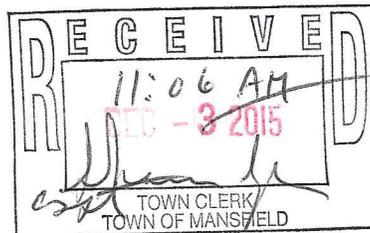


Legal Notice
Town of Mansfield

Notice is hereby given in accordance with Connecticut General Statutes §10-153d that a copy of the Agreement between Regional School District #19 Board of Education and Regional School District #19 Administrators Association effective July 1, 2016 through June 30, 2019, was filed in the Town Clerk's office, 4 South Eagleville Road, Mansfield and is available for public inspection.

Dated at Mansfield, Connecticut this 3rd day of December 2015.

Mary Stanton
Town Clerk Mansfield



MASTER AGREEMENT

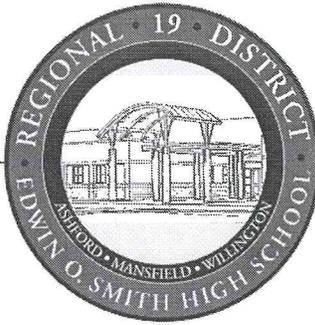
BETWEEN

REGIONAL SCHOOL DISTRICT #19
BOARD OF EDUCATION

AND

REGIONAL SCHOOL DISTRICT #19
ADMINISTRATORS ASSOCIATION

JULY 1, 2016 - JUNE 30, 2019



Bruce W. Silva, Superintendent
Regional School District #19

1235 Storrs Road, Storrs, CT 06268-2287
(860) 487-1862

TO: Paul Shapiro, Mansfield Mayor, Mathew Hart, Mansfield Town Manager, Mary Stanton
Mansfield Town Clerk, Christina Mailhos, Willington Selectperson, Donna Hardie, Willington
Town Clerk, Michael Zambo, Ashford, Selectman, Sherri Mutch, Ashford Town Clerk.

FROM: Bruce W. Silva, Superintendent

SUBJECT: Contract Settlement – Reg. School District#19 Administrators Association

DATE: December 2, 2015

Please find information regarding the recent settlement with the Regional School District #19 Administrators Association as legally required.

The Regional School District #19 Board of Education just concluded contract negotiations with the Regional School District #19 Administrator's Association for a new 3 year successor agreement. The new contract covers a total of 9 employees and is a three year agreement beginning on July 1, 2016.

Salary:

Year 1 (2016-2017)	2.56% total increase to salary account (no steps)
Year 2 (2017-2018)	2.18% total increase to salary account (no steps)
Year 3 (2018-2019)	1.82% total increase to salary account (no steps)

Benefits:

The Board negotiated a new Health Savings Account(HSA) D insurance plan for both the teacher and administrator groups. It is expected that all district employees will be enrolled in the new plan by the end of January 2017.

I hope this information is helpful. Please don't hesitate to call me if you have any additional questions.

Enclosures: Summary of Negotiated Successor Collective Bargaining Agreement – Fall 2015
CABE Administrative Settlement Data 2015-16, 2014-15
Master Agreement between RSD#19 Board of ed and RSD#19 Admin Association

**SUMMARY OF NEGOTIATED
SUCCESSOR COLLECTIVE BARGAINING AGREEMENT**

**Between the Regional School District #19 Board of Education and the
Regional School District #19 Administrators Association**

Fall 2015

1. Duration - Article XV:

3 years - July 1, 2016 - June 30, 2019

2. Wages - Appendix A-1, A-2, A-3:

July 1, 2016 - 2.56% total increase to salary account - distribution mutually agreed to

July 1, 2017 - 2.18% total increase to salary account - distribution mutually agreed to

July 1, 2018 - 1.82% total increase to salary account - distribution mutually agreed to

3. Health Insurance - Article VII, Insurance Benefits.

PPO Plan

- July 1, 2016 - December 31, 2016 – plan design is unchanged
- Employee premium contribution increases from 20% to 21%
- January 1, 2017 – Plan eliminated

HMO Plan

- July 1, 2016 - December 31, 2016 – plan design is unchanged
- Employee Premium contribution increases from 15% to 16%
- January 1, 2017 – Plan eliminated

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

- Effective January 1, 2017, the only health insurance plan offered will be a High Deductible Health Plan with Health Savings Account
- Deductible - \$2,000 single/\$4,000 two person/family
- Board's contribution to the deductible:
 - January 1, 2017 – 55% - in one payment the first payday in January
 - January 1, 2018 – 50% - in one payment the first payday in January
 - January 1, 2019 – 50% - in one payment the first payday in January

- Prescription Co-Pay after reaching deductible - As of January 18, 2019, after meeting the annual deductible there will be an Rx co-pay as follows:
 - \$0 for generics
 - \$15 for listed brand name drugs and
 - \$30 for non-listed brand name drugs
 - There is an annual maximum out of pocket payment for the Rx co-pay of \$1,000 for single and \$2,000 for two person/family
- Employee Premium Contribution
 - January 1, 2017 - 18%
 - January 1, 2018 - 19%
 - January 1, 2019 - 20%

4. **Miscellaneous:**

- **Side Agreements**

- The terms of Athletic Director Side Agreement that was an appendix have been incorporated throughout the Collective Bargaining Agreement.
- The terms of the Side Agreement concerning Instructional Leaders have been incorporated throughout the Collective Bargaining Agreement and the name of the position has been changed to “Department Directors”.

- **Adoption Leave - Article III, Leave Provisions, ¶J**

- The same adoption leave benefit of six (6) weeks that is contained in the Teachers’ Collective Bargaining Agreement

- **Doctorate Degree Stipend - Article IV, Work Year and Salaries, ¶F**

- Extended the existing annual doctorate stipend of \$2,500 to all current Administrators but this benefit has been eliminated for new hires.

