CONTRACT

between

EAST GREENWICH EDUCATION ASSOCIATION
NEARI/NEA

and

EAST GREENWICH SCHOOL COMMITTEE

SEPTEMBER 1, 2025 to AUGUST 31, 2028

INDEX

ARTICLE		PAGE
I	General	1
II	Teaching Hours and Teaching Load	3
III	Duties Responsibilities of Team Leaders at Cole Middle School	9
IV	Class Size	10
V	Promotions	12
VI	Certified Teacher Vacancy Hirings and Transfers	14
VII	Seniority/Layoffs/Recalls	18
VIII	Teacher Absences	20
IX	Extended Leaves of Absences	24
X	Sabbatical Leave	26
XI	Protection	27
XII	Personal Injury	27
XIII	Teacher Evaluation	28
XIV	Department Heads	29
XV	Teacher Files	32
XVI	Specialists	33
XVII	Association Rights	33
XVIII	Grievance Procedure	34
XIX	Mentoring	37
XX	Teacher Facilities and Materials	38
XXI	Saving Clause	39
XXII	Professional Employment Outside of Regular School Hours	39
XXIII	Teachers' Programs	39
XXIV	Duration	40

Appendix A – Teachers' Basic Salary Schedule	42
Appendix B – Basic Above Scheduled Payments	50
Appendix C – Salary Schedule, Detention, Department Heads	54
Appendix D – Health Insurance	55
Appendix E – Travel Reimbursement	57
Appendix F – Deductions	57
Appendix G – School Reconfiguration	57

ARTICLE I
GENERAL

1-1 This Agreement is negotiated by and between the East Greenwich School Committee (the "School Committee") and the East Greenwich Education Association/National Education Association Rhode Island/National Education Association (EGEA/NEARI/NEA) (hereinafter referred to as the "Association") under the School Teachers' Arbitration Act, Title 28, Section 9.3 of the General Laws of Rhode Island.

1-2 Subject to the provisions of the School Teachers' Arbitration Act, the School Committee agrees not to negotiate with any teacher organization other than the Association for the duration of this Agreement.

1-3 Despite reference herein to the School Committee or the Association as such, each reserves the right to act hereunder by committee, individual member, or designated representative, professional or lay, whether or not a member. Each party will provide to the other, upon request, satisfactory evidence (such as official minutes or certificates of resolutions) of authority so to act.

1-4 **Management Rights**

The Association recognizes that the School Committee has the responsibility and authority to manage, direct and supervise all of the operations and activities of the school district granted by applicable federal and Rhode Island state law, including but not limited to R.I. Gen. Laws §16-2-9 and §16-2-11, except to the extent that the exercise of such power is limited, modified or amended by any provision in this agreement. The School Committee has the right to hire, layoff, promote, transfer, assign, fire for just cause and determine the educational policies except where limited by the provisions of this agreement, and the right to promulgate reasonable rules and policies in the exercise of its authority. Nothing herein shall abrogate or impair the responsibilities imposed by law upon the School Committee, the Superintendent or the East Greenwich School District (the "District") administrators under the Education Accountability Act, R.I. Gen. Laws §§ 16-2-11.1, 16-53.1-1, *et seq.*, and 16-97.1-1, *et seq.*

1-5 Subject to and in accordance with the School Teachers' Arbitration Act, the School Committee hereby recognizes the Association as the exclusive representative of all certified professional employees (other than temporary substitutes) of the District below the rank of assistant principal. Unless otherwise indicated, the employees in the above unit will be hereinafter referred to as "teachers." The Association agrees to represent equally all teachers without regard to membership or participation in the Association, subject to the dictates of the United States Supreme Court decision of *Janus v. AFSCME*, decided June 27, 2018.

1-6 Neither the School Committee nor the Association shall unlawfully discriminate against any employee in the bargaining unit because of such employee's race, color, creed, national or ethnic origin, gender, genetic information, religion,

disability, age, sexual orientation, gender identity or expression, marital status, citizenship status, or status as a special disabled veteran, Vietnam Era veteran, or any other veteran who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized, except in those special circumstances permitted or mandated by law. The School Committee and the Association affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, mindful that the public interest is enhanced with full utilization of each employee's skill and ability without regard to the above-cited factors.

1-7 It is hereby agreed that any alteration or modification of this Agreement shall be binding upon the parties hereto only if such changes are agreed to in writing by the Association and the School Committee.

1.8 **Association Dues**

Membership in any employee organization may be determined by each individual employee. Members of the Association shall pay dues, fees, and assessments as determined by the Association. The Association shall provide the School Committee with a list of all current bargaining unit members who wish to continue to authorize the deduction of dues. For any employee hired after July 1, 2019 the Association shall provide to the School Committee a document signed by the employee authorizing the dues deduction. Such deductions shall be in equal amounts, weekly, bi-weekly or otherwise, as the frequency of the pay period may require. Funds deducted pursuant to such authorizations will be transmitted promptly to the Association. Deductions will be in the amount specified in writing by the Association President and/or Treasurer.

The School Committee shall give written notice to the President of the Association of all new employees within the bargaining unit who become eligible for membership in the local. Said notice shall include the employee's name, address, and date of hire. The School Committee and Association shall jointly sponsor an unpaid organization meeting in August for all new hires. This meeting may include participation from mentor coordinators and shall serve as a comprehensive onboarding session during which all East Greenwich Public Schools and Association documentation will be completed. The orientation will also feature a collaborative welcome message and emphasize a unified approach to supporting and integrating new employees into the school community.

The School Committee will discontinue such deductions if notified by the Association in writing and the School Committee receives the authorization set forth above. In the event the School Committee receives such notification by an employee without first being notified by the Association, it shall refer the employee to the Association. The Association is fully responsible for any objection by an employee regarding their dues, fees, and assessments deduction.

The Association shall indemnify and save the School Committee harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the School Committee in reliance upon the

Association's representation that its dues, fees, and assessments have been lawfully increased and in accordance with the Association's Constitution and By-Laws or for the purpose of complying with any of the provisions of this Article.

ARTICLE II
TEACHING HOURS AND TEACHING LOAD

2-1 The School Committee and the Association agree that the professional staff is and should continue to be a major source of development and innovation in improving the educational programs carried on in the schools. The parties further agree that teachers may be called upon to participate in activities directed toward the development, improvements and implementation of such programs, toward the evaluation of existing programs, toward the devising, testing and introduction of new programs, and toward research in pertinent educational and related areas. The School Committee and the Association also recognize and agree that the teachers' responsibilities to their students and their profession generally entails the performance of duties and the expenditure of time beyond the normal working day, but that teachers are entitled to regular time and work schedules on which they can rely in the ordinary course of the day and which will be fairly and evenly maintained to the extent possible throughout the school system. Therefore, except in emergencies requiring short term action, and without prejudice to voluntary professional service above and beyond contract requirements as aforesaid, the following schedules are hereby adopted.

2-2 **Work Day**

The normal school day for all classroom teachers and other certified personnel on the classroom teacher salary schedule shall be no longer than six (6) hours and forty-five (45) minutes for elementary teachers and six (6) hours and forty-five (45) minutes for secondary teachers except as specified in other sections of this Agreement. Said workday shall include a total of at least fourteen (14) minutes allocated at the Superintendent's discretion before the beginning of the students' school day and after the end of the students' school day. In the event that the school calendar is changed to a one hundred and eighty days school year for students, the teacher workday shall include a total of at least twenty (20) minutes allocated at the Superintendent's discretion before the beginning of the students' school day and after the end of the students' school day.

2-3 **Work Year**

2-3.1 The work year for teachers will be one hundred eighty- four (184) workdays. There shall be a Professional Development Committee composed of three (3) persons appointed by the Superintendent and three (3) persons appointed by the President of the Association which shall be responsible for scheduling, planning, and arranging all professional development programs. The District will use its best efforts to provide professional development opportunities that span all building-level and district-wide bargaining unit members, that are aligned with District goals, in an equitable fashion.

2-3.2 The first day of the work year shall be the day previous to the opening of classes.

2-3.3 On that day teachers will be required to attend various meetings and new teachers may also be required to attend additional orientation sessions.

2-3.4 Teachers further agree to perform all end-of-year "check list" administrative duties at times that do not interfere with other contractual obligations under this agreement.

2-3.5 The Superintendent shall consult with the Association President when the calendar for the upcoming school year is being prepared. Normally, the calendar shall be posted or distributed on or before June 1 of the prior school year.

2-3.6 The Superintendent will inform teachers of each school's start and end time on or before the close of the prior school year, subject to any changes necessitated by the results of the approval of the town budget.

2-4 **Before and After School Meetings**

If deemed necessary by the administration, teachers may be required to attend within a reasonable time before students' school day or after dismissal of the students for up to one (1) hour each of the following staff meetings:

2-4.1 One (1) day of each month - Departmental and/or Curriculum meetings or other meetings authorized by the Superintendent of Schools.

2-4.2 One (1) day of each month - Building meetings called by the school principal.

2-4.3 Whenever a regular meeting is scheduled, an agenda for said meeting shall be provided to teachers at least one hour (1) prior to the closing of school on the prior school day.

2-4.4 Any meeting not given one (1) day notice of agenda shall be deemed a voluntary meeting.

2-5 Teachers may be required to meet with parents at a time mutually agreeable to parent, teacher and principal. Teachers will attend one (1) open house a year. Parent conferences scheduled in conflict with teacher commitments may be rescheduled at a mutually convenient time after consultation with the building principal. In the event that conditions warrant an alternative format, open house and/or parent conferences may be conducted in a virtual format, which determination shall be made at the sole discretion of the building principal.

2-6 **Further Working Conditions**

2-6.1 All teachers shall have a continuous duty-free lunch period equal in length and

simultaneous with the lunch periods established at the school.

2-6.2 All secondary school teachers shall in addition to their lunch period have at least (6) full planning periods per 6-day school cycle during which they shall not be assigned to any other duties. Such time shall be exclusive of the time before or after the students' school day.

2-6.2a During the 2025-2026 school year, a joint labor-management working group shall commence to explore changing secondary teacher schedules to include one (1) planning period per day beginning in the 2026-2027 school year.

High School teacher schedules shall comply with the following:

Teaching Time	• 20 class periods per 6 school day cycle
Planning /Preparation Time	• 6 full class periods per 6 school day cycle
Common Planning Time	• 1 full class period per 6 school day cycle for Department CPT • One 30-minute building Common Planning Time each Wednesday
Duty Time	• 1 full period per 6 school day cycle
Advisory	• Two full class periods (advisories) per 6 school day cycle
Length	• All duty, planning, advisories and class periods average 68 minutes Monday, Tuesday, Thursday and Friday and 61 minutes on Wednesday

2-6.2b Middle School teacher schedules shall comply with the following:

Core Teachers (ELA, Math, SS, Science)	4 Classes per day
	250 mins/week CPT
	250 mins/week Planning time
	250 mins/week Advisory/Lancer Learning
Unified Arts, Off Team, and Special Educators	5 Classes per day
	250 mins/week CPT
	250 mins/week Planning

2-6.3 During the 2025-2026 school year, a joint labor-management working group shall commence to explore changing elementary school teacher schedules to include one forty (40) minute consecutive planning period per

day and thirty (30) minutes of consecutive CPT per day.

All elementary teachers shall, in addition to their lunch period, have at least two hundred minutes of preparation time each week during which they shall not be assigned to any other duties. Such time shall be exclusive of the time before or after the students' school day and passing time. In addition, to the extent possible, all elementary teachers shall have common planning time of thirty (30) minutes per day.

Notwithstanding the language of 2-6.2 and 2-6.3, Elementary, Middle, and High School Teachers may volunteer to cover a class of an absent teacher at the rate of forty-two ($42.00) dollars per class period at the elementary and middle levels and fifty ($50.00) dollars per class period at the high school.

Secondary teachers on duty shall cover classes of absent teachers prior to any teacher volunteering to cover during a preparation period. At the beginning of each school year, building administrators shall ask teachers to opt in to a class coverage volunteer list. Teachers on said list shall be given first priority to cover classes. In the event that no teacher volunteers to cover a class, teachers may be assigned to cover a class by seniority, with the least senior teacher being assigned first, on a rotating basis.

With the exception of the last quarter, teachers shall have five school days after the end of the quarter to post grades. Distribution shall be thereafter. With respect to the fourth quarter, such grades shall be posted by the last day of school.

2-6.4 **Duties**

Duties will include hall duty and class coverage. Additionally, other duties may be mutually agreed upon and confirmed in writing by the teachers involved, the Association, and the School Committee. At the high school, teachers, except exempt teachers listed in Article II, will have one duty per 6-day class rotation as determined by administrators based on building needs.

Student Lunches

High School Staff, (with the exception of nurses, school psychologists, school social workers, ESL teachers and any other itinerants) agree to be present in the cafeteria during one of the lunch blocks (25 minutes) over the 6-day class rotation. All staff will have the option to select a lunch block at the beginning of the school year. At the conclusion of this process, any unassigned staff will be placed by administration to ensure a minimum of three (3) faculty members per lunch block.

Common Planning Time

A key to successful teaching and learning at the high school is the ability for

teams of teachers to get time to meet in order to discuss students, instructional and curricular concerns. Common Planning Time at the high school will be scheduled as one period every six days. Common planning time should be devoted exclusively to discuss students, instructional and curricular concerns. Common Planning Time will not be considered a duty and teachers will not forfeit their scheduled Common Planning Time.

Advisories

The East Greenwich High School Advisory Program will consist of groups of 10-15 students of the same grade level assigned to the same advisor (when possible) for each of the four years of their tenure. These advisors are essential to helping all students remove obstacles, handle adversity, stay focused and access outside help if needed. Members of the Association are considered advisors with the exception of the following positions: school nurse, school psychologist, social worker, occupational therapist, physical therapist, and teachers whose responsibilities cover more than two schools in the district. Advisors will not be required to evaluate and/or assess students assigned to their advisory. Additionally, advisory is not a time for a teacher to be observed for evaluative purposes. If a teacher works at both the middle school and the high school they should be assigned an advisory at one building only. Advisory will not be part of the formal Teacher Evaluation Process.

Further Working Conditions

2-6.5 Teachers may volunteer to cover a class of an absent teacher at the rates of:
$42.00 for a class at the Middle School & Elementary Level
$50.00 for a class at the High School

2-6.6 Scheduling at the secondary level may be amended by vote of a simple majority of the votes cast at a faculty meeting scheduled for that purpose provided, however, that no such amendment shall change the aggregate minutes.

2-6.7 High school teachers shall write letters of recommendation for students who request such letters. Teachers shall determine the number of students for whom they will write letters of recommendation.

2-6.8 Secondary school teachers shall not be required to teach in more than two (2) departments nor to make more than a total of three (3) teaching preparations. A lab associated with a class, such as Algebra I with lab, shall not be considered an additional preparation. Two or more classes taught in a specific area in one period shall only be considered one preparation, if agreed to in writing by a member of District Administration, Member, and the Union President.

Teachers may upon request accept more than three (3) preparations providing that this Agreement can be mutually reached and confirmed in writing by the

teachers involved, the Association, and the School Committee. Any agreements made will be for a one (1) year period only and will be subject to review and possible renewal each year prior to the development of the teachers' schedule. Approval by the Association shall not be unreasonably withheld.

