

COLLECTIVE BARGAINING AGREEMENT

By and Between

MADISON BOARD OF EDUCATION

and the



**UNITED PUBLIC SERVICE EMPLOYEES
UNION /MADISON BOE NURSES
Local 424 - Unit 137**

JULY 1, 2022 – JUNE 30, 2025

TABLE OF CONTENTS

PREAMBLE..... 1

DEFINITIONS..... 1

ARTICLE I - Recognition 1

ARTICLE II - Non-Discrimination 1

ARTICLE III - Union Security..... 2

ARTICLE IV - Board of Education Rights and Responsibilities..... 2

ARTICLE V - Union Activities and Use of School Facilities..... 3

ARTICLE VI - Negotiation..... 3

ARTICLE VII - Grievance Procedure..... 3

A. Purpose..... 3

B. Definitions:..... 4

C. Time Limits:..... 4

D. Procedure: 4

1. Level One – School Principal/ Appropriate Administrator..... 4

2. Level Two – Superintendent of Schools 5

3. Level Three – Board of Education..... 5

4. Level Four – Arbitration 5

E. Group Grievance 6

F. Rights of the Members of the Union to Representation..... 6

G. Miscellaneous..... 6

ARTICLE VIII - Employment Regulations..... 7

A. Selection..... 7

B. Job Description..... 7

C. Performance Evaluation 7

1. Purpose of Evaluation 7

2. Scope of Evaluation 8

3. Objectives of Performance Evaluations 8

4. Performance Expectations 8

5. Procedure for Performance Evaluation 8

D. Probation 9

E. Layoff Policy..... 9

F. Vacancies, Postings, New Positions, Position Upgrades, Reassignments, Transfers and Job Classifications10

1. Vacancies, Posting and New Positions10

2. Assignment/Transfer.....10

G. Resignation.....11

H. Terms of Employment – Miscellaneous11

I. School Closings, Cancellations, Delays12

1. Cancellations.12

2. Early dismissal/holidays12

3. Early closing/emergency12

4. Delayed opening.....12

J. Timesheets13

K. Extra Duties and Assignments.....13

1. Assistance at extracurricular events.....13

2. Extra duty assignments.....13

L. Discharge and Discipline of Employees.....13

ARTICLE IX - Leave Provisions.....14

A. Sick Leave.....14

B. Union Leave14

C. Compassionate Leave.....15

D.	Pregnancy Disability and Maternity Leave	15
E.	Family and Medical Leave	16
F.	Religious Leave.....	16
G.	Personal Leave	16
H.	Jury Duty.....	17
I.	Bereavement Leave.....	17
J.	Prorated Leave.	17
ARTICLE X - Holidays		17
ARTICLE XII - Insurance Benefits		17
ARTICLE XIII - Overtime and Weekend/Holiday Pay		1
ARTICLE XIV - Retirement Plan.....		21
ARTICLE XV - Workers' Compensation.....		22
ARTICLE XVI - Rate Schedule.....		22
ARTICLE XVII - Duration.....		23
APPENDIX A - 2022-2025 WAGE SCHEDULE		25
APPENDIX B - HSA PLAN.....		26

PREAMBLE

This Agreement is made and entered into by and between the Madison Board of Education (hereinafter referred to as the “Board”) and Madison BOE Nurses and the United Public Service Employees Union (UPSEU), Local 424 – Unit 137 (hereinafter referred to as the “Union”).

DEFINITIONS

The following meanings shall be understood as used in this Agreement unless otherwise stated:

1. Days: Days that the Central Office is scheduled to be open.
2. Classification: A Level in a Strand as defined by a Job Description.
3. Fiscal year: July 1 through June 30.
4. Layoff: Elimination of a position due to lack of work or lack of funds.
5. Superintendent: The Superintendent of Schools, Acting Superintendent of Schools, or designee.

ARTICLE I

Recognition

The Board of Education recognizes the United Public Service Employees Union (UPSEU), Local 424 – Unit 137 (hereinafter referred to as the “Union”) as the exclusive collective bargaining agent for all Registered Nurses employed by the Board of Education engaged in nursing work in the public school system of Madison for the purposes of, and with all the rights and privileges as provided by the Connecticut General Statutes Revision of 1958 Sections 7-467 through 7-477 as amended, having been designated as the exclusive representative pursuant to an agreement between the Board and the Union executed on August 8, 2022.

ARTICLE II

Non-Discrimination

The parties agree not to discriminate as prohibited by law in this Agreement on account of race, religion, creed, color, sex, age, marital status, sexual orientation, country of ancestral origin, status as a qualified person with a disability, place of residence, Union activity, Union membership or non-Union membership. Further, the parties agree not to harass any employee, person seeking employment or Union membership on the basis of sex.

ARTICLE III

Union Security

A. Each employee in the bargaining unit has the right to become a member, or refrain from being a member of the Union. The Union keeps on file with the Board a Notice of Participation in Union membership for newly hired employees. This notice shall be a part of the initial employment package provided by the Board.

B. The Board shall provide the Union in writing via email within ten (10) days of the employee's start date the following information as it relates to new hires: (1) first and last name; (2) work location/department; (3) pay rate; (4) work phone number; (5) work email address; and (6) home address.

The Union shall be provided an opportunity to meet with new employees during the course of any employee orientation program for new employees. Where such an orientation program does not exist, the /Union may meet with the new employees during the first month of a new hire's appointment on an employee's unpaid time or during their paid lunch period.

C. The Board agrees to a system of deduction of dues from the employee's wages through payroll deductions. The Union shall notify the Superintendent by July 1 of each year with respect to dates and amounts of withholdings. Such withholdings are to be transmitted to UPSEU.

D. The Board shall provide the Unit President with a list of all members of the Union no later than the first paycheck in October of each school year and an amended list within one month of any changes in said list.

E. The Union shall indemnify and hold the Board of Education, the Board's members, agents and employees harmless from any and all demands, suits, complaints, claims and liabilities, including reasonable attorney's fees, arising out of the administration or enforcement of this Article as long as they are acting in conformity with this article.

