of two weeks in advance, and must be approved by the Business Manager and forwarded to the Superintendent of Schools. Unused vacation time will not accrue from one year to the next; however, with the prior approval of the Superintendent a maximum of three days may be carried over from one year to the next. Any carry-over vacation days must be used first.

Benefits:

The following shall be the working conditions and fringe benefits available for the position:

Sick Days: 15 sick days per year accumulative to 180.

Personal Days: Three personal days, not cumulative.

The Facilities Director may be granted up to three personal days with pay within the work year, with a statement of the reason for such leave. Such days may be used only for the purpose of attending to matters which are unavoidable and which cannot be attended to on non-work days. Request for such leave shall be made on a form supplied by the administration, and shall be submitted at least forty-eight (48) hours in advance of the leave, except in emergencies.

Bereavement:

The Facilities Director shall be allowed three (3) working days leave, with pay, in the case of the death of a spouse, a child, a parent, a legal guardian, a sister, a brother, a grandparent, a grandchild, a mother-in-law or a father-in-law. An employee shall be allowed one (1) working day's leave, with pay, in case of the death of a sister-in-law, brother-in-law, aunt, uncle, niece, cousin, nephew, foster-child, foster parent, step-parent, step-child, or any other person domiciled in the employee's household at the time of said death.

Health Insurance:

A. Subject to the conditions set forth below, the Board shall offer you the opportunity to participate in the Connecticut State Partnership Plan 2.0 (SPP) for health benefits and dental benefits. The health plan benefits shall be as set forth in the SPP effective on July 1, 2018, including any subsequent amendments or modifications made to the SPP by the State and its employee representatives. The dental benefits shall be provided through the SPP and shall approximate the dental benefits set forth in Article VII(F) of the parties' 2016-19 collective bargaining agreement. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.

1. The premium rates shall be set by the SPP. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired administrators in accordance with statute.
2. 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 noncompliance \$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.
3. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of health insurance, including plan design and plan funding, premium cost share and/or introduction of replacement medical insurance in whole or in part.
 - a) 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 State Employee

Bargaining Agent Coalition (SEBAC), if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or

- b) 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 insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or
 - c) If the cost of medical insurance 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 insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.
4. In any negotiations triggered under subparagraph 3 above as well as negotiations for a successor to this collective bargaining agreement, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Article VII(A) of the parties' 2016-19 collective bargaining agreement to be the baseline for such negotiations, and the parties shall consider the following additional factors:
- Trends in health 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.

Employee's Health Insurance premium contribution: The premium contribution will follow that in the Plymouth School Administrators' Association (the "PSAA") contract.

Life Insurance: \$100,000 term life insurance provided at the Board's expense.

Retirement Plan: After six months of employment, the Facilities Director will be eligible to participate in the Town of Plymouth 401(a) Defined Contribution Retirement Plan.

Approved: April 10, 2019 by the Finance and Operations Sub-Committee