2-6.9 Assignments to extra-curricular activities or clubs shall be voluntary, and compensation for such extra-curricular activities or clubs shall be determined in accordance with Appendix B to this Agreement.

2-6.10 **Detention**

a. Administrators shall set up standardized procedures and guidelines for assigning detention control of detention rooms after discussion with all teachers.

b. Detention periods shall be handled by three (3) to five (5) teachers who would be strong disciplinarians appointed by the principals.

c. Teachers covering detention rooms shall be compensated according to the rate in Appendix C.

2-6.11 When any other teacher is in charge of an elementary school teacher's class, the regular teacher may be absent from the classroom for the entire period. This period is to be considered a preparation period for the classroom teacher.

2-6.12 Teachers may be permitted to leave the school premises during the normal school day with the approval of the principal or their designee. During the duty-free lunch period, a teacher may leave the building after notifying the principal's office.

2-6.13 A teacher will not be required to forfeit their preparation period.

2-6.14 The School Committee and the Association acknowledge that a teacher's primary responsibility is to teach, and that their energy should, to the extent possible, be utilized to this end. Therefore, the School Committee agrees to eliminate for teachers in the elementary schools the non-teaching duty of supervision of cafeterias, morning and afternoon supervision of bus arrivals and departures. The School Committee further agrees to eliminate the necessity for teachers to calculate state attendance registers and to tabulate money from students for non-educational purposes. The School Committee further agrees to continue to make every effort to replace the non-teaching duty of playground supervision. No teacher shall be required to duplicate instructional or other materials.

2-6.15 Health services such as administering eye and ear examinations and weighing and measuring pupils shall not be performed by the classroom teacher.

The Advisory Program instituted at Cole Middle School in the 2008-2009

school year shall remain in effect for the duration of the agreement, such that those participants shall meet once weekly for a twenty-five (25) minute duration. Teachers who participate in this program will not be required to work morning duty.

Teachers at all schools shall, make themselves available one (1) hour weekly, one half (1/2) hour of which may be before school to provide academic assistance to any student who is identified by a teacher as needing help or if such student requests such assistance. Extra help scheduling shall be determined by the teacher.

ARTICLE III
DUTIES RESPONSIBILITIES OF TEAM LEADERS AT COLE MIDDLE SCHOOL

3-1 Selection: After discussion with the Principal, the teachers on each team shall elect a Team Leader for a two (2) year term via a majority vote. Team Leaders may succeed themselves. When more than two (2) persons are nominated and no majority exists, the process will continue for two (2) votes. If no candidate receives a majority, the Principal will select the Team leader from the candidates.

3-1.1 Recommended Qualifications:
Tenured teacher in the district with minimum of one year at Cole MS.
Team Leader must be a CORE team teacher or Special Education teacher on the team. Department Heads shall not hold positions of Team Leader.

A. Major Area of Responsibility:
The Team Leader will have the following duties and responsibilities:

1. Assist in fostering a positive, cooperative climate in the team.
2. Direct/Coordinate/Plan productive meetings during Common Planning Time.
3. Assist, encourage student/teacher/parent communication.
4. Orient new members to the team.
5. Liaisons between core team, specialists, building and district administration.
6. Encourage/aid in the development and coordination of interdisciplinary units.
7. Encourage/aid in using varied best practices to meet students' needs within the team.
8. Together, Team Leaders will participate in a monthly meeting to

ensure teams are working together toward the goals of the school.

9. The Team Leader will create an agenda for Common Planning Time and provide for the taking of minutes.

B. Stipend: Team Leaders will be compensated via the following: $2,200.00; this will be included in the teachers' regular pay.

C. Duties: Team Leaders shall not be assigned any contractual supervisory duties. (Team Common Planning time will not be considered a supervisory duty.)

D. There shall be two Middle School Unified Arts Team Leaders. Assignments among the Team Leaders shall be equitably distributed. Middle School Unified Arts Team Leader shall be responsible for the following departments:

- Music
- Tech Education
- Art
- Industrial Arts
- Librarian
- Foreign Language
- Consumer Science
- Reading

3-2 **Common Planning Time**

A key to the successful implementation of the middle school model and philosophy at Cole is the ability for team teachers to have the time to meet in order to discuss students, instructional concerns and curricular concerns. Common planning time will be scheduled as a period during the day and will have a time allocation of three (3) periods a week, equal to that of the student's schedule. Common Planning Time shall be led by the Team Leader and must be devoted exclusively to discuss students and instructional and curricular concerns. Common Planning Time will not be considered a duty and teachers will not forfeit their scheduled common planning time.

ARTICLE IV
CLASS SIZE

4-1 Class size shall be determined as follows:

4-1.1 Beginning in the 2026-27 school year, in grades K-3, the size of the classes shall be twenty-two (22) pupils per class and in grades 4-5 shall be twenty-seven (27) pupils per class. If a K-5 class size exceeds the maximum number of students as stated above, the classroom teacher shall be compensated twenty-five ($25) dollars per day. No K-3 classroom shall exceed twenty-three (23) students. No 4-5 classroom shall exceed twenty-eight (28) students.

4-1.2 There shall be an equal distribution of such additional students among teachers in each grade level within a school.

4-1.3 Beginning in the 2026-27 school year, secondary school classes, with the exception of physical education classes, shall not exceed twenty-eight (28) pupils per class. If a secondary class exceeds twenty-eight pupils, the classroom teacher shall be compensated five ($5) dollars per class period per student.

4-1.4 Classes containing concentrations of disadvantaged pupils shall be reduced in size as rapidly as practicable to a number which permits an optimum learning environment for such pupils.

4-1.5 No regular classroom teacher shall be assigned the class responsibility for more than one hundred twenty-five (125) students regardless of the size of their classes. This number shall be proportionately reduced for teachers with fewer than five (5) regular classes.

4-1.6 Secondary physical education teachers shall not be assigned a class responsibility of more than two hundred fifty (250) students regardless of individual class size. In the event of a true small scale scheduling difficulty, class responsibility for secondary physical education teachers shall not exceed two hundred sixty (260) students.

4-2 Class size limits may be exceeded for the purposes of innovation and/or experimentation upon consultation among the administration, the teachers involved, and the Association. This would include music performance ensembles. The parties support innovative scheduling and curricular specialization as well as reasonable flexibility in grouping or regrouping necessary to such experimentation or specialization.

4-3 Class size limits may be exceeded in the elementary physical education, health, art, music, and library classes by the addition of no more than four (4) students per class.

4-4 Middle School Class Size

For the duration of this Agreement, section 4-4 of the CBA shall be amended to reflect that the four core subjects for 6th and 7th graders will meet five times per week, while 8th graders will retain the existing schedule of five classes over four days. A sample of the weekly teaching blocks, inclusive of individual teacher planning time, common planning time and Lancer learning time is appended hereto as *Exhibit 1*.

For the duration of this Agreement, section 2-6.2b shall be amended to reflect overall weekly teaching time as 1060 minutes, weekly planning time of 265 minutes, weekly

common planning time of 212 minutes, weekly homeroom/advisory of 50 minutes and weekly Lancer learning time of 100-125 minutes, as depicted in *Exhibit 2*. This provision only applies to faculty for 6th and 7th grade team teachers.

The overall class load for each core subject matter teacher shall not exceed 112, and no individual class shall exceed twenty-eight (28) students. If a secondary class exceeds twenty-eight pupils, the classroom teacher shall be compensated five ($5) dollars per class period per student.

4-5 Consistent with its current practices, the District shall collaborate with all District-wide specialists identified in Article XVIII during the first month of the school year to provide, as may be reasonably necessary in the determination of the District, that each specialist's work and case load is evenly distributed among students and school buildings so as not to unduly burden the employee and to comply with the District's commitment under Policy number 8515 to all students serviced by the specialist.

ARTICLE V
PROMOTIONS

5-1 Promotional positions are defined as follows:
Positions paying a salary differential and/or position on the supervisory level.

5-1.1 All promotional vacancies shall be open only to current teachers, except as noted in 5-3. A notice shall be posted electronically in every school and sent via a District-wide employee email clearly setting forth a description of the qualifications for the position, the duties and salary and the closing date of application.

5-1.2 Such notices shall be posted a minimum of ten (10) days if such vacancy occurs while school is not in session (summer, winter and spring breaks) and a minimum of five (5) days if such vacancy occurs while school is in session, unless otherwise agreed to by the parties.

5-1.3 Teachers who desire to apply for such vacancies shall submit their applications in writing to the Superintendent or their authorized agent within the time specified in the notice.

5-1.4 Applicants for promotional positions shall participate in the criteria-based hiring process.

Criteria

A. Leadership/Management Skills, Content Knowledge and Pedagogy: educational background, expertise and success in teaching subject; (30%)

B. Achievement: shows a trend of excellence and concrete results in endeavors, including prior evaluations and recommendations from previous employer; (20%)

C. Critical thinking: analyzes situations thoroughly and generated effective strategies; (10%)

D. Communication skills: demonstrates effective written and oral skills; (10%)

E. Professional engagement: demonstrates professionalism as evidenced by previous experience, evaluations and recommendations, evaluation is based numerically; (10%)

F. Work Experience as a teacher (20%)

- In the event two or more internal candidates are competing for a position and have achieved scores within 10% of the highest score on Competencies A through F above, then work experience within the East Greenwich School District shall govern rank order.

5-1.5 If a promotional vacancy becomes available after the end of the regular school year but before the beginning of the fall semester teachers will be notified electronically of the vacancy.

5-2 Unsuccessful candidates from within the school system shall receive notification in writing of their not being selected and shall have the right, upon request, to meet with the Superintendent to ascertain the reasons for such unsuccessful candidacy.

5-3 Except as provided in Article XV, no promotional position occupied or to be occupied by an employee covered by this Agreement will be created or abolished without thirty (30) days prior written notice to the Association and without affording the Association, if it desires to do so, the opportunity to discuss the proposed action during the thirty (30) day notice period. Notice, in the case of a creation of a new position, will include a description of the duties to be performed and the compensation proposed by the School Committee. During discussion, the School Committee will entertain, in good faith, any objections or suggestions made by the Association before making a final decision on the position under consideration. In the case of the creation of new positions, if the Association objects to the compensation proposed by the School Committee, it may submit the question of compensation to arbitration in accordance with the provisions of Article XX. Arbitration shall not delay the filling of the position, but the compensation awarded by the arbitrator shall be retroactive to the first day the position was filled.

In the event a promotional vacancy is cause by separation from the district and no internal candidate is qualified to assume the position based upon the CBH criteria above, the district may consider external candidates.

5-4 The use of the term "qualified" as used herein shall mean that the candidate shall achieve an average score of 3.0 or greater on each of the three content areas of Criteria A of Section 5-1.4.

ARTICLE VI
CERTIFIED TEACHER VACANCY HIRINGS AND TRANSFERS

6.1 **Criteria Based Hiring Process**

Recruitment and hiring shall be based on meeting job-specific qualifications, state certification requirements as well as any other requirement specific to the District.

Teacher assignments shall be based on the certifications, knowledge, skills, abilities, past performance, evaluations, relevant professional experience and other criteria to determine the best qualified person for the assignment. If two or more applicants are deemed by the Superintendent to be equally qualified, seniority in the District shall govern the assignment.

A "vacancy" or "vacant position" as used in this Agreement is defined as the availability of a position caused by death, resignation, retirement, promotion, discharge, creation of a position or transfer.

Unless otherwise prohibited or restricted by law, at the discretion of the Superintendent, and in conjunction with the Association, the District may conduct a job placement meeting prior to the end of the school year to fill all known vacancies for the following year. *This paragraph is not intended to replace the criteria used for job placement under this Article.*

6.2 **Process to be Used to Fill Vacancies:**

6.2.1 **Notice**

All vacant positions will be posted internally school, and sent via a District-wide employee email, for a period of five (5) district workdays on the school district's automated application software program known as SchoolSpring, or any other program that may replace such system ("SchoolSpring"). The term "district work days" as used in this Agreement shall mean work days in which the East Greenwich School District administrative offices are open for business. Teachers desiring to apply for any such vacancy shall notify the Superintendent in writing no later than five (5) school district workdays after the vacancies are posted. Known vacancies shall be posted by May 15 and the process to fill known vacancies shall be filled with internal candidates on or before June 30. Following June 30, any remaining vacancies after the transfer process has been completed shall be posted internally as well as externally and filled using the selection process of section 3(i)(ii) and (iii) described below. Any new positions which become available prior to the beginning of the school year shall be posted internally and externally and filled internally first and in accordance with the hiring process identified in paragraph 2 (First Round) below.

6.2.2

a. The job placement meeting will allow members who quality (see "Qualifications for Applicants" below) to indicate interest for open positions throughout the district as allowed by their appropriate certification. Any members who hold multiple certifications and wish to apply for a position outside of their certification in which they have worked in East Greenwich Public Schools will need to interview for the desired position as part of the external application process. (See qualification and process in 6.2.3).

b. 1st Round: Members will have the opportunity to submit their name via Google Doc for vacancy shown; most senior, qualified, certificated teacher will be awarded for the position; all submissions will be reviewed by the superintendent and EGEA president and vice president.

c. 2nd Round: At the conclusion of the Round 1 vacancy process, those positions in the district that have become vacant as a result of an awarded Round 1 position will then become a known vacancy, as part of the 2nd round placement process.

d. Subsequent rounds will be added as needed.

Qualifications for Applicants:
1. The teacher must possess a current certification for the position.
2. A teacher with a final effectiveness rating of developing and/or improvement plan is not eligible to participate in the job placement meeting.
3. Seniority shall govern the assignment if two or more applicants are determined to be equally qualified.
4. Long-term substitutes and one year only teachers are not eligible to participate in the placement meeting.
5. Teachers must have a position that is .6 FTE or greater to be eligible to participate in the placement meeting.

Please Note:
1. Displaced teachers must be awarded a position in their certification area. No job placement during the meeting can block a displaced teacher from securing a position.
2. If two teachers apply for the same position (i.e., elementary position) and one has the elementary certification and has been working using this certification, and the other teacher has a special ed certification and elementary certification, but has been working in special education and has never taught elementary school in East Greenwich, the teacher with the elementary certification (who has been working under this certification) would be awarded the position.
3. If a teacher has been employed with the district and served the district under different certifications successfully, they are eligible to apply for any open position under the certifications they used while employed in the district.
4. Teachers who wish to participate in the job placement meeting may still do so even if they did not apply internally using School Spring.
Teachers must be present (part of the virtual meeting) to participate in the job

placement meeting.

6.2.3 **Subsequent Rounds**

If the position is not filled following the job placement meeting above, the school district will fill positions in subsequent rounds with internal candidates using the CBH Process described below. The process is used internally when changing a certification or when a new type of position is created.

6.2.3i. **Interview and Selection Committee**

The Interview and Selection Committee (the "Selection Committee") will consist of no less than two (2) nor more than three (3) administrators for each vacant position, which in all cases shall include the building principal where the vacancy exists.