ARTICLE IV

Board of Education Rights and Responsibilities

This Agreement recognizes the responsibilities of the Madison Board of Education as prescribed by the Connecticut General Statutes, sections 10-220 and 10-221 on file in the Central Office. Subject to the provisions of this Agreement, the Board and the Superintendent reserve and retain full rights, authority and discretion, in the proper discharge of their duties and responsibilities, to supervise, terminate, layoff and furlough employees and manage the Madison Public Schools and its supportive services staff under governing law, ordinances, rules and regulations - Municipal, State and Federal.

ARTICLE V

Union Activities and Use of School Facilities

- A. The Union shall have the right to use school buildings without cost at reasonable times for meetings, provided, however, that the Union will be required to pay for any additional custodial costs involved by reason of said meetings.
- B. There will be one bulletin board in each school building in the Madison Public Schools district, which will be placed in the faculty lounge, for the purpose of displaying notices, circulars and other Union materials. The Board may remove any materials posted on the Union bulletin board that the Board deems to be inappropriate, and will give notice to the Union if such material is removed. The Union may call meetings in each school before or after normal school hours whenever necessary, providing such meetings do not conflict with other scheduled school activities or programs.
- C. The officers and membership of the Union may engage in Union business during working hours with administrative permission only.
- D. Neither the Union, its members, or any member of the bargaining unit shall engage in, support, condone or encourage any strike, slow down, work stoppage or refusal to render services to the Madison Board of Education, its members, agents and employees to the extent as prohibited by law. The Madison Board of Education shall not lockout its employees.

ARTICLE VI

Negotiation

- A. This Agreement contains the full and complete Agreement between the Board and the Union on all negotiable issues, and neither party shall be required during the term hereof to negotiate upon any issue, whether it is covered or not covered by this Agreement, unless otherwise provided herein.
- B. If any portion of the Agreement is ruled invalid by a court of competent legal jurisdiction for any reason, the remainder of the Agreement is to remain in force and effect.

ARTICLE VII

Grievance Procedure

A. Purpose:

The purpose of the procedure is to secure, at the lowest possible administration level, equitable solutions to problems which may arise affecting the welfare or working conditions of the members of the Union. Both parties agree that proceedings shall be kept as confidential as is appropriate.

B. Definitions:

1. "Grievance" shall mean a claim that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.
2. "Grievant" shall mean any member of the bargaining unit, or a group of bargaining unit members similarly affected by a grievance, seeking recourse under the terms of this Article.
3. "Board" shall mean the Board, or a committee comprised of three (3) members of the Board, at the Board's option.
4. "Days" shall be defined as grievant's contractual work calendar day.

C. Time Limits:

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement.
2. If a grievance is not filed in writing within fifteen (15) days after the grievant knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.
3. Failure by the grievant at any level to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.
4. Failure by an administrator or the Board to render a decision within the specified time limits shall be deemed to be a denial of the grievance, and the grievant shall proceed to the next level, within the specified time limits.

D. Procedure:

1. Level One – School Principal/ Appropriate Administrator

- (a) If the grievant feels that he/she may have a grievance, he/she may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.
- (b) If the grievant is not satisfied with such disposition of the matter, he/she shall have the right to have the Union assist him/her in further efforts to resolve the problem informally with the principal or other appropriate administrator.
- (c) If the grievant is still not satisfied with the disposition of the matter, he/she shall reduce the grievance to writing and submit it to the principal or other appropriate administrator within fifteen (15) days (or such period as mutually

agreed upon in writing), after the employee knew or should have known of the event or condition giving rise to the grievance.

(d) The principal or other appropriate administrator shall, within ten (10) days (or such period as mutually agreed upon in writing) of the filing of the grievance in writing, provide the grievant with a written answer to the grievance with a copy to the Union.

2. Level Two – Superintendent of Schools

(a) If the grievant is not satisfied with the disposition of the grievance at Level One, he/she may, within five (5) days after receipt of the decision at Level One, file a written grievance with the Superintendent of Schools.

(b) The Superintendent shall, within five (5) days after receipt of the referral, meet with the grievant and with representatives of the Union for the purpose of resolving the grievance. Either the Board or the Union may, at their own option, keep a full and accurate record of the hearing.

(c) The Superintendent shall, within five (5) days after the hearing, render a decision and the reasons therefore in writing to the grievant, with a copy to the Union.

3. Level Three – Board of Education

(a) If the grievant is not satisfied with the disposition of the grievance at Level Two, he/she may, within seven (7) days after receipt of the decision, submit the grievance to the Board.

(b) The Board shall, within twenty (20) days after receipt of the grievance, meet with the grievant and with representatives of the Union for the purposes of resolving the grievance. Either the Board or the Union may, at their own option, keep a full and accurate record of the hearing.

(c) The Board shall, within five (5) days after such meeting, render its decision and the reasons therefore in writing to the grievant, with a copy to the Union.

4. Level Four – Arbitration

(a) The Union may, within ten (10) days after receipt of the Board's decision, submit the grievance to arbitration by so notifying the Board in writing and by filing a demand for arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings.

(b) The arbitrator shall, after the hearing, render a decision in writing to the parties in interest, setting forth his/her findings of fact, reasoning, and conclusions. Such decision shall be final and binding on all parties.

(c) The arbitrator shall have no authority to add to, subtract from or in any way modify the terms of this Agreement and shall make the appropriate compensatory awards when necessary. The decision of the arbitrator shall be final and binding.

(d) The cost of the arbitrator's fee shall be borne equally by the Board and the Union.

E. Group Grievance

If, in the judgment of the Union, a grievance affects a group of employees represented by the Union, the Unit President may submit such a grievance in writing to the appropriate administrator with a copy to the Superintendent of the Madison Public Schools. A hearing shall be held within fifteen (15) days of its filing with the Superintendent. If the grievance is not resolved between the Union and the Superintendent within ten (10) days after the hearing, the parties agree to immediately proceed to level 3 of the aforementioned grievance procedure as outlined in paragraph D. 3 above.

No Union grievance shall be heard unless at least one (1) of the aggrieved employees represented by the Union shall request that such a grievance be heard.

F. Rights of the Members of the Union to Representation

1. No reprisals of any kind shall be taken by either party or by any member of the administration against any participant in the grievance procedure by reasons of participation.

2. Any grievant may be represented at Levels One, Two and Three of the grievance procedure by the General Counsel of the Union or an Union representative of his/her own choosing. When a grievant is not represented by the Union, the Union shall be immediately notified and have the right to be present and to state its view at all stages of the procedure.

