Orange Southwest School District
Special Contract Benefits Package
2026-2027

HEALTH BENEFITS

The Board will pay the appropriate percentage, as outlined in the statute noted above, of the premium for single, parent/children, 2-person or family coverage of the VEHI Gold CDHP Health Insurance Plan or the equivalent dollar amount applied toward the premium cost pf the Platinum, Gold or Silver CDHP. In addition, the Board shall provide each employee with an integrated Health Reimbursement Arrangement sufficient to cover $2200 single or $4400 for other tiers starting with the first dollar of the Total Out of Pocket Maximum for the Gold CDHP or the VEHI plan chosen by the employee. All administrative costs for the integrated HRA shall be paid by the Board. All administration of the HRA, including tracking the percentage used, shall be done by a third party designated by the OSSD.

The Board will pay 100% of the premium cost necessary to provide single, two person or family coverage in a dental plan with benefits equal to the current insurance plan. The School Board may use whatever premium payment scheme it selects as long as the benefits provided by the contractually designated dental insurance program are not altered, diminished or otherwise changed.

DENTAL INSURANCE

Class 1 – Diagnostic/Preventative Care	100%
Class 2 – Basic Care	100%
Class 3 – Major Care	75%
Class 4 – Orthodontic Care Individual	50%
Plan Year Deductible *(applies to classes 1, 2, 3 & 4)* Individual	None
Plan Year Maximum *(classes 1, 2 & 3)*	$1,300
Individual Lifetime Maximum *(class 4 only)*	$1,000

The School Board will provide group term life insurance protection for each full-time staff member in the face amount of $10,000. In the event of accidental death, such insurance will pay double the face amount.

The School Board shall pay 100% of the cost of long-term disability (LTD) insurance. The insurance will have a monthly benefit of two-thirds (66.66%) of salary at the time of disability, an elimination period of 90 calendar days and a benefit period extending to age 65. Each eligible employee shall apply for this coverage

at the earliest possible time allowed by the carrier (i.e. so that benefit will commence at the completion of the 90-day elimination period) and shall utilize this coverage as soon as benefits are authorized by the carrier.

Once an employee has been absent for 180 days due to the same illness/disability occurrence, the District shall discontinue paying its share of health insurance costs. Once eligible to receive LTD benefits, the employee may elect to continue receiving any accrued sick leave, but the sick leave will be protected so the LTD benefits and sick leave combined shall not be in excess of 100% of the employee's regular salary. Sick leave shall not be provided during any period when the employee would not have been paid (i.e. during any School vacation period).

In cases where the employee has begun to collect LTD benefits, his or her position will be held available and filled by a substitute for up to two contract years, including the one in which the disability occurs. The professional staff members may request the job be held for an additional contract year, with the Board's approval; such requests for leave beyond the two-year period must be written and must be received by the appropriate building principal by April 1st of the second contract year of disability.

In addition, the School Board agrees to deduct, upon request of the staff member, payroll deductions in the areas listed below, provided the total number of deductions does not exceed the usual and customary capacity of the payroll system:

A. Income protection insurance
B. Health and accident insurance
C. Credit union membership
D. Annuity
E. Medical and/or dependent care flexible spending accounts (equal to Section 125 "Cafeteria" plan)

The Board will provide the employees with coverage for liability insurance as written under 16 V.S.A. §1756, and Workers' Compensation. When an employee receives Workers' Compensation benefits, they will also have the option to use their accumulated sick leave to offset the difference between Workers' Compensation benefits and their full salary. When the employee elects this option, this shall be accomplished by the employee endorsing all Workers' Compensation benefit checks over to the District, including those received during all holiday and vacation periods (including summer vacation): the District will then pay the employee their full salary and deduct 1/3 of a sick leave day from the employee's accumulation for each School day of absence. The Board shall also continue to pay its share of all insurance benefits provided by the Agreement until the employee's sick leave is exhausted. The Board may elect to stop payment of sick leave salary until receipt of Workers' Compensation benefits from the employee.

TUITION REIMBURSEMENT

The Board will pay 100% of the cost of tuition for the first 6 credits and 50% of the tuition cost of the next three credits per contract year, subject to prior approval in writing from the Superintendent. Tuition reimbursement shall be up to the current University of Vermont tuition rate and shall reflect the deduction of fellowship grants. Upon approval by the Superintendent, the District shall pre-pay 50% of the tuition for the approved course and shall reimburse the remaining tuition once the employee has provided proof of payment and satisfactory completion of the course. In the event the employee fails to satisfactorily complete the course, the employee shall repay the District the amount of money pre-paid by the District and said payment shall be automatically deducted from the employee's paycheck(s) based on a payment schedule determined by the Superintendent.