6.2.3ii. **Application Review and Criteria**

The Selection Committee will review all qualifying candidates to fill vacancies. All internal applicants meeting the posted qualifications will be interviewed. The Selection Committee will rank each application based upon the following qualifications:

Teacher Competencies/Criteria (for a total of up to 65 points broken down as follows):

6.2.3ii.a. Content knowledge and pedagogy: educational background, expertise and success in teaching subject (up to 20 points);

6.2.3ii.b. Critical thinking: analyzes situations thoroughly and generates effective strategies for solving problems (up to 15 points);

6.2.3ii.c. Communication skills: demonstrates effective written and oral skills (up to 10 points);

6.2.3ii.d. Professional engagement: demonstrates professionalism as evidenced by previous experience, evaluations and recommendations (up to 10 points)

6.2.3ii.e. Evaluations: Highly Effective-5 points; Effective-4 points; Developing-3points;

6.2.3ii.f. Seniority in the District

25 or more years	5 points
20-24 years	4 points

15-19 years	3 points
10-14 years	2 points
1-9 years	1 point

6.2.3.iii. Interviews and Endorsement of Candidates

After conducting interviews of qualified applicants, based on the Selection Committee's combined assessments of a-f above, the Selection Committee will recommend the candidate with the highest score to the Superintendent. In the event two or more applicants have the same score, length of service in the school district shall be the deciding factor.

6.3 **Appeals**

An internal candidate who has not been awarded a position may avail himself/herself of the grievance procedure.

6-4 Whenever feasible, any teacher who plans on retiring or resigning will notify the Office of the Superintendent by February 1 of the school year in which their retirement or resignation becomes effective.

6-5 A teacher hired to replace a teacher on leave is a teacher hired to fill a vacancy created (directly or indirectly) by a leave of absence. This position is temporary and has no right to recall to this exact position.

6-6 Positions held by teachers who have been notified of layoff are not vacancies to be posted as provided herein.

6-7 Vacancies for teachers on leave must be posted for ten days before they may be filled in accordance with Article VI.

6-8 The Committee and the Association recognize that some involuntary transfer of teachers from one (1) school to another or reassignment within a school is unavoidable, and that this practice should be based upon the educational needs of the school system, with due regard for the preferences of individual teachers and length of service of individual teachers.

6-9 Notice of involuntary transfer or reassignment shall be given to teachers no later than June 15 whenever possible. At any rate, thirty (30) days notice will be given. Any involuntary assignment or transfer will be implemented only after consultation between the teacher involved and a representative of the administration at which time the teacher will be notified of the reason in writing.

6-10 Teachers who will be affected by a change of assignment in the elementary or secondary grades will be notified and consulted by a member of the administration prior to June 15. Such changes will be voluntary as far as possible.

6-11 In arranging schedules for teachers who are assigned to more than one (1) school, an effort will be made to limit the amount of interschool travel. Such teachers will be

notified of any change in their schedules as soon as practicable.

6-12 Elementary teachers will not be required to teach either combination classes or split grades without prior agreement of the teachers concerned, except when no volunteers are available.

6-13 During the summer months, a vacancy must be posted as soon as possible, but no later than ten (10) district work days after notification to the Superintendent that a vacancy will occur.

6-14 A teacher hired subsequent to July 1, 1996 will be hired to teach in a specific area of certification and will not be eligible to transfer to another area of certification unless:

a. their inability to transfer by virtue of this paragraph would result in their layoff from active employment, in which case he/she shall be permitted the same rights afforded teachers hired prior to July 1, 1996 pursuant to 7-4.2 of this Agreement; or

b. there is a vacancy in a position in which he/she is certified which has not been filled from within the system, in which case he/she will be permitted to apply for the vacancy, will be granted an interview and will be considered with all other applicants.

6-15 Within the Science Department, teachers may be hired to teach in multiple science certifications upon notice in writing to the teacher and the Association. In such cases assignment to teach in any of the multiple certification areas shall be deemed to be within the certification for which hired for purposes of 6-7 hereof.

6-16. The Superintendent and the Union shall have the discretion to designate any particular vacancy as "hard to fill" after a position has been posted for thirty (30) days. The thirty (30) day posting period requirement may be waived in writing by both parties. If, and when, such a vacancy is subsequently filled, the Superintendent shall contact Association management and the Parties will negotiate the appropriate step to be assigned to the teacher filling the vacant position.

ARTICLE VII
SENIORITY/LAYOFFS/RECALLS

Seniority in the District will be predicated on the following:

7-1 Definition: Seniority is defined as the length of actual, continuous employment as a teacher within the school district beginning with the first day of work. A break in service of more than one (1) year shall void prior seniority except if the break in service is the result of a layoff, parental leave or authorized leave of absence.

7-1.1 The first day of work is defined as the initial time that a teacher is required to report for duty under the teacher contract.

7-1.2 Teachers hired to replace teachers on leave shall not accrue seniority and shall not be entitled to recall while employed in that capacity.

7-1.3 Seniority accrues regardless of assignment, position, program or area of certification within the teaching bargaining unit.

7-1.4. One year only positions do not have the right to recall to that position.

7-2 In the event that two (2) or more certified teachers have identical seniority status as defined above, the following criteria shall be used to determine respective individual seniority status:

Previous experience in the District:

a. As Teacher
b. As Daily Substitute

If the above criteria are not sufficient to break a tie, a lottery to determine rank order shall be conducted mutually by the President of the Association and Superintendent of Schools.

7-3 Seniority shall be terminated upon the following events: resignation, discharge for misconduct, unsatisfactory teaching performance or other just cause; failure to accept recall to a position consistent in percentage of time to their previous position as long as notice of recall is given before August 15; failure to return to work upon expiration of an authorized leave of absence without due and just cause.

7-4 **Layoff**

7-4.1 Layoff shall be defined as any reduction in force based upon reasons other than misconduct or performance.

7-4.2 Layoffs shall be in the inverse order of seniority within an affected area of certification, including whether a position requires a particular special education certification, CTE certification and/or ESL certification. To avoid layoff, a senior teacher shall replace the most junior teacher in any areas in which the senior teacher holds certification.

7-4.3 The School Committee shall rescind any layoff notices distributed for financial and budgetary reasons for positions which are determined to be funded after the finalization of the school budget and prior to the conclusion of the Criteria Based Hiring Process, when possible.

7-5 **Recall**

7-5.1 Teachers shall be recalled on the basis of seniority within an affected area of certification.

7-5.2 A teacher on notice of layoff shall be returned upon recall to their former position, so long as it exists.

7-5.3 When the School Committee intends to fill a position for which a laid off teacher has certification, the Superintendent shall notify the most senior laid off teacher in the area of certification. Those teachers who were not employed during the current school year shall be notified by certified mail, return receipt requested, at the last known address. The teacher will notify the Superintendent in writing of his or her intent to accept or reject the position with a period of fourteen (14) calendar days after receipt of notification.

7-5.4 If a notified teacher refuses to accept the position offered as stated in 7-5.3, or fails to respond to such notification within the above time limit, such teacher will lose all rights under this provision. Should this occur, the Superintendent will then notify the teacher with the next highest seniority in the area of certification of such vacancy, and the same procedure will apply.

ARTICLE VIII
TEACHER ABSENCES

All absences shall be reported on the District's electronic reporting software in effect at the time, in addition to any other written notification requirement set forth in this Article.

8-1 **Sick Leave and Personal Absences**

8-1.1 A teacher who is absent because of personal illness or illness of a person living in the teacher's household, shall upon written notice to the Superintendent, receive full salary for periods amounting to fifteen (15) working days a year. The unused days for the preceding years of service in the District shall be cumulative to a total of one hundred seventy (170) working days. Sick leave shall accrue on the first school day of each school year. Sick day entitlement at the start of any school year will be reduced by one (1) day for every twelve (12) days of voluntary leave without pay taken during the previous school year. Any employee who is absent because of personal illness for more than four (4) consecutive workdays shall be required to

provide a signed note from their physician/clinician upon their return evidencing the need for additional sick time.

8-1.2 The number of days of unused sick leave to which an employee is entitled will be made available and updated on a regular basis through the District's electronic monitoring system.

8-1.3 For purposes of this section, personal illness shall be deemed to include periods during which a teacher is physically disabled from teaching by reason of her pregnancy.

8-1.4 Any sick leave discharge under this section shall be counted against a teacher's qualifying leave entitlements under the *Family and Medical Leave Act* (FMLA") *of 1993*, Pub. L. No. 103-03, Section 405(b)(2), 107 Sta. 6 (1993) and the *Rhode Island Parental and Family Medical Leave Act* ("RIPFMLA"), R.I. Gen. Laws § 28-48-1, *et seq.*

8-1-5 If an employee is otherwise healthy, willing and able to perform their job duties, but for a state-mandated quarantine applied to that employee by the Rhode Island Department of Health, such employee shall not suffer loss of sick time. Department of Health guidelines will govern the quarantine time for the employee.

8-2 Critical Illness or Death in the Immediate Family

Employees shall be granted seven (7) days of bereavement time with pay for death of a spouse, partner, son, daughter, stepson, or step-daughter. Employees shall be granted five (5) days of bereavement time for the death of a father, mother, brother, sister, grandparent, grandchild, parent-in-law, or any other relative living in the household. The Superintendent may allow alternative bereavement arrangements in extenuating circumstances such as delayed memorial services or out of state travel.

A maximum of five (5) days absence with pay shall be granted in any one (1) year for critical illness in the immediate family. Critical illness means illness which the attending physician considers sufficiently serious to require the teacher's presence at the bedside. Immediate family of husband, wife, or partner: spouse, partner, father, mother, brother, sister, son, daughter, grandparents, grandchildren (death only), or any other relative living in the household.

8-3 Personal Absences

8-3.1 Employees shall be entitled to absence with pay for three (3) days during the academic year for the purpose of conducting of personal affairs which cannot be handled outside of school hours. One (1) unused personal day may be carried over annually for a maximum of four (4) personal days in any (1) one school year. If at the end of the academic year, no personal days are used, up to three (3) unused personal days may be converted to employee sick days. Written notification through the District's online management system shall be given to the principal at least two (2) days in advance, except for emergencies. Personal absence days may not be used for the purpose of extending a holiday or vacation period, nor can they be used for more than two (2) consecutive workdays.

8-4 Other Absences

8-4.1 Absence with pay shall be given for trips to educational conferences or trips involving school business approved in advance by the Superintendent.

8-4.2 Absences with pay may be allowed by the Superintendent for the observance of religious obligations, which cannot be performed outside of school hours, but not in excess of three (3) days. Such request shall be made in writing to the Superintendent through the Principal at least five (5) school days prior to the absence date(s).

8-4.3 The Superintendent shall have the discretion to grant leaves of absence with pay for any other reason.

8-5 **Jury Duty**

When a teacher is summoned for jury service, the compensation received for such service shall be endorsed to the District, and the teacher shall receive full salary for the days of such service. Evidence of such summons shall be submitted in writing to the Human Resources Coordinator as soon as possible.

8-6 **Deductions**

When a teacher is absent for more than the allowed number of days or when granted permission without pay, daily deductions shall be made at the rate of 1/184 of the yearly salary for each day over the allowed number. Such deductions shall be withheld from the next pay period following such unpaid days.

8-7 **Unauthorized Absence**

The unauthorized absence or pattern of absences as communicated to the member shall be considered cause for corrective action. A pattern of absence for purposes of this section exists when an employee's absences occur with a common factor (day of week, day before/after holiday/regular days off, etc.)

8-8 **Temporary Disability Insurance**

The District will make available to all Employees the family of insurance policies offered through the American Family Life Assurance Company of Columbus ("Aflac"), the premium cost of which shall be borne solely by the employee on a pretax basis, which shall be deducted through payroll. The eligibility requirements shall be governed by the policy provisions issued by Aflac, and subject to its terms and exclusions. The District makes no determination of coverages. If the employee elects to cancel coverage, he/she shall promptly notify the Human Resource Coordinator in order to stop any payroll deductions.

8-9 **A Major Illness Bank Shall be Established as Follows:**

8-9.1 Each Teacher may voluntarily contribute within ten (10) school days of the opening of school, one (1) day of sick leave to a Major Illness Bank. Only teachers who contribute to the Bank will be eligible for benefits.

8-9.2 Eligible teachers who have exhausted their accumulated sick leave or have had thirty (30) consecutive working days of illness, whichever last occurs, may be awarded sick days from the bank.

8-9.3 To be eligible for the benefits under the Major Illness Bank, the employee must have incurred a serious illness or injury. "Serious illness or injury" as used under this provision is defined to mean a disabling physical or mental illness, injury, impairment or condition that involves in-patient care in a hospital, nursing home, or hospice, or out-patient care requiring continuous treatment by an employee's primary care physician or a licensed medical specialist specific to that illness or injury.

8-9.4 The Bank will be administered by two individuals, the Human Resource Coordinator and the Association President or their designee. These individuals, shall be known as the "Bank Committee" and will have the power to grant or deny applications for benefits from eligible employees. Its decisions will be final, binding and not subject to the grievance procedure.

8-9.5 In the event that a teacher receives sick leave from the Bank which extends to the end of the school year, such teacher must reapply to the Bank Committee to be considered for benefits for the following year.

8-9.6 A teacher withdrawing from participation in the Bank may not withdraw his or her contributed sick days.

8-9.7 If, at the end of any school year, there are unused sick days remaining in the Bank, fifty percent (50%) of such unused days may be carried over to the following year. Days carried over shall be kept in a separate carryover account and may be granted to applicants only by unanimous vote of the Bank Committee. No more than one hundred (100) days may be in the carryover account at any time.

8-9.8 The Association agrees to release from liability and to hold harmless the Committee and any participant of the Bank Committee from any and all claims of bargaining unit members involving any aspect of the administration of the sick leave bank, including, but not limited to, any unauthorized disclosure of confidential health care information by any member of the Bank Committee.

8-10 **Lesson Plans**

Each teacher will provide at least three days to a maximum of five days of emergency lesson plans to their department chair, team leader, or grade level leader to be used in case of an emergency where a teacher cannot give lesson plans due to unforeseen circumstances. These plans will be revised at the beginning of each quarter to make sure they are still applicable and appropriate. Lesson plans normally on Google Classroom or other Learning Management Systems will supersede these emergency plans.

ARTICLE IX
EXTENDED LEAVES OF ABSENCE

9-1 The Superintendent will grant one (1) teacher who has served for at least three (3) years in the District, upon request, a leave of absence for up to one (1) year without pay for the purpose of engaging in Association (Local, State or National) activities. This leave must be requested in writing by May 1 and submitted with proof or certification from the teacher of the Association business that is contemplated to justify such leave of absence. Upon return from such leave, the teacher shall be placed on the appropriate step of the salary schedule as if he/she had not left. Whenever possible, by March 1 of the leave year, the teacher must notify the School Department whether or not he/she will return.

9-2 A leave of absence, without pay, of up to two (2) years will be granted to teachers who join the Peace corps, Vista, or Teacher Corps and are full-time participants in any of such programs and who have completed at least three (3) years in the District. Written proof or certification shall be submitted to the Superintendent with the application requesting such leave. Upon return from such leave, a teacher will be considered as if they were actively employed by the Committee during the leave and will be placed on the salary schedule at the level they would have achieved if they had not been absent.