3. In the event that the Union's legal representative is of the opinion that the grievance is without merit, the Union shall not be required to process the matter for them. There shall be no liability imposed upon the Union or the Board as a result of this decision.

G. Miscellaneous

1. All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

2. Forms for filing and processing grievances and other necessary documents shall be prepared by the Union and made available through the Union so as to facilitate operation of the grievance procedure.

3. If the grievance occurs as the result of an action by one other than the employee's immediate supervisor or affects a group of employees, the grievance may be processed at the level at which it occurs, using the time periods and procedures set forth at Section C.2 of this Article.

4. Disputes not covered by the provisions of this Agreement shall only be considered up through Level Three of the Grievance Procedure. In such cases the decision of the Board shall be final and binding.

5. The Superintendent and/or the Board shall have the right to file a grievance in writing with the Union and such grievance shall thereafter be processed in accordance with Level Two and following steps of the Grievance Procedure. In the event a grievance filed by the Superintendent and/or the Board is submitted to arbitration, the arbitrator's fee shall be borne equally by the Board and the Union.

ARTICLE VIII

Employment Regulations

A. Selection

The Superintendent shall be responsible for the selection, employment, duties and transfer of all nursing personnel. It shall be established policy to secure the most competent candidates. All openings for positions will be posted as provided in ARTICLE VIII. F.1. of this Agreement. All Union employees applying for a position posted will be guaranteed an interview; however, a Union employee will only be interviewed one time at a given school location. If, in the Superintendent's judgment, two candidates are equally qualified, employees of the Union will be given preference in hiring. The members who applied shall be notified of the hiring decision in writing, no later than five (5) days from the decision, with a copy of the decision sent to unit leadership.

B. Job Description

At the time of employment, a job description will be given to the employee. Job descriptions may be updated every five (5) years and as needed. Members of the Union will have the opportunity to participate in the updating of all job descriptions, as well as the process chosen to effectuate said update.

C. Performance Evaluation

1. Purpose of Evaluation

To provide a process by which each employee is evaluated for purposes of professional growth and development and overall job performance.

2. Scope of Evaluation

The performance evaluation process shall apply to both permanent and probation period employees.

3. Objectives of Performance Evaluations

- To establish performance goals and plans to correct performance shortcomings and to develop further performance strengths.
- To enhance individual employee performance and ensure effective overall operation of the workplace, the school, and organization.
- To document performance in areas of responsibility included in the job description and the general performance expectations for all employees.

4. Performance Expectations

Specific job responsibilities and expectations, included in the employee's job description, shall serve as the basis for the performance evaluation. Performance in the job shall be described in terms of general expectations delineated on the evaluation form.

5. Procedure for Performance Evaluation

1. Each evaluator shall be responsible for initiating the performance evaluation process at the beginning of the evaluation cycle; evaluator and employee shall be responsible for meeting with each other to establish goals for the school year and to review both the specific and general expectations for performance.
2. Each evaluator shall also be responsible for observing and monitoring the performance of the employee; each employee shall be responsible for fulfilling the duties of his/her job, meeting the general expectations for performance, and achieving the goals.
3. The performance evaluation cycle shall begin on the first workday of the school year and end on the last workday of the school year.
4. If necessary, a midyear conference with the evaluator to review performance and progress on goals may occur between January 1 and February 15 of each school year and end on the last workday of the school year for all employees.
5. Newly-hired employees shall be evaluated on the 45th school day and 90th school day during the probation period, beginning on the first workday following hiring and ending on the 90th school day following hiring.

6. Performance evaluation forms shall be used for recording data on the employee's performance at the beginning (goal setting) and at the end of the evaluation cycle; a mid-year performance evaluation form may also be developed in special circumstances.
7. The evaluator shall conduct an end-of-the-year collaborative conference with the employee to discuss the contents of the performance evaluation form and to prepare preliminary performance goals for the next evaluation cycle. The evaluator will make all reasonable efforts to complete the evaluation at least two weeks prior to the end of the school year.
8. Both the employee and the evaluator must sign the evaluation form to signify that there has been a formal evaluation conference. The employee's signature merely reflects that the evaluation has been read by the employee and discussed with him/her. The employee's signature does not necessarily reflect his/her agreement with the substance of the evaluation. The employee may submit written comments pertaining to the evaluation.
9. No material derogatory to an employee's conduct, service, character or personality will be placed in an employee's personnel file unless the employee has had an opportunity to review the material. An employee may challenge, in writing, the accuracy and/or authenticity of any material in said file and attach same to said file.
10. The employee will receive a copy of the performance evaluation report and the original will be placed in his/her personnel file, which is maintained in the district office.
11. In most cases, the Nurse Coordinator will make the evaluation of all nurses with assistance from the Building Administrator.
12. Upon receipt of a written request to the Director of Human Resources, an employee shall be allowed to review the contents of his/her personnel file. In addition, said employee shall be entitled to a complete copy of said personnel file at no cost to the employee. Excluded from this provision shall be references and information obtained in the process of evaluating the employee for employment.

D. Probation

All appointments shall be subject to a probationary period of ninety (90) continuous school days. Prior to the end of the probationary period, the employee's immediate supervisor shall make an evaluation and submit a written report to the Superintendent, containing a recommendation for permanent consideration or dismissal based on his/her performance during the probationary period. Dismissal during the probationary period shall be at the discretion of the Superintendent and shall not be grievable.

E. Layoff Policy

1. "Seniority" is defined as the most recent period of continuous employment with the bargaining unit in the work covered by this Agreement. Seniority shall begin upon successful completion of the probationary period and shall be counted from the date of receipt of Notice of Participation by the Union and continue uninterrupted during

absences due to illness, injuries and any leave granted under any provisions of this Agreement.

2. In the event that layoffs become necessary, the following procedure will be used via certified, receipt requested mail from the Superintendent:

(a) The least senior employee will be laid off.

(b) Notice of layoffs to employees shall be given no later than ten (10) days prior to the effective date of the layoff.

3. A laid off employee shall be placed on a recall list for a period not to exceed eighteen months from the date of layoff. When employees are to be recalled, the first to be recalled within classification shall be those last laid off. Employees who are laid off under this policy shall have recall rights as follows:

(a) No person shall be newly employed until notification has been given to those on the recall list.