LEAVE TIME

A. Individual Sick Leave – A full-time staff member under contract for the regular School year shall be entitled to paid leave for absences due to personal illness and/or disability, including disabilities connected with or resulting from, pregnancy. Such staff members shall be allowed a maximum of 18 days sick leave during each School year, cumulative to a maximum of 90 days, including the sick leave days allowed for the current School year at the time of consideration. Those staff members who have accumulated more than 90 days prior to 1996-97 School year remain entitled to those days, but once those days over 90 are used, members may not accumulate more than 90 days. Sick leave for the part-time staff members will be pro-rated.

B. Family Sick Leave – Staff members may use up to 30 accumulated sick days to care for ill or injured members of their immediate families. Immediate family shall be defined as the employee's spouse or civil union partner, children, parent or parent-in-law.

C. Bereavement – Up to 5 sick days may be used to attend to matters surrounding the death of an immediate family member or other person of similar attachment. Immediate family shall be defined as the employee's spouse, children, parents, siblings, parent-in-law and sibling-in-law.

D. Long-Term Disability – When an employee has utilized all of their paid sick leave and has a medical condition that would meet the eligibility requirements of the LTD carrier (per § 4.5) the District will pay the employee 66.6% of their regular salary for the period of time between their final sick leave day and the completion of the 90 calendar day LTD elimination period. This payment shall not ne made during any period when the employee would not have been paid (i.e. during any School vacation periods).

A full-time staff member under contract for the regular School year shall be allowed a maximum of 3 days leave with full pay for emergencies only. The Superintendent or an authorized representative of the Superintendent shall determine whether a situation constitutes an emergency.

A full-time staff member under contract for the regular School year shall be allowed 3 days leave per School year with full pay to attend to personal matters which cannot be accomplished outside regular School time. Such leave shall not be used for the purpose of extending a vacation; however, the Superintendent, at their discretion, may grant use of these days in conjunction with a vacation under special circumstances. The staff member shall give notice to the Superintendent or to an authorized representative of the Superintendent that leave is to be taken at least 5 days before taking such leave, except in the case of emergency.

The School Board and administration encourage employees to participate in professional growth activities. Reasonable costs accrued by attending workshops, conferences, observations in other Schools and so forth, will be reimbursed. Approval for participation in professional growth activities must be obtained in writing from the employee's building administrator and the Superintendent of Schools prior to attending the activity.

Statutory Leave: The Board shall comply with the requirements of the Federal Family and Medical Leave Act (FMLA) and the Vermont Parental and Family Leave Act (PFLA) for eligible employees. Whenever an employee is granted paid or unpaid leave pursuant to the terms of this Agreement, and the employee is granted paid or unpaid leave pursuant to the FMLA and/or PFLA for the same occurrence, both the leave provided pursuant to the Agreement and that which is provided pursuant to the FMLA/PFLA will be provided concurrently. Also, FMLA/PFLA leave will be provided concurrently with Workers' Compensation benefits where concurrent entitlement exists. The employee may elect to use up to 6 weeks of any paid leave (to which the employee is entitled under the terms of this Agreement) during any period of leave provided pursuant to FMLA and/or PFLA. All other matters regarding the

administration of leave provided pursuant to the FMLA and the PFLA shall be as provided by the District's policies and practices.

An employee who is called for jury duty shall be excused from work as found necessary by the court. However, the employee must inform the appropriate administrator as soon as notice from the court is received and shall verify the dates of actual jury duty. If an employee is either released by the court before their hours of employment are over or is able to report to work before court duty is required, the employee is required to report to work. Compensation for each day of jury duty will be at the employee's regular daily rate less the amount paid by the court. The employee's absence shall be considered as jury duty and not charged as emergency, sick or personal days.

EXTENDED LEAVES

A leave of absence without pay for a full School year or the balance of the present contractual year will be granted to a staff member for the purpose of caring for a sick member or his or her immediate family. Such staff members will notify the Superintendent in writing of a desire to take such leave, and except in case of an emergency, shall give such notice at least 30 days before the date on which the leave is to begin. The notice of leave shall include a physician's statement certifying the illness of the person for whom care is to be given. Following the birth or adoption of a child, employees will be granted a 6 work week childcare leave without pay upon request. Additional unpaid leave may be granted at the discretion of the School Board.

A staff member on extended leave, as authorized by this article, will be allowed to continue insurance benefits under any group insurance policy, provided the staff member pays the monthly group premium and obtains the approval of the insurer.