9-3 Military leave without pay will be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she would have achieved had he/she remained actively employed in the system during the period of their absence to a maximum of four (4) years.

The Superintendent shall grant a teacher a military leave of absence for training, either with or without pay, at the discretion of the teacher, not to exceed ten (10) school days. The request shall be made as soon as possible after the teacher has been advised of the training. When leave with pay is elected, the military pay received for the training shall be turned over to the District.

9-3.1 All teachers who are deployed to active military duty shall receive full contractual benefits including step and scale salary, that is the difference between military pay and benefits and contractual pay and benefits. The School Committee shall make teachers whole for any salary loss due to their deployment.

9-3.2 In the event extended leave is granted under this article, the teacher's anticipated wages and benefits accruing during such leave shall be reconciled with the Human Resource Coordinator.

Extended Leaves

9-4 **Parental Leave**

Parental leave shall be granted to a teacher on the occasion of the birth or adoption of a child to a teacher or to a teacher's spouse or partner; on the occasion of the placement of a child sixteen years of age or younger with said teacher; on the occasion of the serious illness of a child of said teacher for the duration of such illness or one (1) year, whichever is less. Parental leave shall be for a period of up to one (1) year, and shall be without pay or benefits, except health insurance, subject to applicable co-share, as provided elsewhere in the Contract, which health insurance shall be limited to a period of twelve (12) months. The teacher who elects to take parental leave must notify the Superintendent in writing at least thirty (30) days prior to the commencement of the leave. Teachers taking leave in excess of that permitted by Title 28, Chapter 48 of the General Laws of the State of Rhode Island must return at the beginning of the school year in September or at the beginning of the second semester. If the teacher commences parental leave after January 1 of any school year, the teacher may take such parental leave in excess of one (1) year providing for a return at the beginning of the school year in September of the following calendar year. In these instances, teachers must provide the Administration with notice on or before June 30 of their intended return date. Parental leave may be taken by a teacher in lieu of or after and continuous with leave taken pursuant to 8-1.4.A one (1) year only teacher shall not be eligible for Parental Leave. Any leave discharged under this section shall be counted against a teacher's qualifying leave entitlements under the *Family and Medical Leave Act* ("FMLA") *of 1993*, Pub. L. No. 103-03, Section 405(b)(2), 107 Sta. 6 (1993) and the *Rhode Island Parental and Family Medical Leave Act* ("RIPFMLA"), R.I. Gen. Laws §28-48-1, *et seq*.

9-5 A leave of absence without pay or increment of up to one (1) year shall be granted for the purpose of caring for a sick or disabled member of the teacher's immediate family upon the presentation of a doctor's certificate that indicates such care is necessary.

9-6 A teacher whose personal illness or disability extends beyond the period compensated, shall be granted a leave of absence without pay or increment for such time as is necessary, as indicated by a doctor's certificate, for complete recovery from such illness, or one year, whichever is sooner.

9-7 Requests for extended leaves should normally be filed with the Superintendent of Schools in writing by March 1 and shall be confirmed or denied by the Superintendent in writing within thirty (30) calendar days. Requests filed after March 1 because of unusual circumstances will be considered.

9-8 During paid leaves of absence, and leaves pursuant to 9-4, 9-5, and 9-6, the School Committee will continue to pay for the health insurance coverage described in Appendix D, except that benefits for leaves under 9-4 will be limited to 12 months. The employee is still responsible for their contribution to co-insurance premiums, deductibles and co-pays as required under this Agreement and then-existing health plan. During other leaves of absence, to the extent permitted by the Carrier, a teacher will be permitted to retain the group coverage provided by paying the entire premium thereon, monthly, to the School Committee.

9-9 Upon returning from any leaves, the teacher shall be placed in the assignment he/she left, if the assignment exists. If it does not exist, the teacher shall be returned to a similar position.

ARTICLE X
SABBATICAL LEAVE

10-1 Desiring to provide incentive to achieve greater professional performance and encourage independent research and achievement, the Superintendent may approve sabbatical leave for teachers for approved scholarly programs whether or not carried in an academic institution, subject to the following conditions:

10-1.1 No more than two (2) percent of the teaching staff may be absent on sabbatical leave at any one time.

10-1.2 Requests for sabbatical leave, on application forms devised by a committee consisting of three (3) teachers appointed by the Association and three (3) administrators appointed by the Superintendent, must be received by the Superintendent no later than January 1 of the year preceding the school year in which the sabbatical leave is to be taken. Applications shall not be unreasonably denied.

10-1.3 The teacher has completed at least seven (7) consecutive full years of service in the District and the request for leave is directly connected to the teacher's curricula and designed to meet the core educational needs of the District as determined by the Superintendent. This requirement may be waived at the discretion of the Superintendent.

10-1.4 A teacher on sabbatical leave shall be paid at the rate of one-half (1/2) of their combined annual basic salary and advanced increments for each year of sabbatical leave, provided that such pay when added to any salary grant shall not exceed the teacher's full annual basic salary. Health insurance coverage as provided under this Agreement shall be provided, subject to the employee's contribution to co-insurance premiums, deductibles and co-pays as required.

10-1.5 Every teacher who receives a sabbatical leave shall agree to return for two (2) consecutive school years to the District. In the event a teacher resigns before completing two (2) years of service, he/she shall refund 1/20 of the salary received while on leave for each month he/she fails to serve. In the event a teacher is unable to fulfill the two-year (2) obligation as specified due to illness, accident, or acts of God, then the reimbursement requirement shall be waived.

10-1.6 The teacher upon return to the District shall be placed upon the appropriate step in the salary schedule as though such teacher had not been on leave.

10-1.7 With due regard for the interests of the school program, a teacher returning to work after a sabbatical leave of absence shall be offered the same position that he/she held at the time said leave was commenced if it exists or a similar

position.

ARTICLE XI
PROTECTION

11-1 A teacher shall immediately report to the school principal in writing all cases of assaults suffered by him/her in connection with their employment.

11-2 This report shall be forwarded to the Superintendent of Schools and the School Committee, which shall comply with any reasonable request from the teacher for information in its possession relating to the incident or the persons involved, and will act upon request of the teacher or their representative in appropriate ways as liaison between the teacher, the police, and the courts.

11-3 Liability Insurance - The School Committee agrees to add Liability Insurance for all teachers under the Town - "package" policy, to read as follows:

All teachers will be covered under the East Greenwich Town Policy with a limit for Bodily Injury and property Damage of $1,000,000 during those times when teaches are engaged in school sponsored activities. Coverage will also be provided for claims brought against teachers for corporal punishment with the same limit.

11-4 It is assumed that a teacher's image, photograph or likeness may be used by the school district, unless the teacher files an "opt-out" form (in the manner attached hereto) with the human resource coordinator.

11-5 Any formal complaint alleging a violation of a state or federal law or School Committee policy that is filed against an employee to a district administrator shall be called to the attention of the employee within two (2) working days of receipt of the complaint. In the case of any complaint received which gives rise to an investigation as described above, the employee will be promptly notified of the complaint, the source of the complaint, and the disposition of the complaint. The employee will be provided with a copy of any complaint made in writing as well as any and all written documents pertaining to the complaint, the investigation of the complaint, and the disposition of the complaint.

ARTICLE XII
PERSONAL INJURY

12-1 The School Committee shall obtain and maintain a policy in compliance with the Worker's Compensation law of the State of Rhode Island for all teachers.

12-2 Any loss resulting from personal injury, caused by an assault on a teacher in the course of employment shall be covered primarily by Worker's Compensation Insurance, and secondarily by any other applicable insurance policy or benefits provided by the School Committee.

12-3 In the event such coverage does not adequately cover the costs or expenses incurred, the teacher may submit the unpaid balance of the claim to the Committee for consideration, including salary up to the full amount lost, for a period not to exceed

one (1) year from the date of injury. No part of such absences shall be charged to their annual sick leave.

ARTICLE XIII
TEACHER EVALUATION

13-1 Teachers and support professionals will be evaluated in compliance with current, existing applicable state law including RIDE regulations, as amended. Any alteration to the District implementation of the RIDE model, referred to as "Rhode Island Model Evaluation and Support System" (hereinafter "RIDE Model"), will be mutually agreed upon unless mandated by RIDE. The terms of the Guidebooks, as amended from time-to-time, for teachers and support professionals are incorporated into this Agreement.
Teacher_Guidebook_Ed_V_2019.pdf SP_Guidebook_Ed_IV_2019.pdf.

13-2 Consistent with guidance from RIDE as to the composition of the District Evaluation Committee ("DEC") a DEC shall be established and comprised of the Superintendent and three (3) administrators appointed by the Superintendent, the EGEA President and three (3) teachers appointed by the EGEA President.

13-3 No classroom observation shall be conducted for the purpose of evaluation except by an evaluator who is trained in the RIDE Model.

13-4 Teachers will be notified within 30 days of the convening of the DEC or commencement of school, whichever later occurs, who their primary and secondary evaluators will be. Additionally, teachers will have the opportunity to request a different evaluator within 5 school days of said notification. Evaluators for specialists with either be the Director of Special Services or building principal.

13-5 Teachers shall be given a minimum one week notice prior to the announced classroom observation. Teachers have the opportunity to request the day of the week the announced visit will occur. A meeting to discuss the evaluator's observation shall take place between teacher and evaluator within a reasonable amount of time following the observation and receipt of written comments from the evaluation.

13-6 Any teacher who has a dispute concerning her/his evaluation may within five (5) school days of receipt of the evaluation discuss any concerns with the evaluator. If the teacher continues to dispute the evaluation, she/he may within ten (10) school days appeal the dispute to the EGEA President who will request the formation of an evaluation review committee ("ERC") for the purpose of hearing and deciding the appeal.

a. The ERC shall be comprised of members of two (2) teachers appointed by the EGEA President and two (2) administrators appointed by the Superintendent, with any tie or deadlock broken by the Superintendent. The ERC's charge shall be to hear appeals and assist in resolution of matters of disputes concerning the establishment of Student Learning Objectives ("SLO"),

Professional Growth Goals and evaluation ratings. Disputes concerning the establishment of an SLO shall be brought forward for resolution to the ERC no later than two (2) weeks following of the establishment of the SLO.

b. In no case shall a member of the ERC include the evaluator of the teacher with the appeal.

c. The decision of the ERC shall be final except in matters concerning the final evaluation which is subject to the EGEA grievance procedure commencing with Level Four of the grievance procedure.

d. The parties agree that expedited labor arbitration rules shall be followed in all disputes concerning final evaluations.

13-7 No observation will be conducted on the Friday before or the Monday following a holiday/vacation period unless mutually agreeable.

13-8 All methods of observation of work performance of a teacher shall be conducted openly with full knowledge of the teacher. The use of public address or audio systems, and similar devices shall be strictly prohibited. Teachers will be given a copy of any evaluation report prepared by their superiors and will have a right to discuss such report with their superiors.

13-9 Before being entered into the teacher's records, any complaints regarding a teacher made to the administration by any parent, student, or other person must be in writing and promptly called to the teacher's attention through proper channels.

13-10 No less than ten (10) workdays prior to the last day of school, end-of-year conferences shall be completed, and each teacher's final effectiveness rating shall be calculated and reported to the teacher.

ARTICLE XIV
DEPARTMENT HEADS

14-1 There shall be 16 elementary grade level leaders (1 per grade/ UA per school) at $1,500 per grade level leader, Cole team leaders will stay the same, and all department chairs at the high school currently in the position as of the 2022-2023 school year will be grandfathered and capped into a stipend of $10,000 for the 2022-2023 school year and for the remainder of their tenure in the position. Beginning in

the 2024-25 school year, there shall be sixteen Elementary Level Teacher leaders (1 per grade/UA per school). Teacher Leader appointments will be made no later than July 1, 2024 and thereafter no later than July 1 of each succeeding year. Elementary Teacher Leaders shall serve two year terms from their date of appointment. At the completion of a Teacher Leader's term, a Teacher Leader shall be selected according to the following:

14-1.1. Teachers will be hired as Teacher Leaders based on the following recommended qualifications:

a. Minimum of three years teaching experience in the building in which the person will be selected as a Teacher Leader and rated Effective or higher during that time;
b. The grade level Teacher Leader must be a core team teacher or Special Education teacher on the team.

14-1.2. The appointment process for Teacher Leaders shall be as follows:

a. After discussion with the Principal, the teachers on each team shall elect a Teacher Leader for a two (2) year term via a majority vote. Teacher Leaders may succeed themselves.
b. When more than two (2) persons are nominated and no majority exists, the process will continue for two (2) votes. If no candidate receives a majority, the Principal will select the Teacher leader from the candidates.

14-1.3. Teacher Leaders will be compensated with a $1,500.00 stipend, to be included in the teachers' regular pay.

14-1.4. Teachers Leaders shall not be assigned any contractual supervisory duties. Common Planning time will not be considered a supervisory duty.

14-1.5. All Teacher Leaders shall have the following job duties:

a. Lead CPT as the grade level/UA Teacher Leader.
b. Collaborate with leadership to outline CPT meetings.
c. Facilitate use of CPT agenda framework.
d. Attend one teacher leader meeting monthly after school with the building leader.
e. Act as a point person with leadership to address teacher needs to foster related solutions.
f. Liaison for dissemination of relevant school and district level information and initiatives pushed to leaders via leadership.
g. Contribute to the professional development planning process as requested.
h. Assist in fostering a positive, cooperative team climate.
i. Orient new teachers to team based practices.

14-1.6. Grade Level Teacher Leaders shall have the following job duties:

a. Named on each grade level MTSS plan as a contributing teacher.
b. Manage main grade level Google folder by creating shortcuts to plans when populated.
c. Add alerts in ASPEN linking to main student folder if needed.
d. Manage end of year MTSS vertical articulation
e. Serve as liaison with other teacher leaders/coordinators in building, building

admin, and district MTSS coordinator.

f. Assist in scheduling meetings as needed.
g. Attend district level MTSS meetings.
h. Roll out any MTSS process changes and/or new programs to grade level team.

14-1.7. Unified Arts (Music, Library, Physical Education, Art and other specialists) Teacher Leaders shall have the following job duties:

a. Collaborate with building leadership to determine the most effective means of communicating and meeting as a UA team on a consistent basis.
b. Assist teachers in accessing MTSS plans to be informed about student needs.
c. Encourage and facilitate conversations about student performance and needs.
d. Assist teachers with documenting necessary supports for student success as part of a student's MTSS plan.

14-1.8. There shall be a Coordinator/Department Head for Preschool.

14-1.9. The Preschool Coordinator/Department Head shall not be assigned any supervisory duties, other than the duties of Coordinator/Department Head.

14-1.10. The Preschool Coordinator/Department Head shall have no class load, but may have non-substantive teaching responsibilities such as occasional classroom coverage and support to be determined by the Director of Student Services and Building Administrator.

14-1.11. The Preschool Coordinator/Department Head position shall not be subject to the term limits set forth in section 15-4 or the evaluation procedure contained in section 15-5, but rather shall be evaluated by the Building Administrator and Director of Student Services.