(b) All individuals on the recall list shall be notified, at their last known address, by certified mail, by the Superintendent that a position exists. This notification shall occur the same day a position vacancy is posted.

(c) Those receiving certified notification of a vacancy shall respond, in writing, within ten (10) days of the posting to the Superintendent of the desire to be considered for the posted position. .

4. An employee recalled and reinstated to his/her former position shall receive his/her former rate of pay in addition to any wage increases which were applied during the period he/she was on the recall list. Accumulated sick leave benefits by the employee prior to his/her layoff shall be restored upon re-employment.

5. The laid-off employee shall be responsible for advising the administration of his/her location and availability should his/her address change after layoff.

F. Vacancies, Postings, New Positions, and Reassignments

1. Vacancies, Posting and New Positions

When a bargaining unit position is open covered by this Agreement, all employees shall be notified of said openings by a posting of the position in all public schools throughout the Town and a copy sent to the Unit President(s) at least five (5) days before the closing of the posting.

2. Assignment/Transfer

School Nurses shall be transferred between and among schools by the Superintendent on the basis of the instructional and program needs of the students. Assignments shall

normally be determined at the beginning of the school year; however, as need dictates, may occur during the school year. Transfers shall mean placement at a different school. Notice of transfer shall be given as soon as practicable and under normal circumstances not later than July 1.

G. Resignation

Any employee covered by this Agreement who voluntarily resigns his/her position with the Madison Public School System shall be required to give at least two (2) weeks' notice, in writing, to the Superintendent of Schools of said intention to resign. For the purpose of this Article, two (2) weeks shall be defined as ten (10) working days.

H. Terms of Employment

1. The hours per day and number of days of employment for bargaining unit positions shall be in accordance with the following schedule. The hours of work and number of days for each position shall be established by the Board on an annual basis prior to the start of the school year.

<u>Position</u>	<u>Hours per day</u>	<u>Days per year</u>
School RN	5-8	up to 195

Days per year are subject to change pending Board approval of additional instructional and/or training days.

2. Establishment of a work schedule for each employee will be made by the immediate supervisor.

(a) Each work schedule shall include the start time for the workday, the time allocated for lunch and the dismissal time.

(b) All nurses shall receive a thirty (30) minute paid working lunch period.

(c) All nurses shall receive at least eight (8) paid prep days, which includes three (3) professional development days. The other five (5) prep days (7 hours / day) will be scheduled in the summer by the nurse subject to the approval of the Director of Special Education and/or Principal of the building. Employees shall have the opportunity to complete Safe Schools or equivalent training during the summer prep days.

3. (a) "Temporary employees" are those employees who work no more than sixty (60) days in any one fiscal year. All temporary employees shall not be members of the Bargaining Unit. Any employee who works twenty (20) hours or more weekly for sixty (60) days or more in a fiscal year shall be considered a non-temporary employee, eligible for membership in the Bargaining Unit. the Union shall be notified immediately of such hirings including name, job location, work duties and date of hire.

(b) When a position is vacant due to a bargaining unit employee's having been granted a leave of absence, the person granted the leave remains a bargaining unit member. The substitute filling such a position in the absence of a member does not become a bargaining unit member. If the substitute is later appointed to fill that position on a regular basis, she/he then becomes a unit member and her/his date of hire will be considered as the date she/he first worked for the Board of Education in that position. If the substitute worked for over three months in that position then the probationary period will be waived.

4. Work week for purposes of this Collective Bargaining Agreement shall be Sunday through Saturday.

I. School Closings, Cancellations, Delays

1. In the event of school cancellation, employees shall not report to work unless specifically requested by the Superintendent to do so.

2. When school is dismissed early on a regularly scheduled day before a holiday, all employees shall be released no later than one hour after the school's closing or after the students have left if the Nurse has a student under his/her care, whichever occurs earlier, without loss of pay. This type of early dismissal will be designated in the school calendar. Employees' lunch breaks will not be shortened on these early dismissal days.

Early dismissal days are scheduled work days under Article VIII, Section H. On early dismissal days for teacher professional development/workshops, the Board or the Superintendent may require employees to work their full work day. Employees will receive notice of any such day in advance. If an employee is not required to work the full day, they will have the option of working their full work day or leaving at the student early dismissal time. If an employee leaves at the student early dismissal time, the employee will only be compensated for hours worked.

3. In the event of an early school closing due to an emergency, Bargaining Unit Members shall be released no later than one hour after the school's closing or after the students have left if the Nurse has a student under his/her care, whichever occurs earlier, without loss of pay. If the Superintendent requires the facility to be closed, all other employees will be released early without loss of pay. It is understood that the Superintendent may adjust the schedule of any and all employees depending upon circumstances such as weather, building conditions, school bus transportation, and road conditions or for any other reason deemed necessary by the Superintendent.

4. In the event of a delayed opening due to a school/building safety issue, Bargaining Unit Members assigned to that building involved shall not report to work until the building condition is corrected. In the event of a delayed opening due to weather, employees shall report to work at the delayed opening time.

J. Each employee is required to submit a signed time sheet, or management required record of hours worked, every two (2) weeks.

K. Extra Duties and Assignments

1. Bargaining Unit Members may be asked to assist with extracurricular events outside the normal working hours of that member. The selection of the member(s) to assist during these events will be done by the school principal or designated administrator. In events that extend or occur outside the normal working hours of the member the following compensation plan will be in effect:

(a) Bargaining Unit Members working in excess of ten (10) hours per day will be paid their normal day's wages plus a \$50.00 stipend per day.

(b) Bargaining Unit Members assisting in events which hours, when added to their normally scheduled hours totals less than ten (10) hours, will be paid on an hourly basis.

2. Extra duty assignments for each school shall be posted for one week and if more than one bargaining unit member applies, such assignments shall be granted on a rotating basis.

3. All Madison School nurses who possess and maintain a NCSN/CSN certification shall receive a stipend of \$250 per year the last pay period in June. It is understood that notwithstanding the reference to NCSN and CSN, only one stipend shall be payable to any nurse.

L. Discharge and Discipline of Employees

Employees shall be discharged or disciplined only for just cause. The discharge or written warning of any employee, except a probationary employee, may be considered a grievance to be dealt with in accordance with the grievance and arbitration provisions of this Agreement.

1. All disciplines must be given in writing with reasons stated and a copy given to the employee and the Union at the time of the suspension or discharge.

2. Depending on the offense, disciplinary action may include, but not be limited to, verbal and/or written warning, suspension without pay and discharge. Progressive discipline shall be applied when appropriate. Disciplinary action normally shall follow in this order:

- a. Verbal Warning;
- b. Written Warning;
- c. Suspension Without Pay;
- d. Discharge, except that demotion or transfer may be offered in lieu of discharge.

3. Any employee who has been disciplined or discharged and is subsequently

exonerated shall be reinstated without prejudice or loss of seniority and compensated for any loss of wages.

ARTICLE IX

Leave Provisions

Days are non-cumulative, unless otherwise stated.

A. Sick Leave

Illness leave, or sick day leave is defined as a working day that is taken by the employee by reason of that employee's physical/psychological inability to perform his/her professional services on that particular day or to care for an ill family member. Illness leave is to be used only for the purpose of compensating an employee who is unable to perform his/her work duties because of his/her illness which requires him/her to stay home or seek medical treatment.

Thirty or more-hour employees hired on or after 7/1/98 shall receive ten (10) days of sick leave with pay per school year; those hired before 7/1/98 shall receive fifteen (15) days of sick leave. Unused sick leave shall accumulate to a maximum of one hundred and eighty (180) days.

Employees who work up to twenty-nine hours per week shall receive seven (7) days of sick leave with pay per year. Unused sick leave shall accumulate to a maximum of one hundred (100) days.

Sick leave must be taken in increments of at least one-half (1/2) days, except that employees may take up to one (1) day of sick leave in one-quarter (1/4) day increments. However, sick leave taken for illness of a family member may be limited to two days per year in one-half (1/2) day increments.

All bargaining unit members in the Madison School System shall have the right to use their annual sick leave commencing with the first day of the work year.

B. Union Leave

1. The Board agrees to allow the Unit President of the Union or his/her representative a leave up to a maximum of two (2) working days in a school year to attend workshops and/or conferences related to Union responsibilities. Said leave shall be without pay or at the employee's option with accrued personal leave pay. A reasonable notice shall be given in writing to the Superintendent.

2. The Board recognizes that personnel may need training in new procedures and techniques or in the utilization of new equipment in order to more effectively fulfill their responsibilities. Building principals and/or the Central Office shall consider the training

needs of personnel when developing the staff development and in-service needs, plans and budget.

C. Compassionate Leave

Certain circumstances may warrant granting special leave, with or without pay, to employees. Requests for such leave shall be presented to the school principal who will make a recommendation to the Superintendent based on the guidelines for approval of leaves of absence as determined by the Board policy.

Approval for such leaves shall be at the discretion of the Superintendent after consideration of the leave request and review of the Board's policy.

D. Pregnancy Disability and Maternity Leave

Appropriately filed pregnancy leave requests will be granted approval by the Superintendent. Pregnancy disability and leave provisions will be in accordance with Connecticut General Statute 46a-60(7)(9)(10) as amended.

1. Employees must notify the Superintendent as soon as they are aware of the pregnancy so that arrangements may be made to staff the school properly. Notice to the Superintendent must be accompanied by a statement from the employee's physician indicating the expected date of birth.

2. A recommended starting date of pregnancy leave shall be indicated in the physician's statement to the Superintendent. Insofar as possible, the Board will grant leaves effective on the date recommended. A subsequent request by an employee for a change in the recommended date must be supported by her physician's statement which indicates the desirability for such change.

3. Pregnancy leave shall terminate when in the opinion of her physician, by written statement to the Superintendent, the employee is capable of resuming her full-time duties. The effective date of reassignment to full-time duties will be at the discretion of the Superintendent, taking into consideration the needs of students and the effective operation or administration of the school program.

4. All employees on maternity leave must apply for reinstatement within eighteen (18) months of the date the pregnancy leave commenced. Failure to do so shall be considered a resignation. Any employee on maternity leave who applies for reinstatement by March 1st shall be reinstated by September of that calendar year; however, the employment rights of bargaining unit members under Article VIII shall neither be diminished nor expanded as a result of an employee's right to maternity leave reinstatement.

5. Accumulated Illness or Incapacity Leave (sick leave), as of the effective starting date of pregnancy leave, may be charged against pregnancy leave time. Employees choosing to use sick leave will receive her full wages and fringe benefits for the period

equal to the accumulated Illness or Incapacity Leave. After accumulated Illness or Incapacity Leave has been exhausted employees will continue on maternity leave without wages or fringe benefits paid by the Madison Board of Education. Employees choosing not to use accumulated sick leave for maternity leave will be without wages or fringe benefits paid by the Board for the entire length of the leave.

6. Upon return to work at the termination of pregnancy or maternity leave, an employee will be placed at the hourly rate effective at the time of the commencement of the leave, provided she returns during the same school year in which leave commenced. If the employee returns to full-time duties in a subsequent year, she will be placed at the hourly rate she would have had if she had not taken the leave, provided that she worked at least 50% of the year in which the leave commenced. If the employee worked less than 50% of the year in which the leave commenced, she will be placed at the hourly wage rate effective at the time that the leave commenced. Benefits accumulated at the commencement of the leave, and not used during the leave period, shall be credited to the employee when she returns from leave.

7. The Board shall not be liable for any injuries suffered by a pregnant employee or the unborn child unless the Board has allowed the employee to continue to work following receipt of a physician's statement stating that the employee should be placed on a leave of absence for physical reasons. This clause shall not abrogate the rights of any employee under the law or other provision of this Agreement.

E. Family and Medical Leave

Employees are eligible for Family and Medical Leave under the terms, conditions, and limitations authorized or prescribed by applicable federal statutes and Board's current Family and Medical Leave Policy. Leaves or other periods of absence provided for under this labor contract, Board policies or otherwise, which are taken for reasons that fall under the Family and Medical Leave Act shall run concurrently with, and be counted toward an employee's Family and Medical Leave Act entitlement.

F. Religious Leave

Special consideration will be granted by the Superintendent for observance of a religious holiday upon request. Such leave shall be granted without pay unless the employee chooses to use a personal day or a vacation day.

G. Personal Leave

1. All employees shall receive two (2) days with pay for personal reasons. A personal day is defined as a leave day needed to attend to personal business which cannot be reasonably completed outside of school hours or during a regularly scheduled school vacation or summer break.