14-2 Department Heads shall have a class load of two (2) or three (3) classes at the secondary level.

14-3 Department Heads shall not be assigned any supervisory duties, other than the duties of Department Head.

14-4 An initial term for Department Heads will be for three (3) years, after which the position will be open to all in the department who wish to be considered. If after consideration, the incumbent department head remains, such successive term shall be for two (2) years. Removal from the position during any term will be for just cause based on an evaluation by the building principal(s) and/or Superintendent. Department Heads may not succeed themselves, unless no other eligible teacher expresses interest in becoming a Department Head and is otherwise preapproved by the building principal(s) and Superintendent. Such decision to renew an individual Department Head's term for a successive 2-year term will be made on or before June 1 of the last year of the term

14-5 The evaluation procedure for Department Heads will be separate from the teacher evaluation process. A committee of (4) individuals, consisting of the high and middle

school Principals, Assistant Superintendent, and a teacher appointed by the EGEA President, shall develop an evaluation model to recommend to the members of the Association and the School Committee, which recommendation shall be subject to ratification by each body. Department Heads will be subject to both processes.

14-6 There shall be one (1) Fine Arts Department Chair for East Greenwich Public Schools. The position of Applied Arts Department Chair shall be eliminated.

14-7 Upon the retirement of the Special Education Chair at the time of the execution of this Agreement, a special education teacher position shall be taken out of the Union and the position shall become a full-time leadership position in Student Support Services.

14-8 There shall be one CTE and Graduation Pathways Coordinator position for the District.

14-9 The EGEA and EGSD will create a subcommittee to develop language for an MOA to be added to the contract by March 2026, ahead of the hiring of any new department heads for the 26-27 school year. The committee will have a union representative chosen by the union president, a school committee member, an administrator, a teacher, and a current department head. The committee will create the department head evaluation process, along with clearer job descriptions.

ARTICLE XV
TEACHER FILES

15-1 All teacher files shall be maintained under the following conditions:

15-1.1 Except for references, no material shall be placed in the file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing their signature on the actual copy to be filed, with the understanding that such signature merely signifies that he/she had read the material to be filed. Such signature does not necessarily indicate agreement with its content.

15-1.2 The teacher shall have the right to respond to any material signed and shall have such written response reviewed by the Superintendent and attached to the file copy.

15-1.3 The file of the teacher shall be subject to review by the teacher during regular office hours and in the presence of the Superintendent or a designee.

15-1.4 All evaluative comments and all documents relating to teacher competency will be kept on file at the School Administration Office. No official office copies will be destroyed without consent of the teacher evaluated.

15-1.5 A teacher will be allowed to insert any pertinent commendatory letters or statements on their behalf into their personnel file during regular office hours.

15-1.6 A teacher will have the right to add pertinent comments to material in their personnel file except confidential material.

15-1.7 A teacher will be permitted a copy of their personnel file at no cost to the member.

15-1.8 All material included in a teacher's file shall be subject to that teacher's review. Materials shown to be false shall be removed upon the teacher's request.

ARTICLE XVI
SPECIALISTS

16-1 Librarians, counselors, nurses, psychologists, reading teachers, resource teachers, and speech and language teachers shall not be assigned student supervisory duties except in emergency situations.

16-2 Employment of library media specialists, counselors, nurses, psychologists, reading specialists, resource teachers, social workers, occupational therapists, physical therapists, adaptive physical education, board certified behavioral analysts, and speech and language teachers beyond the one hundred eighty-four (184) days shall be voluntary and authorized, and they shall be paid at the daily rate of their contracted salary; exclusive of the Extended School Year summer program. The contractual salary for all specialists, as listed above, who are required and authorized to work beyond the school year shall be pensionable.

16.2.1 Extended School Year summer program shall be paid at the rate of sixty ($60.00) dollars per hour for all certified employees.

16-3 If more than one specialist in the same area is assigned to a building, the responsibilities and duties of those specialists shall be clearly and equitably distributed. Those specialists shall be involved by the Administration as it determines this distribution.

ARTICLE XVII
ASSOCIATION RIGHTS

17-1 The Association shall have the right to place notices, circulars and other material on faculty bulletin boards and in teachers' mailboxes and communicate with its members through district email.

17-2 Teachers shall be dismissed from class to testify in arbitration hearings. Members of the negotiations team may also be dismissed early from class in order to participate in contract negotiations if it is most expedient to have said meetings during the school day.

17-3 The Association shall be permitted to use a room for meetings, during non-school hours, in a school building without cost, at reasonable times. Request for use of such rooms shall be made to the principal in advance.

17-4 The Association President shall be provided a copy of the agenda packet which is made available to the public of every School Committee meeting at least twenty-four hours in advance of the meeting, if available at that time.

17-5 The Association and the School Committee agree that teachers on leave shall not serve on committees as a teacher representative.

17-6 Whenever a regular or special School Committee meeting is held during school hours, and is to be open to the public, the Association President or their designee will be relieved of their teaching duties so that he/she may be in attendance at such meetings.

17-7 Every September, the District shall prepare and forward to the Association President a list of all teachers, stating their current teaching assignment(s) and dates of employment in the East Greenwich School System. In addition, the District shall notify the Association of all staffing changes as they occur.

17-8 The Association shall upon request have brief announcements made over the public address system at the time regular school announcements are made.

17-9 All decisions or directives affecting teachers decided upon at meetings of the school administrators and/or at faculty meetings shall be reduced to writing and posted on teacher bulletin boards and three (3) copies of such directives or decisions shall be distributed to the Association President.

17-10 The Association President shall not be required to perform study hall, hall, or lunch duty as long as he or she holds office.

ARTICLE XVIII
GRIEVANCE PROCEDURE

The purpose of the following grievance procedure shall be to settle equitably at the lowest possible administrative level issues which may arise from time to time affecting the welfare of persons subject to this Agreement. The School Committee also agrees to make available to any aggrieved person and/or their representative all data not privileged under law which is within the possession of the School Committee and which bears on the issues raised by the grievance.

18-1 **Definitions**

18-1.1 **Grievance**

A grievance is defined as an event or a condition which affects the welfare of

a teacher or group of teachers and/or the application of any of the provisions of the Agreement. It is a claim based upon an event or condition which affects the circumstances under which a teacher works. It may involve the violation of a professional right or responsibility.

18-1.2 **Aggrieved Person**

Any individual or group of individuals alleging that a grievance exists.

18-1.3 **Grieved Person**

An individual or group of individuals who are alleged to be the cause of, or who have committed a grievance.

18-1.4 **Teacher**

Any person covered by this contract on either a full or a part-time basis, and who is certified by the Rhode Island Department of Education.

18-1.5 **Party in Interest**

An individual or group of individuals (including the School Committee or any of its representatives) who might be required to take action, or against whom action might be taken in order to resolve the issue. Parties in interest shall include the aggrieved, the grieved, the School Committee, the Superintendent or their designee, the President of the Association, and the Chairperson of the Negotiating Committee. Each of the above, except the Chairperson of the Negotiating Committee shall receive one (1) copy, the Chairperson of the Negotiating Committee shall receive two (2) copies of the proceedings with decision given.

18-2 **General Principles**

18-2.1 It shall be the firm policy of the School Committee and the Association to assure every teacher or their representative the opportunity to have the unobstructed use of this grievance procedure without fear of reprisal or without prejudice in any manner or means to their professional status.

18-2.2 A teacher may seek and use the assistance of an officer or representative of the Association in the presentation and/or appeal of any grievance. Such assistance shall include, but not be limited to, the direct representation of a teacher at all steps of the grievance procedure.

18-2.3 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level of the grievance procedure should be considered maximum. These time limits may, however, be extended by mutual agreement. The failure of a teacher aggrieved, except as hereafter provided, to proceed to the next step of the grievance procedure within the time limits set forth shall be deemed to be an acceptance of the decision

concerning the particular grievance. The failure of an administrator or one who is grieved against at any step to communicate their decision to the aggrieved within the specified time limits shall permit the aggrieved to proceed to the next step.

18-2.4 In the event a grievance is filed on or after June 1, which is left unresolved until the beginning of the following school year, could result in irreparable harm to a party in interest, the time limits set forth herein shall be reduced so that the grievance may be exhausted prior to the end of the school term or as soon thereafter as is possible.

18-2.5 A grievance must be initiated within twenty (20) school days of the occurrence of the cause for complaint or if neither the aggrieved teacher nor the NEA-EG EGEA had knowledge of said occurrence at the time of its happening, then within twenty (20) days of the first such knowledge by either the aggrieved teacher or the NEA-EG EGEA. Any grievance not filed within the time limits provided for in this Agreement, shall be conclusively waived by reason of failure to process within the time limits provided.

18-3 **Procedure**

18-3.1 **Level One**

A teacher with a grievance shall first discuss it with their immediate supervisor either directly or with an Association representative with the objective of resolving the matter informally. The supervisor's written disposition shall be returned to the teacher or their representative within five (5) school days of the presentation.

18-3.2 **Level Two**

In the event a satisfactory settlement is not reached following the fifth (5th) day period as provided for in Level One, a teacher and/or the Association representative may, within five (5) additional school days, present the grievance to the Superintendent of Schools, provided that the grievance to the Superintendent be in writing. The Superintendent shall grant a hearing to the aggrieved and/or their representative within five (5) school days after receipt of the grievance and return their written disposition within five (5) school days of the presentation.

18-3.3 **Level Three**

In the event a satisfactory settlement is not reached following the fifth (5th) day period as provided for in Level Two, a teacher and/or the Association representative may, within five (5) additional school days, present the grievance to the School Committee. The School Committee will grant a hearing within ten (10) school days after receipt of the grievance and render a written disposition to the teacher and the Association representative within

five (5) school days of the presentation.

18-3.4 **Level Four**

If the aggrieved person is not satisfied with the disposition of the grievance at Level Three, or if a decision is not rendered within five (5) school days after the School Committee has heard the grievance, the aggrieved person may choose to submit the matter to arbitration in either of the following manners:

a. Appeal in accordance with the provisions of Title 16, Chapter 39 of the General Laws of Rhode Island, 1956, as amended, to the full extent permitted by law, or, if the grievance involves the interpretation or application of this Agreement or a claim that discipline administered was for the other than just cause;

b. Submit the grievance to final and binding arbitration under either the Voluntary Labor Arbitration Rules of the American Arbitration Association or the Labor Relations Connection, which will act as the administrator of the proceedings. The arbitrator shall have no power to alter or amend the provisions of this Agreement, nor, where the terms hereof vest discretion in the School Committee or any of its agents or employees, to substitute his or her discretion for that of the Committee, its agents or employees. Whenever herein discretion is vested in the School Committee, its agents or employees, it is not intended that they be permitted to exercise that discretion in an arbitrary, capricious, or discriminatory manner. No arbitrator may hear more than one (1) grievance absent agreement of the parties. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as he/she judges to be proper.

18-3.4.1 Each party shall bear the full cost for its outside representatives in arbitration. The cost of the neutral arbitrator and the facilitating arbitration agency will be divided equally between the parties.

ARTICLE XIX
MENTORING

19-1 The District's Teacher Mentor Program maintains a mentor selection process that is based upon written guidelines, which include, but are not limited to demonstrated:

a. Ability to work with adults
b. Commitment to participate in all activities outlined in program
c. Commitment to the school community
d. Teaching experience of a minimum of five (5) years
e. Knowledge of and commitment to standards-based instruction in the classroom
f. Professional growth

g. Teaching experience in the district

19-2 The Mentor Program requires an initial, quality training of mentors that includes, but is not limited to:

h. Adult learning
i. Reflective questioning
j. Role of the mentor
k. Setting expectations
l. Stages of teacher development
m. Trust and confidentiality

Participation on the part of a new teacher is required, unless that teacher is not a first-year teacher. If, at the direction of the Mentor Coordinator, the mentee and mentor agree to a second year of mentoring, the mentor stipend shall be $500.00 for the second year.

19-3 Mentor Coordinators shall receive a fifteen hundred dollar ($1,500.00) annual stipend as well as release time, not to exceed a half day per semester, for the purpose of working with mentors and mentees. Mentors shall receive a thousand dollar ($1,000.00) annual stipend as well as release time, not to exceed a half day per semester, for the purpose of working with mentor coordinators and mentees. Release time shall be used for direct communication related to district initiatives, policies and procedures, collaborative problem solving, and to foster professional learning, professional responsibilities, and supportive relationships.

n. The guidelines to be used for the Mentoring Program/Mentor selection process will be developed by the Mentor Coordinators and reviewed and approved by the Superintendent and the President of the Association.

o. The Superintendent and the President of the Association will review and approve the final match ups between mentors and mentees.

p. The Association and the School Committee must mutually agree to any changes made in the Mentoring Program.

q. Mentor Coordinators shall previously have been Mentors.

19-4 Mentors shall be limited to one (1) mentee annually unless there is mutual agreement to the contrary.

19-5 Mentor training for first time mentors shall be provided by the School Committee and limited to a maximum of six (6) hours annually and paid at the contract committee rate if held outside of regular work hours.

19-6 Mentor Coordinators shall not serve as mentors. Mentor Coordinator positions shall be posted every two (2) years within the bargaining unit and filled with the most senior mentor applicant, so long as the applicant has a summary evaluation score of 3 or higher.

19-7 Mentor Coordinators shall assist in professional development of mentors and mentees and provide input to the Superintendent at the conclusion of each school year regarding the effectiveness of the program as a whole.

ARTICLE XX
TEACHER FACILITIES AND MATERIALS

20-1 Each school shall have the following facilities:

a. A teacher work area containing equipment and supplies to aid in the preparation of instructional materials.

20-1 Before any change is made in a teacher lounge, dining area, or work area the Association will be consulted.

20-2 All teachers shall be provided technology appropriate for the delivery of instruction for the particular curriculum, as determined by the Superintendent, with input from the effected teacher.

20-3 Changes in technology will be discussed with the Association prior to implementation and will be part of professional development.

ARTICLE XXI
SAVING CLAUSE

21-1 In the event that any part or provision of this Agreement is in conflict with any law or regulation having the effect of law, such law or regulation shall prevail so long as such conflict remains. In any event all other provisions of this Agreement shall continue in effect.

ARTICLE XXII
PROFESSIONAL EMPLOYMENT OUTSIDE OF REGULAR SCHOOL HOURS

22-1 The School Committee agrees that with regard to professional employment of teachers outside regular school hours, if needed for curriculum development, research, tutoring, summer school (if in session) and the like, the School Committee will appoint teachers who are not within the bargaining unit only when certified bargaining unit teachers do not apply.

ARTICLE XXIII
TEACHERS' PROGRAMS

23-1 The School Committee recognizes that it is desirable for teachers to know as early as possible their programs for the coming year. The Association recognizes that practical difficulties sometimes force changes in a teacher's program. The School Committee agrees that tentative teacher programs will be given to teachers no later

than May 15.

23-2 If changes occur during the summer vacation which require a change in a teacher's program, the principal, supervisor or department head shall provide notification to the teacher immediately.