2. Whenever practicable, the request for the personal time off will be filed with the principal at least 48 hours prior to the time requested, but in any event all applications for

such leaves shall be in writing. Personal leaves shall not normally be requested as part of a vacation or taken one day prior to a vacation or holiday or the day following a vacation or holiday. In unusual circumstances where the provisions hereof cannot be met, the Superintendent may waive the conditions hereof.

H. Jury Duty

Employees called (not volunteering) to jury duty will receive the necessary leave to fulfill their civic obligation. The employee shall receive a rate of pay equal to the difference between the jury fee and the daily wages.

I. Bereavement Leave

1. All employees shall be granted a leave of absence not to exceed five (5) school days immediately following the death of a wife, husband, father, mother, brother, sister, child, mother-in-law or father-in-law; and a leave of absence not to exceed one (1) school day immediately following the death of a brother-in-law, sister-in-law or grandparents. Such leave shall be with pay.

2. Time off to attend the funeral of other family members or close friends shall be granted. Such leave shall be with pay not to exceed one (1) day, except at the discretion of the Superintendent.

J. Unless otherwise provided by law, all leaves set forth in this Article IX and available to employees who start subsequent to the beginning of a work year, shall be prorated for the first year of employment, except for funeral leave.

ARTICLE X

Holidays

The day after Thanksgiving shall be a paid holiday for school year employees with ten (10) completed calendar years or more of service, which must be completed as of July 1st annually.

ARTICLE XI

Insurance Benefits

Effective July 1, 2022, the Board shall pay the cost of all insurance coverages or their equivalent except that each employee shall contribute to the premium (by equal payroll deductions), as set forth below:

	LIFE	LTD	HDHP (HSA)	DENTAL
EE	0%	100%	19.0%	19.0%
EE+1	----	---	19.0%	100% (Dependent)
Family	---	---	19.0%	100% (Dependent)

Effective July 1, 2023, the Board shall pay the cost of all insurance coverages or their equivalent except that each employee shall contribute to the premium (by equal payroll deductions), as set forth below:

	LIFE	LTD	HDHP (HSA)	DENTAL
EE	0%	100%	19.5%	19.5%
EE+1	----	---	19.5%	100% (Dependent)
Family	---	---	19.5%	100% (Dependent)

Effective July 1, 2024, the Board shall pay the cost of all insurance coverages or their equivalent except that each employee shall contribute to the premium (by equal payroll deductions), as set forth below:

	LIFE	LTD	HDHP (HSA)	DENTAL
EE	0%	100%	20.0%	20.0%
EE+1	----	---	20.0%	100% (Dependent)
Family	---	---	20.0%	100% (Dependent)

HDHP/HSA Plan:

The High Deductible Health Plan shall be the only health insurance plan for all employees.

- \$2000/\$4000 Deductible
- Post deductible: 100% medical in-network and 70% medical out-of-network; RX: \$10/\$25/\$40. Mandatory Generic and Managed Rx

- HSA Contribution: 50%
- Funding: 50% of the 50% Board funding on or about September 1 and March 1.
- Out of Pocket Max: \$3,000/\$6,000
Out of Network: \$4,000/\$8,000
Combined no more than \$5,000/\$10,000
- AIM and OrthoNet
- Employees enrolled in HDHP but not eligible to participate in the HSA (for example due to Medicare enrollment or those receiving medical services under or through the VA), may continue in the HDHP without any Board contribution into the HSA. However, the HDHP premium cost share shall be reduced by the dollar value of what the Board would otherwise have contributed into the HSA, but not to exceed the dollar value of the premium cost share.

Employees who are scheduled to work less than thirty (30) hours per week and whose actual hours do not total thirty (30) hours or more on a regular basis are not entitled to health and/or life insurance benefits; except that employees scheduled to work and who do work 25 hours or more on a regular basis are entitled to life insurance benefit.

The Board shall have the right to change and/or select insurance carriers other than those referred to herein or to self-insure in whole or in part. For this purpose, the term equivalent means similar in form and function and substantially equal in benefit coverage for members of the bargaining unit when the old plan/coverage is compared to the new plan/coverage as a whole. Any dispute regarding the change shall be resolved through the grievance procedure at the Arbitration Level prior to implementation of any such change. If the bargaining unit wishes to arbitrate the implementation of any such change, notice to do so must be given to the Board of Education and the American Arbitration Association within ten (10) days of the notification. Any such arbitration shall be expedited.

In the event that the working rates for a fiscal year increase in an amount that exceeds twenty percent (20%) of the working rates then in effect, or by mutual agreement of the parties, the Board will investigate alternative forms of insurance. At such time, a District-wide Committee, which shall include two (2) members of the Union, will be formed for this purpose. The Board of Education will notify the bargaining unit of any proposed change at least sixty (60) days before implementation of the change.

B. Employees who work thirty (30) hours or more per week during their regular work schedule may participate in coverage under the following insurance plans, or their equivalent:

- 1 The Board of Education HDHP health insurance plan as more fully described in Appendix B

2. Blue Cross Full-Service Plan for Dental Care with Rider A and C for each bargaining unit member only. Family membership may be secured at the expense of the bargaining unit member.

3. Life Insurance: \$50,000.00 for such employees (eligibility is 25 hours or more per week).

C. Union members may elect to participate in the long-term disability insurance plan as offered by the Board at the Union member's expense. All application and payroll withholding forms must be properly completed in conjunction with the policies of the insurance carrier and the Board.

D. Any employee who, has alternative employment based health insurance coverage elsewhere, and who at the time of employment or before the first day of the school year, elects in writing not to participate in all the insurance plans listed in Section B (1) through (4) of this Article shall receive, in lieu thereof, a total payment in the amount of \$700 (individual coverage); \$900 (individual plus one); or \$1,200 (family), to be paid in two equal installments, provided the individual is employed by the Board on that date:

1. First Installment, 50 per cent, payable the last day of the first pay period in December.

2. Second Installment, 50 per cent, payable the last day of the last pay period in June.

3. Employees hired after the beginning of the fiscal year electing not to participate in the insurance program shall receive a pro-rated amount.

This waiver option is not available to any employee whose alternative coverage is or becomes a pre-existing condition insurance plan, high risk pool or insurance exchange, such that or as to whom the waiver would expose the Board to any liability for reimbursement or payment of insurance claims to such PCIP, high risk pool or insurance exchange.