23-3 Any training required to perform teacher duties shall be provided by the School Committee. Teachers shall be paid per diem rate of pay to attend district required training scheduled outside of the regular school day.

ARTICLE XXIV
DURATION

24-1 The provisions of this Agreement shall be effective as of September 1, 2022 and shall continue in effect until August 31, 2028.

24-2 Said Agreement will automatically be renewed and will continue in full force and effect for additional periods of one (1) year unless either the School Committee or the Association gives written notice to the other not later than December 1 of the year prior to the aforesaid expiration date, or any anniversary thereof, of its desire to reopen this Agreement and to negotiate over the terms of a successor Agreement.

24-3 If notice under Article 26.2 is provided, then no later than December 1 of the year before the expiration date, the School Committee and the Association agree to negotiate in good faith to secure a successor Agreement concerning teachers' salaries, hours, and other conditions of employment in accordance with the procedures set forth in applicable law.

On behalf of the East Greenwich School Committee

Date: 10-21-25

On behalf of NEA-EG

Date: 10/24/25

APPENDIX A
TEACHERS' BASIC SALARY SCHEDULE

A-1 Salary Scale

All courses taken to earn Bachelor's+30 degree lane payment must be level 200 courses or above, so long as the course is supportive of the needs of the district and approved by the Superintendent. Credits must be after BA is achieved. Courses above level 200 need not be reviewed.

Year 1 (2025-2026) Revised Step Schedule:

Step 1 Increase:
B: 10.89%
B+30: 8.78%
M: 8.59%
M +30: 8.46%
CAGS/2M: 8.39%
D: 8.34%

Step 2 Increase:
B: 6.13%
B+30: 5.8%
M: 5.7%
M +30: 5.63%
CAGS/2M: 5.58%
D: 5.54%

Step 3 Increase:
B: 3.8%
B+30: 3.93%
M: 3.85%
M +30: 3.81%
CAGS/2M: 3.79%
D: 3.76%

Step 4 Increase:
B: 2.3%
B+30: 3.32%
M: 3.27%
M +30: 3.23%
CAGS/2M: 3.21%
D: 3.19%

Step 5 Increase:
B: 1.4%
B+30: 2.31%
M: 2.27%
M +30: 2.25%
CAGS/2M: 2.23%
D: 2.22%

Step 6 Increase:
B: 1.04%
B+30: 1.42%
M: 1.4%
M +30: 1.38%
CAGS/2M: 1.37%
D: 1.37%

Step 7 Increase:
B: 1.07%
B+30: 1.34%
M: 1.32%
M +30: 1.27%
CAGS/2M: .71%
D: 1.3%

Step 8 Increase:
B: 1.78%
B+30: 2.12%
M: 2.09%
M +30: 2.11%
CAGS/2M: 2.65%
D: 2.0%

Step 9 Increase:
B: .92%
B+30: 1.1%
M: .93%
M +30: 1.43%
CAGS/2M: 1.5%
D: 1%

Create a Step 10 as Seen in Table Below. There is a decrease from the previous Step 10, but an increase overall to those going from Step 9 to Step 10.

Step 11/Top Step Increase:
B: 4.11%
B+30: 3%
M: 2.24%
M +30: 3%
CAGS/2M: 3%
D: 2.77%

2025-26 Step Table

Step	B	B+30	M	M+30	CAGS/2M	D
1	50,000.00	50,762.22	51,817.68	52,503.94	52,927.38	53,250.69
2	51,800.00	53,502.48	54,560.03	55,246.29	55,669.73	55,989.92
3	54,800.00	56,643.79	57,699.25	58,387.60	58,811.04	59,133.31
4	58,000.00	60,386.14	61,445.78	62,131.00	62,554.43	62,875.66
5	61,500.00	63,829.53	64,887.09	65,574.39	65,999.91	66,316.97
6	65,250.00	67,273.97	68,327.35	69,015.70	69,439.14	69,761.41
7	69,250.00	71,214.24	72,270.74	72,930.93	72,955.96	73,702.71
8	73,750.00	75,789.85	76,844.27	77,530.53	77,956.05	78,276.24
9	78,750.00	80,667.98	81,594.90	82,693.38	83,184.58	83,100.00
10	84,500.00	85,167.98	86,394.90	87,193.38	87,684.58	88,056.85
11	94,350.00	95,448.02	96,000.00	97,534.18	98,040.12	98,200.00

2026-2027 School Year: 2% increase for all steps.
Change advanced degree lanes so that there is a flat amount for each lane, as follows:
B+30= $1850
M= $3000
M+30= $3500
CAGS/MM= $4200
Doctorate= $4500

B+30 and M+30 lanes will be grandfathered for all current employees. Any new hires as of the 26-27 school year will no longer be eligible for these two lanes.

2027-2028 School Year: 2% increase for all steps.

		BASE SALARY SCHEDULE	
Step	**B**	**2026-2027**	**2027-2028**
1	50,000.00	51,000.00	52,020.00
2	51,800.00	52,836.00	53,892.72
3	54,800.00	55,896.00	57,013.92
4	58,000.00	59,160.00	60,343.20
5	61,500.00	62,730.00	63,984.60
6	65,250.00	66,555.00	67,886.10
7	69,250.00	70,635.00	72,047.70
8	73,750.00	75,225.00	76,729.50
9	78,750.00	80,325.00	81,931.50
10	84,500.00	86,190.00	87,913.80
11	94,350.00	96,237.00	98,161.74

Longevity shall be paid for the school year 2025-2026 only, as a one time lump sum payment. Those employees with twenty years or more of service in EGSD shall receive seven hundred and fifty dollars ($750).

A-2 **Advanced Increments**

To be placed upon the M+30 scale a teacher must have received a Master's Degree and thirty (30) hours of credit for graduate courses taken after receipt of the Master's Degree and approved by the Superintendent of Schools.

A-3 **Salary Payment**

Teachers will be paid in twenty-six (26) equal installment pay period which will be paid every two (2) weeks, with the option of receiving a lump sum payment on the

last pay period of the school year.

A-3.1 **Verification of Accuracy of Paycheck**

a. Each teacher will receive an informational notice within two (2) weeks of the first paycheck of the school year regarding base salary, advanced lanes, and health care. Where applicable, notice of stipends which are under the purview of the building principal will be given either within the first month of school or when positions are filled.

b. Each teacher shall, within thirty (30) days of the receipt of the informational notice above, notify the Human Resource Coordinator, in writing, of any errors in salary, step, lane advancement or any other incentive pay that results in a reduction in overall compensation.

c. In the event of notification of an error, the Human Resource Coordinator shall work with the payroll office to correct the error in a timely manner. In the case of an underpayment to an employee, the District will endeavor to make the employee whole within thirty (30) days.

d. If an error results in overpayment of an employee's overall compensation, the employee agrees to reimburse the District. In such cases, the employee and District shall meet and attempt to reach mutual agreement on a repayment schedule within thirty (30) calendar days following written notification.

e. If there is no mutual agreement at the end of the thirty (30) calendar day period, the District shall implement the repayment schedule stated in sub (e) below.

f. If the overpayment amount to be repaid is more than five percent (5%) of the employee's regular monthly base salary, the overpayment shall be recovered in monthly amounts not exceeding five percent (5%) of the employee's regular monthly base salary. If an overpayment is less than five percent (5%) of the employee's regular monthly base salary, the overpayment shall be recovered in a lump sum deduction from the employee's paycheck. If an employee leaves District service before the District fully recovers the overpayment, the remaining amount may be deducted from the employee's final check.

g. An employee who disagrees with the District's determination that an overpayment has been made to the employee may grieve the determination through the grievance procedure.

h. This provision does not waive the District's right to pursue other legal procedures and processes to recoup an overpayment made to an employee at any time.

i. A notice of this provision will be attached to the first payroll check for each employee.

A-4 **Reimbursement for Graduate Courses**

A-4.1 All teachers who have completed three (3) years of employment with the District shall be eligible for tuition reimbursement for graduate work subject to the conditions and procedures set forth in this provision.

a. Application for reimbursement must be filed on or before deadlines set forth in Paragraph 4 of this provision and the Superintendent or designee shall have sole discretion as to approval under this provision. The Superintendent's or designee's decision regarding applications for approval can be appealed to the School Committee within thirty (30) days of the Superintendent's or designee's decision. The Committee's decision on appeal is final and binding and not subject to the grievance procedure under this Agreement.

b. To receive tuition reimbursement for courses approved as aforesaid, a teacher must successfully complete the graduate course. In graded courses he/she must pass with a grade of B (or its equivalent) or better.

c. Teachers, following receipt, shall promptly submit grade reports, or official transcripts for graded courses or proof of completion for non-graded courses, to the Superintendent or designee, along with proof of payment for the courses taken.

A-4.2 Tuition reimbursement shall be in an amount equal to the cost of a three (3) credit Master's-level graduate course at the current rate charged by the University of Rhode Island excluding any fees and financial aid from any other sources. Teachers are eligible for one (1) course reimbursement per semester or summer session.

A-4.3 Tuition reimbursement for course work must be pre-approved on a semester by semester basis by the Superintendent or designee on availability of funds.

A-4.4 Application for tuition reimbursement for first-semester courses must be received no later than September 25th; for second-semester courses by February 1st; and for summer courses by July 10th.

A-4.5 The funds available for annual tuition reimbursement as specified in Paragraph 1.b herein shall be $45,000.

A-5 **Notification of Benefits**

By October 1, the School Department shall forward by electronic means to each teacher a statement indicating the teacher's basic salary, payment for advanced increments, any basic above-scheduled salary payment, and any other payment authorized under the Contract. Also included will be the number of sick days the teacher has accumulated. All shall be itemized separately.

A-6 **Retirement Incentive Plan**

A-6.1 **Eligibility:**

Any teacher in the District who wishes to take advantage of the RETIREMENT INCENTIVE PLAN may do so, provided that the following eligibility criteria have been satisfied:

A-6.1.1 The teacher has been employed by the District for a minimum of twenty (20) school years.

A-6.1.2 The teacher has met all requirements of the Employee Retirement System of Rhode Island to be eligible to collect retirement benefits under its plan.

A-6.1.3 The teacher notifies the Superintendent of Schools, in writing, by February 1st, of their final decision to retire at the end of the current school year, which decision shall be irrevocable.

A-6.2 **Benefits**

For those teachers who qualify under A-6 above, such teacher shall receive seven thousand five hundred dollars ($7,500) upon retirement, the payment of which shall be made by election of the employee below:

a. One hundred percent (100%) of the amount due on or before July 15th of the year of retirement.

b. Fifty percent (50%) of the amount due on or before July 15th of the year of retirement and the remaining fifty percent (50%) on or before the following January 15th, or

c. One hundred percent (100%) of the amount due after January 1st, but not later than January 15th of the year following retirement. Incentive remuneration payments shall be subject to all withholding and other taxes in existence as of the effective date of retirement.

A-7 **Post-Employment Benefits Upon Retirement**

A-7.1.1 **Eligibility:**

Any teacher in the District who wishes to take advantage of post-employment benefits under this section may do so, provided that the following eligibility criteria have been satisfied:

A-7.1.2 The teacher has been employed by the District for a minimum of twenty (20) school years.

A-7.1.3 The teacher has met all requirements of the Employee Retirement System of Rhode Island to be eligible to collect retirement benefits under its plan.

A-7.2.1 **Benefits:**

For those teachers who qualify under A-7 above, such teacher shall receive the following post-employment benefits:

A-7-2.2 For two (2) years following the teacher's effective date of retirement, all Appendix D benefits in effect as stated in the Agreement between the East Greenwich School Committee and the East Greenwich Education Association shall be provided to the retiring teacher, at the same cost as provided to active teachers, to the extent that those fringe benefits are legally available to a retiring individual when all facts such as age, etc., are considered. It is understood that in the event the retiring teacher accepts other employment following retirement whereby fringe benefits are provided by another employer, the retired teacher shall provide written notice to the Human Resources Coordinator and the obligation of the East Greenwich School Department to provide these benefits will immediately cease and will not be further required, regardless of the retiring teacher's future employment status. Any retired teacher who fails to provide such written notice that he/she is eligible for benefits by another employer shall immediately reimburse the District upon request. Said retired teacher shall also be responsible for all costs and attorney's fees in connection with seeking reimbursement for violation of this provision.

A-7.2.3 Upon expiration of the two (2) year period identified in A.7.2.2 above, the retired teacher shall have the option to purchase, at the rate then being paid by the District, any of the Appendix D benefits he/she is eligible for, provided that:

a. Written notice of their intent to purchase same shall be given to the Superintendent of Schools not later than March 31st of the second year following retirement.

b. The benefit in question is legally available for purchase by a retired employee, as determined by the carrier or underwriter in question.

c. Payments are made when due, for periods determined by the carrier or underwriter in question.

A-8 **Death of a Retiree**

In the event of the death of a retiring teacher prior to the receipt of any or all benefits under A-6 above, any unpaid balance shall be paid to the estate of the deceased retiree, in the manner of payment elected.

APPENDIX B
BASIC ABOVE SCHEDULED PAYMENTS

The parties agree to form a committee for the purpose of investigating, formulating and evaluating a new compensation schedule for all Appendix B positions. The committee shall be constituted on or before October 1, 2014 and shall be comprised of eight (8) members – four (4) selected by the Association President and four (4) selected by the Superintendent or his designee. Any recommendations made by the evaluation committee shall be presented to the full membership and the School Committee by February 1, 2015 in an effort to implement the recommendation for the school budget fiscal year 2016, and shall be subject to ratification by both.

B-1 **Remuneration Method**

Beginning with 2023-2024 school year, the below newly-adopted schedule of stipends shall replace the existing schedule in effect from the previous Agreement for the years 2019-2022.

Any member who wishes to add a new club, activity or organization to this Appendix B must submit such request in accordance with District policy after the first day of school but prior to November 1 of the current academic year for consideration for the following academic year.