Members of the bargaining unit retiring under the provisions of the pension plan and between the ages of 55 and 65 may continue in the Health Insurance group plans of the Board of Education at the member's expense to the extent allowed by the carrier. When a retiree, becomes eligible for Medicare Part A all coverages will cease.

Employees hired subsequent to June 1, 1993 shall not be eligible to receive the insurance benefits set forth herein if their job either at time of hire or due to subsequent reduction of hours, is less than thirty (30) hours per week.

ARTICLE XII

Overtime and Weekend/Holiday Pay

- A. Employees shall be compensated for all assigned work, including work outside of regular assigned hours, as follows:
 - 1. Straight time will be paid for all hours worked up to and including forty (40) hours in a single work week.
 - 2. All work performed in excess of forty (40) hours in a single work week shall be paid at one and one-half (1-1/2) times the regular straight time rate.
- B. All work performed on weekends and holidays shall be paid at one and one-half (1-1/2) times the regular straight time rates.
- C. All overtime must be previously authorized by the Superintendent or building administrator.

ARTICLE XIII

Retirement Plan

- A. All employees who work thirty hours per week are eligible to participate in the Town of Madison Pension Plan, pursuant to the terms of that plan.
- B. The Board of Education will pay the entire cost of the Pension Plan for eligible employees. It is non-contributory.
- C. To apply for benefits, an eligible employee should make application at least one month prior to the date of his/her retirement.
- D. The Board shall provide a copy of said Pension Plan for any employee covered by this Agreement, on request. Said Pension Plan is also posted on the Board of Education's/ Town website: www.madison.k12.ct.us.
- E. Employees hired on or after October 15, 2019 shall not be eligible for participation in the Defined Benefit Pension as provided by the Town of Madison, but will instead be eligible to participate in a Defined Contribution Plan established by the Board.

The employees shall be automatically enrolled in the Defined Contribution Plan and required to contribute at least three percent (3%) of base annual income, but may contribute up to the maximum amount allowed by law. The Town shall match employee's contributions on a dollar for dollar basis up to a maximum of six percent (6%) of the employee's base annual income. Employees are immediately vested in their own contributions to the Defined Contribution Plan. However, employees are only vested in the Board matching contributions after five (5) years of

employment. If an employee leaves employment prior to reaching five (5) years, the Board matching contributions revert back to the Board. Employees may elect, in writing, to opt out from participation in the Defined Contribution Plan.

Employees shall not be eligible to take a loan from their Defined Contribution Plan. If the Board changes administrators of the plan, the parties shall engage in impact bargaining upon request of the Union.

ARTICLE XIV

Workers' Compensation

Whenever a member of the bargaining unit is absent from school as a result of injury or assault arising out of and in the course of his/her employment and for which workers' compensation benefits for temporary disability are due and payable, he/she shall be paid his/her full net hourly wage rate for the period of such absence less the amount of the workers' compensation for said period up to a maximum of one (1) year. Such absence will not be charged to his/her annual or accumulated sick leave.

ARTICLE XV

Rate Schedule

A. Hourly rates are set forth in the Appendix attached to the Agreement and made a part hereof.

B. Wage notifications are distributed to each employee prior to the first day of July, providing negotiations have been completed.

C. In addition, a longevity differential for service in Madison will be paid annually as follows:

After 5 years - \$500
After 10 years - \$700
After 15 years - \$900
After 20 years - \$1,000

Longevity will be paid in two installments. The first Installment will be the last day of the first pay period in December and the second Installment will be the last day of the last pay period in June.

“Service in Madison” within the meaning of Section C will only mean employment as members of the bargaining unit or in the bargaining unit represented by MAESS.

“Years of Service” within the meaning of Section C will only mean a school year of service in employment within the scope of the bargaining unit or in the bargaining unit

represented by MAESS and in which school year the employee has worked a minimum of 500 hours.

ARTICLE XVI

Duration

A. This Agreement shall take effect on upon ratification of the parties and remain in full force until the thirtieth day of June, 2025.

B. This Agreement shall not be altered, amended or changed except in writing, signed by both the Board of Education and the Union, which amendment shall be appended hereto and become a part thereof.

C. Either party may notify the other party in writing of its desire to bargain collectively with respect to the successor agreement, however, neither party shall be obligated to take part in any such collective bargaining session prior to one hundred and twenty (120) days before expiration hereof.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE CAUSED THIS AGREEMENT TO BE EXECUTED BY THEIR DULY AUTHORIZED REPRESENTATIVES THIS 7th DAY OF MARCH, 2023.

MADISON BOARD OF
EDUCATION

UPSEU / MADISON BOE NURSES

Signed copy on file at Central Office

BY: _____

BY: _____

DATE: _____

DATE: _____

BY: _____

DATE: _____

APPENDIX A

2022-2025 WAGE SCHEDULE

	2022-23	2023-24	2024-25
1	\$36.14		
2	\$36.86	\$37.14	
3	\$37.60	\$37.88	\$38.16
4	\$38.35	\$38.64	\$38.93
5	\$39.21	\$39.50	\$39.80
6	\$40.09	\$40.39	\$40.69
7	\$40.99	\$41.30	\$41.61
8	\$42.01	\$42.33	\$42.65
9	\$43.06	\$43.38	\$43.71
10	\$44.14	\$44.47	\$44.80

2022-2023: Step Movement; retroactive to July 1, 2022.