STIPEND	10th STEP INCREASE
3000 & above	$100
2000 to 2999	75
1000 to 1999	50
0-999	25

2025-2026 School Year - Schedule B - Advisors

	Proposed Pay Structure FY26 EGEA
	Proposed New Stipend

High School Class Advisors	
Freshman Class Advisor	1,000.00
Freshman Class Advisor	1,000.00
Sophmore Class Advisor	1,500.00
Sophmore Class Advisor	1,500.00
Junior Class Advisor	2,000.00
Junior Class Advisor	2,000.00
Senior Class Advisor	2,500.00
Senior Class Advisor	2,500.00
High School	
Academic decathlon - Advisor	3,000.00
Band Advisor	5,000.00
Computer Science Club	1,000.00
Drama - Assistant **Theater Assistant Advisor**	3,000.00
Drama - Advsr **Theater Advisor**	5,000.00
FBLA	2,000.00
Math team	3,000.00
Mock trial	3,000.00
Model Legislature / Model UN	1,000.00
Nat'l Honor Society	3,000.00
Newpaper Advsr	3,000.00
Science Olympiad	2,000.00
Student Council CO Advisor	2,500.00
Student Council CO Advisor	2,500.00
Yearbook Advisor	5,000.00
Middle School	
Student Council Advisor	3,000.00
Chorus Director	1,000.00
National Jr Honor - CO-Advsr	1,000.00
National Jr Honor - CO-Advsr	1,000.00
Yearbook	3,000.00
Band / orchestra *** Band part	2,000.00
Band / Jazz	3,000.00
Band / orchestra *** Orchest part	2,000.00
Mock Trial	2,000.00
Drama Club Co Advisor	2,500.00
Drama Club Co Advisor	
Drama Club Co Advisor ***NOT LISTED	
Newspaper Advsr	1,000.00
Elementary	
Co-Choral Director	1,000.00

Co-Choral Director	1,000.00
Elementary Band	2,000.00
Elementary Orchestra	2,000.00
Performing Arts Coordinator	2,000.00
Visual Arts Coordinator	2,000.00
Athletic Trainer	TBD by Administration
High School Website Coordinator	3150.00.00
Chemical Hygiene Officer	2500.00
ALP Coordinator	5000.00
Middle School Website Coordinator	2650.00
Elementary Website Coordinator	2100.00
Totals	104,875

Yellow Highlight indicates that the salary is "grandfathered in" at a higher stipend

Current Language in the Contract

Stipend

3,000 & Above
2,000 to 2,999
1000 to 1999
0 to 999

New Language in the Contract

Service Pay for Advisors:
Advisors 11th Year Increase
$100

		Proposed Pay Structure FY 26 S.C
		Proposed New Stipend
High School Athletics		
Cross Country - Boys Head Varsity		4,250.00
Cross Country - Girls Head Varsity		4,250.00
Field Hockey - Girls Head Varsity		4,500.00
Field Hockey - Girls Asst Varsity		3,000.00
Football - Asst Varsity		3,250.00
Football - Asst Varsity		3,250.00
Football - Asst Varsity		3,250.00
Football - Asst Varsity		3,250.00
Football - Head Varsity		5,500.00
Soccer - Boys Asst Varsity		3,000.00
Soccer - Boys Head Varsity		4,500.00
Soccer - Girls Asst Varsity		3,000.00
Soccer - Girls Head Varsity		4,500.00
Tennis - Girls Asst Varsity		2,500.00

Tennis - Girls Head Varsity		3,500.00
Volleyball - Girls Asst Varsity		3,000.00
Volleyball - Girls Head Varsity		4,500.00
Cheerleading - Football Head Varsity		2,000.00
Basketball Boys Head		5,000.00
Basketball Boys Asst.		3,250.00
Basketball Girls Head		5,000.00
Basketball Girls Asst.		3,250.00
Cheerleading - Winter		2,000.00
Hockey Boys Head		5,000.00
Hockey Boys (JV) Asst.		3,250.00
Track Winter Indoor Boys Head		4,000.00
Track Winter Indoor Girls Head		4,000.00
Track Winter Indoor Asst.		2,500.00
Track Winter Indoor Asst.		2,500.00
Swimming Boys Head		4,000.00
Swimming Girls Head		4,000,00
Wrestling - Boys Head		4,000.00
Wrestling - Boys Asst.		2,500.00
Baseball Head Boys		4,500.00
Baseball Asst. Boys		3,000.00
Golf Head Coed		3,250.00
Lacrosse Head Boys		4,000.00
Lacrosse Asst Boys		2,500.00
Lacrosse Head Girls		4,000.00
Lacrosse Asst Girls		2,500.00
Softball Asst Girls		3,000.00
Softball Head Girls		4,500.00
Tennis Head Boys		3,500.00
Track Spring Head Boys outdoor		4,250.00
Track Spring Asst Boys outdoor		2,750.00
Track Spring Asst Girls outdoor		2,750.00
Track Head Girls outdoor		4,250.00
Volleyball Head Boys		4,250.00
Volleyball - Boys Asst		2,750.00
Wrestling - Boys Head		Listed Twice
Unified Basketball Head Coach		
Unified Basketball Assistant Coach		
Unified Volleyball Head Coach		
Unified Volleyball Assistant Coach		
Middle School Athletics		
Intramural Football 7th 8th grade		1,000.00
Intramural Field Hockey		
Intramural Coodinator		Not listed

Cross Country - Boys' Head Cole		2,750.00
Cross Country - Girls' Head Cole		2,750.00
Soccer - Boys Head Cole		2,750.00
Soccer - Girls Head Cole		2,750.00
Basketball Boys Head		2,750.00
Basketball Girls Head		2,750.00
Volleyball Intramural - 6th , 7th, 8th Boys		1,000.00
Volleyball Intramural - 6th, 7th, 8th Girls		1,000.00
Baseball Head Boys		2,750.00
Softball Head Girls		2,750.00
Unified MS Cross Country Coach		
Unified MS Basketball Coach		
TOTALS		196,000.00

Yellow Highlight indicates that the salary is "grandfathered in" at a higher stipend

Current Language in the Contract

Stipend	10th Step
3,000 & Above	$100
2,000 to 2,999	75
1000 to 1999	50
0 to 999	25

New Language in the Contract

Service Pay for Coaches: 11th Year Increase	$100

B-2. Coaching and Advising Longevity.

Longevity for coaches and advisors listed in Schedule B shall be paid as an annual lump sum payment. Those employees with ten years or more of coaching and/or advising in the same sport or activity shall receive two hundred and fifty dollars ($250). All coaches and advisors shall only be eligible for one annual longevity payment, regardless of the number of teams they coach and/or Schedule B groups that they oversee.

APPENDIX C
SALARY SCHEDULE
DETENTION
DEPARTMENT HEADS

C-1 Payment for detention will be 1/6 of the assigned teacher's daily pay per session. In no case shall compensation exceed twenty-five dollars ($25.00) per session.

C-2 Payment for Department Heads (grades 6-12) will be twelve percent (12%) of the

maximum step of the teachers' basic salary scale.

C-3 Per Article XV, any new Department Head appointed beginning with the 2024-2025 school year will earn a stipend of $6,500 annually during their term. All department chairs at the high school currently in the position as of the 2022-2023 school year will be grandfathered and capped into a stipend of $10,000 for the 2022-2023 school year and for the remainder of their tenure in the position.

C- 4 The Superintendent and the Union President shall meet prior to the start of the school year and establish a list of paid committees and additional paid duties outside of school hours, which shall be paid at $50/per hour.

C-5 The Preschool Coordinator/Department Head shall receive a stipend in the amount of $5,000 annually during their term.

APPENDIX D
HEALTH INSURANCE

D-1 All members of the bargaining unit who choose to avail himself or herself of the healthcare benefits specified herein, except those who are legally ineligible, will be provided with a High Deductible Plan/Health Savings Account (HDP/HSA). The parties agree that with the implementation of the HDP/HSA, the School Committee shall provide to the employees Blue Solutions for HSA Plan, attached hereto as Exhibit A. The HDP/HSA plan will include the following deductibles:

Individual Plan:	$2,000
Family Plan:	$4,000

Effective January 1, 2020 and during the term of this Agreement, the School Committee agrees to advance and deposit the full amount of the individual or family plan deductible of $2,000 or $4,000 respectively, provided, however, that each bargaining unit member will repay the School Committee its fifty percent (50%) share on a pre-tax basis via biweekly payroll deductions over the course of twenty-six (26) pay periods:

Individual Plan:	$1,000
Family Plan:	$2,000

The employee contribution is not required when the fund balance in the employee's respective plan exceeds $7,999.99. Employees may elect to contribute more than the minimum funding amounts outlined herein not to exceed federal IRS regulations. The contribution required by the School Committee shall continue annually regardless of fund balance.

In addition to the $1,000 or $2,000 employee contribution toward the individual or family plan deductible, as the case may be, the employee shall also be responsible for

twenty percent (20%) of the working rate charged to and paid by the School Committee depending on the respective plan for the duration of this Agreement. Said twenty percent (20%) co-share shall be paid on a pre-tax basis via bi-weekly payroll deductions over the course of twenty-six (26) pay periods annually.

The contributions toward the annual deductible amounts provided by the School Committee for the coverages hereunder shall be prorated in the event any employee terminates, separates their employment, or change plans from the District during the term of this Agreement.

All fees associated with establishing and administering the HDP/HSA will be borne by the School Committee, unless otherwise provided by law.

For those employees who are legally ineligible to participate in the High Deductible Plan/Health Savings Account, such employees shall be provided with PPO Medical Plan, with in-network annual deductibles of $500 for individual and $1,000 per family, and out of network annual deductibles of $1,000 for individual and $2,000 per family, and the following point of service co-pays: $15 Office visit; $25 Specialist office visit; $25 Allergy/Derm office visit; $25 Vision office visit; $25 Chiro office visit; $50 Urgi Center care visit; $100 ER visit, as identified in Exhibit B attached hereto.

Teachers receiving PPO Medical Plan shall contribute twenty percent (20%) to the cost of the coverage on a pre-tax basis through payroll deductions in twenty-six (26) equal installments, depending on the selection made by the employee.

For those teachers who are eligible for Medicare Coverage and opt out of the PPO or HSA plans, the School Committee agrees to offer Individual Medicare 65 Plan B and gap coverage Plan G, with the District bearing 80% of the premium costs and the employee/retiree bearing 20% of the premium costs with the next renewal of plan coverage, July 1, 2020.

D-2 **Term Life Insurance**

The School Committee shall provide each teacher with a stipend in the amount of one hundred and fifty dollars ($150) annually which may be used for the purchase of life insurance.

D-3 **Dental Plan**

Family Plan Dental insurance shall be provided for all teachers who are eligible for family coverage under applicable regulations; all teachers covered by this Agreement shall be provided family or individual coverage under a Dental Plan 103 (Level IV), with a maximum individual annual allowance of $1,500 with the next renewal of plan coverage, July 1, 2020.

D-4 **Medical Emergency Rider Insurance**

Medical Emergency Rider insurance for the doctor shall be provided for all teachers.

D-5 **Mental Health Rider Insurance**

Mental Health Rider insurance shall be provided for all teachers.

D-6 Student Coverage shall be the maximum mandated under the Afforded Care Act, as amended and shall be provided to all teachers.

D-6 **Vision Health Rider**

For those enrolled with health coverage through the District, the Committee agrees to add Vision coverage rider with the next renewal of plan coverage, July 1, 2020.

APPENDIX E
TRAVEL REIMBURSEMENT

E-1 The rate of compensation shall be the amount permitted under the IRS regulations.

APPENDIX F
DEDUCTIONS

F-1 The School Committee agrees to deduct from the salaries of employees who elect to be in the bargaining unit dues for the Association as said teachers individually and voluntarily authorize the School Committee to deduct, and to transmit the monies promptly to the Association.

F-2 The School Committee agrees to deduct from salaries of its employees who elect to open a 403(b), other allowable tax sheltered accounts or U. S. Saving Bonds, requested by employees, and to transmit monies promptly to the appropriate agency. Employees who have contributed to such tax-sheltered accounts and bonds shall be permitted to borrow from their own accounts in accordance with applicable state and federal regulations.

F-3 The School Committee agrees to deduct from the salaries of its employees monies transmitted to a credit union designated by the Association.

APPENDIX G
SCHOOL RECONFIGURATION

In the event that during the term of this Agreement elementary schools are realigned, all teaching positions in the elementary schools will be considered vacant and shall be filled in accordance with the terms of this Agreement.

EXHIBIT 1

Grades 6 and 7
20 teaching blocks weekly

	Monday	Tuesday	Wednesday	Thursday	Friday
HR	Homeroom	Homeroom	Homeroom	Homeroom	Homeroom
1	A1 Math	A2 Math	A3 Math	A4 Math	CPT
2	Prep	C2 Math	Prep	Prep	CS Math
3	81 Math	D2 Math	D3 Math	C4 Math	05 Math
4	C1 Math	CPT	B3 Math	D4 Math	85 Math
5	D1 Math	81 Math	C2 Math	B4 Math	Prep
6	CPT	Prep	CPT	CPT	AS Math

	Monday	Tuesday	Wednesday	Thursday	Friday
HR	Homeroom	Homeroom	Homeroom	Homeroom	Homeroom
1	**A1 Math**	**A2 Math**	**A3 Math**	**A4 Math**	**CPT**
2	Prep	**C2 Math**	Prep	Prep	**C4 Math**
3	B1 **Math**	**D2 Math**	**D3 Math**	**C3 Math**	04 Math
4	**C1** Math	CPT	**82 Math**	E3 Math	**B4 Math**
5	**D1 Math**	E1 Math	**E2 Math**	83 Math	Prep
6	CPT	Prep	**CPT**	CPT	E4 Math
	LLT	LLT	LLT	LLT	Advisory
	LLT	LLT	LLT	LLT	Advisory

8th Grade
20 teaching blocks weekl

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 1-800-639-2227 or (401) 459-5000 or TDD 711 or visit us at www.BCBSRI.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at https://www.healthcare.gov/sbc-glossary or call 1-800-639-2227 or TDD 711 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	For In Network providers **$500** for an individual plan / **$1000** for a family plan. For Out-of-Network providers **$1000** for an individual plan / **$2000** for a family plan.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
Are there services covered before you meet your deductible?	Yes. Doesn't apply to preventive services, services with a fixed dollar copay and diagnostic testing.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No	You don't have to meet deductible for specific services.
What is the out-of-pocket limit for this plan?	For In Network providers **$6350** for an individual plan / **$12700** for a family plan. For Out-of-Network providers **$6350** for an individual plan / **$12700** for a family plan.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.BCBSRI.com or call 1-800-639-2227 or (401) 459-5000 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No	You can see the specialist you choose without a referral.