2023-2024: Step Movement

2024-2025: Step Movement

Your summary of benefits

APPENDIX B HSA PLAN



Anthem® Blue Cross and Blue Shield

Your Plan: TOWN OF MADISON (Non Med Wrap): Anthem Century Preferred PPO HSA PS CSV NE

Your Network: Century Preferred

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Overall Deductible	\$2,000 person / \$4,000 family	\$2,000 person / \$4,000 family
Out-of-Pocket Limit	\$3,000 person / \$6,000 family	\$4,000 person / \$8,000 family
<p>The family deductible and out-of-pocket maximum are non-embedded, meaning the cost shares of all family members apply to one shared family deductible and one shared family out-of-pocket maximum. The per person deductible and per person out-of-pocket maximum only apply to individuals enrolled under single coverage.</p> <p>Your copays, coinsurance and deductible count toward your out of pocket amount(s).</p> <p>In-network and out-of-network deductibles and out-of-pocket maximum amounts are combined and accumulate toward each other.</p>		
Preventive Care / Screening / Immunization	No charge	30% coinsurance after deductible is met
<u>Virtual Care (Telemedicine / Telehealth Visits)</u> Virtual Visits - Online visits with Doctors who also provide services in person Primary Care (PCP) Mental Health and Substance Abuse care Specialist	0% coinsurance after deductible is met 0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met 30% coinsurance after deductible is met
Medical Chats and Virtual (Video) Visits for Primary Care from our Online Provider K Health, through its affiliated Provider groups	No charge	

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Questions: (888) 224-4896 or visit us at www.anthem.com

CT/LG/TOWN OF MADISON (Non Med Wrap): Anthem Century Preferred PPO HSA PS CSV NE/62TK/07-01-2022

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<p>Virtual Visits from Online Provider LiveHealth Online via www.livehealthonline.com; our mobile app, website or Anthem-enabled device</p> <p>Primary Care (PCP) and Mental Health and Substance Abuse</p> <p>Specialist Care</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	
<p><u>Visits in an Office</u></p> <p>Primary Care (PCP)</p> <p>Specialist Care</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>
<p><u>Other Practitioner Visits</u></p> <p>Routine Maternity Care (Prenatal and Postnatal)</p> <p>Retail Health Clinic</p> <p>Manipulation Therapy <i>Coverage for rehabilitative and habilitative physical therapy, occupational therapy, speech therapy, and manipulative treatment is limited to 50 visits combined per benefit period.</i></p> <p>Acupuncture</p>	<p>No charge</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>
<p><u>Other Services in an Office</u></p> <p>Allergy Testing</p> <p>Chemo/Radiation Therapy</p> <p>Dialysis/Hemodialysis</p> <p>Prescription Drugs <i>Dispensed in the office</i></p> <p>Surgery</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<p><u>Diagnostic Services</u> Lab</p> <p>Office</p> <p>Freestanding/Site of Service Lab</p> <p>Outpatient Hospital</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>
<p>X-Ray</p> <p>Office</p> <p>Freestanding/Site of Service Radiology Center</p> <p>Outpatient Hospital</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>
<p>Advanced Diagnostic Imaging <i>for example: MRI, PET and CAT scans</i></p> <p>Office</p> <p>Freestanding/Site of Service Radiology Center</p> <p>Outpatient Hospital</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p> <p>30% coinsurance after deductible is met</p>
<p><u>Emergency and Urgent Care</u></p> <p>Urgent Care</p> <p>Emergency Room Facility Services</p> <p>Emergency Room Doctor and Other Services</p> <p>Ambulance</p>	<p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p> <p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p> <p>Covered as In-Network</p> <p>Covered as In-Network</p> <p>Covered as In-Network</p>
<p><u>Outpatient Mental Health and Substance Abuse</u></p> <p>Doctor Office Visit</p>	<p>0% coinsurance after deductible is met</p>	<p>30% coinsurance after deductible is met</p>

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Facility Visit Facility Fees Doctor Services	0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met
<u>Outpatient Surgery</u> Facility Fees Hospital Freestanding Surgical Center Doctor and Other Services Hospital Freestanding Surgical Center	0% coinsurance after deductible is met 0% coinsurance after deductible is met 0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met 30% coinsurance after deductible is met 30% coinsurance after deductible is met
<u>Hospital (Including Maternity, Mental Health and Substance Abuse)</u> Facility Fees Doctor and other services	0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met
<u>Recovery & Rehabilitation</u> Home Health Care <i>Coverage is limited to 200 visits per benefit period.</i>	0% coinsurance after deductible is met	25% coinsurance after deductible is met
Rehabilitation services <i>Coverage for rehabilitative and habilitative physical therapy, occupational therapy, speech therapy, and manipulative treatment is limited to 50 visits combined per benefit period.</i> Office Outpatient Hospital	0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Cardiac rehabilitation Office Outpatient Hospital	0% coinsurance after deductible is met 0% coinsurance after deductible is met	30% coinsurance after deductible is met 30% coinsurance after deductible is met
Skilled Nursing Care (facility) <i>Coverage is limited to 120 days per benefit period.</i>	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Inpatient Hospice	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Durable Medical Equipment	0% coinsurance after deductible is met	30% coinsurance after deductible is met
Prosthetic Devices <i>Coverage for wigs is limited to 1 item after cancer treatment per benefit period.</i>	0% coinsurance after deductible is met	30% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use a Non-Network Pharmacy
Pharmacy Deductible	Combined with In-Network medical deductible	Combined with Non-Network medical deductible
Pharmacy Out-of-Pocket Limit	Combined with In-Network medical out-of-pocket limit	Combined with Non-Network medical out-of-pocket limit
Prescription Drug Coverage <i>Cost shares for drugs included on the National drug list appear below. Your plan uses the Base Network. If you select a brand name drug when a generic drug is available, additional cost sharing amounts may apply.</i>		
Home Delivery Pharmacy <i>Maintenance medication are available through Home Delivery Pharmacy. You will need to call us on the number on your ID card to sign up when you first use the service.</i>		
Tier 1 - Typically Generic <i>Per 30 day supply (retail pharmacy). Per 90 day supply (home delivery).</i>	\$10 copay per prescription after deductible is met (retail and home delivery)	30% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 2 – Typically Preferred Brand <i>Per 30 day supply (retail pharmacy). Per 90 day supply (home delivery).</i>	\$25 copay per prescription after deductible is met	30% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use a Non-Network Pharmacy
	(retail) and \$50 copay per prescription after deductible is met (home delivery)	(retail) and Not covered (home delivery)
Tier 3 - Typically Non-Preferred Brand/Specialty Drugs <i>Per 30 day supply (retail pharmacy). Per 90 day supply (home delivery). Per 30 day (specialty pharmacy).</i>	\$40 copay per prescription after deductible is met (retail) and \$80 copay per prescription after deductible is met (home delivery)	30% coinsurance after deductible is met (retail) and Not covered (home delivery)

Covered Vision Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<i>This is a brief outline of your vision coverage. Adult and children's vision services count towards your out of pocket limit.</i>		
Child Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	30% coinsurance after deductible is met
Adult Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	30% coinsurance after deductible is met

Notes:

- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under “Outpatient Facility Services”.
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.