- All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	$15 copay; deductible does not apply per visit	20% coinsurance	None
	Specialist visit	$25 copay; deductible does not apply per visit	20% coinsurance	Chiropractic Services are limited to 12 visit(s) per year
	Preventive care/screening/immunization	No Charge; deductible does not apply	20% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. For additional details, please see your plan documents or visit www.BCBSRI.com/providers/policies
If you have a test	Diagnostic test (x-ray, blood work)	No Charge; deductible does not apply	20% coinsurance	Preauthorization is recommended for certain services
	Imaging (CT/PET scans, MRIs)	No Charge	20% coinsurance	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.Caremark.com.	Tier 1 generic drugs	$5 copay (Retail) $15 copay (Mail Order); deductible does not apply	Not Covered	CVS Health administers the Pharmacy benefit. All specialty and some non-specialty medications require a Prior Authorization before being dispensed. Frequency of fills are as follows: 30 days for retail; 90 days for mail; 30 days for Specialty. Infertility drugs: 20% coinsurance
	Tier 2 preferred brand name drugs	$15 copay (Retail) $45 copay (Mail Order); deductible does not apply	Not Covered	
	Tier 3 non-preferred brand name drugs	$30 copay (Retail) $90 copay (Mail Order); deductible does not apply	Not Covered	
	Tier 4 specialty prescription drugs	$30 copay (CVS Specialty Pharmacy Only);deductible does not apply	Not Covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No Charge	20% coinsurance	Preauthorization is recommended; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fees	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need immediate medical attention	Emergency room care	$100 copay; deductible does not apply per visit	$100 copay; deductible does not apply per visit	Emergency room: Copay waived if admitted; Air/Water Ambulance: No Charge; Urgent care: Applies to the visit only. If additional services are provided additional out of pocket costs would apply based on services received.
	Emergency medical transportation	$50 copay; deductible does not apply per trip	$50 copay; deductible does not apply per trip	
	Urgent care	$50 copay; deductible does not apply per urgent care center visit	$50 copay; deductible does not apply per urgent care center visit	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	20% coinsurance	Preauthorization is recommended; 45 day limit at an inpatient rehabilitation facility; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fee	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	$15 copay; deductible does not apply/office visit No Charge for outpatient services	20% coinsurance/office visit 20% coinsurance for outpatient services	Preauthorization is recommended for certain services
	Inpatient services	No Charge	20% coinsurance	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you are pregnant	Office visits	$25 copay; deductible does not apply per visit	20% coinsurance	Cost sharing does not apply for preventive services; Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is recommended.
	Childbirth/delivery professional services	No Charge	20% coinsurance	
	Childbirth/delivery facility services	No Charge	20% coinsurance	
If you need help recovering or have other special health needs	Home health care	No Charge	20% coinsurance	Preauthorization is recommended
	Rehabilitation services	20% coinsurance	20% coinsurance	Services include Physical, Occupational and Speech Therapy; limited to 30 visits each (combined for in and out of network); No Charge for services to treat autism spectrum disorder and are not subject to visit limits; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Habilitation services	20% coinsurance	20% coinsurance	
	Skilled nursing care	No Charge	20% coinsurance	Preauthorization is recommended; Custodial care is not covered
	Durable medical equipment	20% coinsurance	20% coinsurance	Preauthorization is recommended for certain services; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Hospice service	No Charge	20% coinsurance	None
If your child needs dental or eye care	Children's eye exam	$25 copay; deductible does not apply per visit	20% coinsurance	Limited to one routine eye exam per year.
	Children's glasses	Not Covered	Not Covered	None
	Children's dental check-up	Not Covered	Not Covered	None

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)
- Dental check-up, child
- Glasses, child
- Long-term care
- Routine foot care unless to treat a systemic condition
- Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)

- Bariatric Surgery
- Chiropractic care
- Hearing aids
- Infertility treatment
- Most coverage provided outside the United States. Contact Customer Service for more information.
- Private-duty nursing
- Routine eye care (Adult)

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for us and those agencies is: the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711, state insurance department at (401) 462-9520 or by email at HealthInsInquiry@ohic.ri.gov, Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Additionally, a consumer assistance program can help you file your appeal. Contact your state insurance department at (401) 462-9520 or by email at HealthInsInquiry@ohic.ri.gov.

Does this plan provide Minimum Essential Coverage? Yes.
Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

Does this plan meet Minimum Value Standards? Yes.
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To see examples of how this plan might cover costs for a sample medical situation, see the next section.

About these Coverage Examples:

This is not a cost estimator. Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

Peg is Having a Baby
(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	$500
Specialist copayment	$25
Hospital (facility) coinsurance	No Charge
Other coinsurance	20%

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$500
Copayments	$30
Coinsurance	$0
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$590**

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$500
Specialist copayment	$25
Hospital (facility) coinsurance	No Charge
Other coinsurance	20%

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$500
Copayments	$520
Coinsurance	$60
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$1,100**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$500
Specialist copayment	$25
Hospital (facility) coinsurance	No Charge
Other coinsurance	20%

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$500
Copayments	$210
Coinsurance	$20
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$730**

The plan would be responsible for the other costs of these EXAMPLE covered services.

DELTA DENTAL

Benefits Summary

EG SCHOOL DEPARTMENT - CERTIFIED

Group Number: 5885-0412, 0415, 0418

Delta Dental PPO Plus Premier™

Annual Maximum
$1,500

Elective Orthodontic Lifetime Maximum
$1,200

Maximum Lifetime Cap
Unlimited

Deductible
Individual $0
Family $0

Dependent Coverage
Dependent children are covered under these benefits up until the end of the year that they turn 19. Dependent children who are students over age 19 are covered as long as they stay in school or up until the end of the year that they turn age 23.

P **Pre-treatment Estimate Recommended**

A **Prior Authorization Required**

See back page for additional information >

Plan pays 100%; Member Coinsurance 0%

- Oral exam once per calendar year performed by a general dentist
- Cleaning twice per calendar year
- Fluoride treatment for children under age 19 once per calendar year
- Bitewing x-rays one set per calendar year
- Complete x-ray series or panoramic film once every 36 months. A panoramic film is a benefit for individuals ages 6 and older.
- Single x-rays as required
- Palliative treatment (minor procedures necessary to relieve acute pain) twice per calendar year
- Amalgam (silver) fillings and composite (white) fillings
- Space maintainers once per lifetime for lost deciduous (baby) teeth
- Extractions and other routine oral surgery when not covered by a patient's medical plan
- General anesthesia or intravenous (I.V.) sedation for certain complex surgical procedures
- Root canal therapy on permanent teeth one procedure per tooth per lifetime.
- P • Crowns over natural teeth, build ups, posts and cores replacement limited to once every 60 months
- Repairs to existing partial or complete dentures once per calendar year
- Recementing crowns or bridges once every 60 months
- Rebasing or relining of partial or complete dentures once every 60 months

Plan pays 50%; Member Coinsurance 50%

- P • Bridges and crowns over implants replacement limited to once every 60 months
- P • Partial and complete dentures replacement limited to once every 60 months
- P • Root planing and scaling once per quadrant every 24 months
- P • Osseous (bone) surgery once per quadrant every 36 months (bone grafts are not covered)
- P • Gingivectomies once per site every 36 months
- P • Soft tissue grafts once per site every 60 months
- P • Crown lengthening once per site every 60 months
- Periodontal maintenance following active therapy two per year

Plan pays 50%; Member Coinsurance 50%

- P • Elective braces and related services for dependent children under the age of 19. Subject to a lifetime maximum. No pre-approval required.

This is a summary of benefits. The information shown here is not a guarantee of payment. Refer to the Certificate of Coverage for the full plan terms. The Certificate includes any limitations or exclusions not seen here. For a complete listing of frequencies and limitations go to www.deltadentalri.com/el. To be covered, services must be dentally necessary and appropriate as per our review guidelines.

Note: This plan does not include a missing tooth clause. In addition, if covered, crowns, bridges, partials and complete dentures are paid when the permanent structure is inserted (seated) by the dentist. Member coverage must be active on the date that the permanent structure is inserted and payment is based on benefits available on that day — for example, if the member's annual maximum has been paid prior to the insertion of the permanent structure, the service will not be paid.

* Time limits on services (e.g. 6, 12, 24, 36, or 60 months) are figured to the exact day. Services are then covered the following day. For example, when a service is covered once every 12 months, if the service was done on July 1, it will not be covered again until the following year on July 2 or after.

Out-of-Network Coverage

You have the freedom to choose any dentist, but it is important to know that your out-of-pocket costs may be higher when you visit a dentist who does not participate in our network. Non-participating dentists have not agreed to accept the Delta Dental allowance as payment in full, so services from an out-of-network dentist may cost you more. You may also have to pay the dentist at the time of service and file a claim yourself. To be eligible, all claims must be filed within one year of the date of service. To find a participating dentist near you, use our Find A Dentist tool at www.deltadentalri.com.

How to Find a Dentist

Choose from Delta Dental's extensive network of dentists, you're sure to find one that's right for you. Visit www.deltadentalri.com to use our online Find A Dentist tool. You can see if your current dentist participates with us or look for a new dentist by searching by name, location or specialty. Enter your address or other criteria important to you (extended hours, languages spoken, etc.), and our tool will return a list of dentists that meet your needs – as well as maps and driving directions.

Beyond Benefits

When you visit us at www.deltadentalri.com, you can access a wealth of important dental health information and manage your plan by:

- Checking your benefits and claims
- Reviewing your deductibles and maximums
- Using our Find A dentist tool to find a dentist in your area

Notice of Nondiscrimination and Accessibility Policy

Delta Dental of Rhode Island does not discriminate on the basis of race, color, national origin, age, disability, or sex.
Español (Spanish): ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-843-3582.
Português (Portuguese): ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-800-843-3582.

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 1-800-639-2227 or (401) 459-5000 or TDD 711 or visit us at www.BCBSRI.com. For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at https://www.healthcare.gov/sbc-glossary or call 1-800-639-2227 or TDD 711 to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	For In Network providers **$2000** for an individual plan / **$4000** for a family plan. For Out-of-Network providers **$4000** for an individual plan / **$8000** for a family plan.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the policy, the overall family deductible must be met before the plan begins to pay.
Are there services covered before you meet your deductible?	Yes. Doesn't apply to preventive services.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at https://www.healthcare.gov/coverage/preventive-care-benefits/.
Are there other deductibles for specific services?	No	You don't have to meet deductible for specific services.
What is the out-of-pocket limit for this plan?	For In Network providers **$2000** for an individual plan / **$4000** for a family plan. For Out-of-Network providers **$4000** for an individual plan / **$8000** for a family plan.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, the overall family out-of-pocket limit must be met.
What is not included in the out-of-pocket limit?	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
Will you pay less if you use a network provider?	Yes. See www.BCBSRI.com or call 1-800-639-2227 or (401) 459-5000 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
Do you need a referral to see a specialist?	No	You can see the specialist you choose without a referral.

- All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	No Charge	40% coinsurance	None
	Specialist visit	No Charge	40% coinsurance	Chiropractic Services are limited to 12 visit(s) per year
	Preventive care/screening/immunization	No Charge; deductible does not apply	40% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. For additional details, please see your plan documents or visit www.BCBSRI.com/providers/policies
If you have a test	Diagnostic test (x-ray, blood work)	No Charge	40% coinsurance	Preauthorization is recommended for certain services
	Imaging (CT/PET scans, MRIs)	No Charge	40% coinsurance	
If you need drugs to treat your illness or condition More information about **prescription drug coverage** is available at www.Caremark.com.	Tier 1 generic drugs	No Charge (Retail & Mail Order)	Not Covered	CVS Health administers the Pharmacy benefit. All specialty and some non-specialty medications require a Prior Authorization before being dispensed. Frequency of fills are as follows: 30 days for retail; 90 days for mail; 30 days for Specialty.
	Tier 2 preferred brand name drugs	No Charge (Retail & Mail Order)	Not Covered	
	Tier 3 non-preferred brand name drugs	No Charge (Retail & Mail Order)	Not Covered	
	Tier 4 specialty prescription drugs	No Charge (CVS Specialty Pharmacy only)	Not Covered	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No Charge	40% coinsurance	Preauthorization is recommended; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Physician/surgeon fees	No Charge	40% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
If you need immediate medical attention	Emergency room care	No Charge	No Charge	None
	Emergency medical transportation	No Charge	No Charge	
	Urgent care	No Charge	No Charge	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	40% coinsurance	Preauthorization is recommended; 45 day limit at an inpatient rehabilitation facility; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Physician/surgeon fee	No Charge	40% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	No Charge/office visit No Charge for outpatient services	40% coinsurance/office visit 40% coinsurance for outpatient services	Preauthorization is recommended for certain services
	Inpatient services	No Charge	40% coinsurance	
If you are pregnant	Office visits	No Charge	40% coinsurance	Cost sharing does not apply for preventive services; Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is recommended.
	Childbirth/delivery professional services	No Charge	40% coinsurance	
	Childbirth/delivery facility services	No Charge	40% coinsurance	

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you need help recovering or have other special health needs	Home health care	No Charge	40% coinsurance	Preauthorization is recommended
	Rehabilitation services	No Charge	40% coinsurance	Services include Physical, Occupational and Speech Therapy; limited to 30 visits each (combined for in and out of network); services to treat autism spectrum disorder are not subject to visit limits; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Habilitation services	No Charge	40% coinsurance	
	Skilled nursing care	No Charge	40% coinsurance	Preauthorization is recommended; Custodial care is not covered
	Durable medical equipment	No Charge	40% coinsurance	Preauthorization is recommended for certain services; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge.
	Hospice service	No Charge	40% coinsurance	None
If your child needs dental or eye care	Children's eye exam	No Charge	40% coinsurance	Limited to one routine eye exam per year.
	Children's glasses	Not Covered	Not Covered	None
	Children's dental check-up	Not Covered	Not Covered	None

Excluded Services & Other Covered Services:

Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)

- Acupuncture
- Cosmetic surgery
- Dental care (Adult)
- Dental check-up, child
- Glasses, child
- Long-term care
- Routine foot care unless to treat a systemic condition
- Weight loss programs

Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)		
• Bariatric Surgery	• Infertility treatment	• Private-duty nursing
• Chiropractic care	• Most coverage provided outside the United States. Contact Customer Service for more information.	• Routine eye care (Adult)
• Hearing aids		

Your Rights to Continue Coverage: There are agencies that can help if you want to continue your coverage after it ends. The contact information for us and those agencies is: the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711, state insurance department at (401) 462-9520 or by email at HealthInsInquiry@ohic.ri.gov, Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or www.cciio.cms.gov. Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit www.HealthCare.gov or call 1-800-318-2596.

Your Grievance and Appeals Rights: There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform. Additionally, a consumer assistance program can help you file your appeal. Contact your state insurance department at (401) 462-9520 or by email at HealthInsInquiry@ohic.ri.gov.

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(9 months of in-network pre-natal care and a hospital delivery)

The plan's overall deductible	$2000
Specialist copayment	$0
Hospital (facility) coinsurance	No Charge
Other coinsurance	No Charge

This EXAMPLE event includes services like:
Specialist office visits *(prenatal care)*
Childbirth/Delivery Professional Services
Childbirth/Delivery Facility Services
Diagnostic tests *(ultrasounds and blood work)*
Specialist visit *(anesthesia)*

Total Example Cost	**$12,700**

In this example, Peg would pay:

Cost Sharing	
Deductibles	$2,000
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$60
The total Peg would pay is	**$2,060**

Managing Joe's type 2 Diabetes
(a year of routine in-network care of a well-controlled condition)

The plan's overall deductible	$2000
Specialist copayment	$0
Hospital (facility) coinsurance	No Charge
Other coinsurance	No Charge

This EXAMPLE event includes services like:
Primary care physician office visits *(including disease education)*
Diagnostic tests *(blood work)*
Prescription drugs
Durable medical equipment *(glucose meter)*

Total Example Cost	**$5,600**

In this example, Joe would pay:

Cost Sharing	
Deductibles	$2,000
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$20
The total Joe would pay is	**$2,020**

Mia's Simple Fracture
(in-network emergency room visit and follow up care)

The plan's overall deductible	$2000
Specialist copayment	$0
Hospital (facility) coinsurance	No Charge
Other coinsurance	No Charge

This EXAMPLE event includes services like:
Emergency room care *(including medical supplies)*
Diagnostic test *(x-ray)*
Durable medical equipment *(crutches)*
Rehabilitation services *(physical therapy)*

Total Example Cost	**$2,800**

In this example, Mia would pay:

Cost Sharing	
Deductibles	$2,000
Copayments	$0
Coinsurance	$0
What isn't covered	
Limits or exclusions	$0
The total Mia would pay is	**$2,000**

The plan would be responsible for the other costs of these EXAMPLE covered services.