- **Long Term Disability Insurance - Article VII, Insurance Benefits, ¶E**

- Optional long term disability plan where the cost of the plan is borne completely by the Administrator choosing to purchase the plan.

- **Article IX.D – General – Tuition Reimbursement**

- Eliminated tuition reimbursement for the cost of courses taken for provisional development.

DATE REPORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT					
				2016-17	2017-18	2018-19	2019-20	2016-17	2017-18	2018-19	2019-20		
07/13/15	WOODBIDGE	NEG	Y					2.50%	2.50%				
All years distributions to be discussed; Annuity increase to 2%; HSA plan only with cost share of 8% all three years.													
08/18/15	NEW BRITAIN	MED	Y	2.00%	2.00%	2.00%		2.27%	2.24%	2.14%			
BOE contribution to annuity incr from 1.5% to 2%.													
08/24/15	MILFORD	MED	Y					2.30%	2.30%	2.45%			
With step movement. Because almost all (27 of 31) are at the top step, the cost of step is minimal. Health Insurance: Implement teacher PPO (\$25/35) and HSA option. New hires can participate in HSA only. 2016-17: PPO 18.5%, HSA 12%; 2017-18: PPO 19.5%, HSA 13%; 2018-19: PPO 20.5%, HSA 14%.													
	GREENWICH			2.60%	2.60%	2.60%		2.60%	2.60%	2.60%			
Step cost is minimal, does not include additional \$1,000 in yr for Elem Prin position only; CT Partnership Plan 2.0 will be sole option at 12% PCS, dental PCS 15%; PhD stipend incr from \$1,000 to \$1,500.													
09/07/15	ROCKY HILL	NEG	Y	2.14%	2.03%	1.98%		3.00%	3.00%	2.75%			
09/18/15	BROOKFIELD	MED	Y	2.50%				2.50%					
No step schedule. Reopeners in years 2 & 3.													
09/20/15	MIDDLETOWN	MED	Y	2.00%	2.00%	2.00%		2.82%	2.59%	2.35%			
HDHP will be only option if doh on/after 7/1/16, PCS for HDHP 19% in yr 1, 20% in yr 2 & 21% in yr 3; PCS for PPO incr from 19% to 20% in yr 1, 21% in yr 2 & 23% in yr 3; If BOE determines total cost of health ins plan(s) will trigger excise tax BOE may request mid-term negotiations.													
09/23/15	MARLBOROUGH	NEG	Y	2.00%	2.50%	2.50%		4.04%	3.46%	3.47%			
09/23/15	OLD SAYBROOK	NEG	Y					2.50%	2.50%	2.50%			
HDHP is sole plan option with \$1500/3000 deductible & not BOE contribution to HSA, PCS 16% Post deductible RX copay of \$10/25/40.													
10/05/15	CANTON	NEG	Y	3.00%	3.00%	3.00%		3.72%	3.36%	3.36%			
Eliminated PPO option; PCS for HDHP incr from 18.5% to 19% in yr 1, 19.5% in yr 2 & 21% in yr 3.													
10/09/15	PLAINFIELD	NEG	Y	3.25%	3.00%	2.75%		3.25%	3.00%	2.75%			
Step cost is minimal; parties will negotiate adjustments to health insurance plans so that plan benefits across all levels will be below the federal threshold by 6/30/17 to be effective 7/1/17.													
10/19/15	GRANBY	NEG	Y	2.30%	2.20%	2.15%		2.30%	3.30%	3.00%			
10/20/15	STONINGTON	MED	Y	2.50%	2.50%	2.00%		2.50%	2.50%	2.00%			
No step schedule; HDHP continues as base plan with 16% PCS, deduct \$2000/4000, after deduct is met RX \$5/25/40, BOE contrib to HSA: 50% in yr 1, 45% in yr 2 & 40% in yr 3.													

Administrator Settlement Data
2015-2016

DATE REPORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT			
				2016-17	2017-18	2018-19	2019-20	2016-17	2017-18	2018-19	2019-20
	PLYMOUTH			2.00%	2.00%	2.25%		2.84%	2.83%	2.87%	
	For new hires 7/1/16 annuity reduced from \$9750 to \$2500, 6 days added to work year (214-220) Early retirement & severance benefits grandfathered; HDHP will be sole plan with PCS incr from 16% to 17% in yr 1, 18% in yr 2 & 19% in yr 3; \$2000/4000 deductible all yrs, yr 1 out of pocket max \$4000/8000, yrs 2 & 3 incr to \$5000/10000, after deductible is met RX copay of \$5/20/35, 2X mail.										
	HARTFORD CNTY		N	3.00%	3.00%	3.00%		3.72%	3.36%	3.36%	
	Eliminated PPO option; PCS for HDHP incr from 18.5% to 19% in yr 1, 19.5% in yr 2 & 21% in yr 3										
	NEW HAVEN CNTY		N	1.80%	1.90%	1.95%		2.54%	2.35%	2.30%	
	Includes cost for annuity payment of \$500 in yr 2 & 1000 in yr 3; HDHP will be core plan \$2000/4000 deduct, post deduct RX of \$5/25/40, PCS 20% in yr 1 incr to 21% in yr 3										
	MIDDLESEX CNTY		N	2.50%	2.50%	2.50%		2.50%	2.50%	2.50%	
	No step cost, HS Asst Prin will receive an adjustment of \$3000 each year before the GWI; Deduct for HDHP plan incr from \$2000/4000 to \$2500/5000, PCS will increase by 1% each year.										

AVERAGE:

2.40% 2.40% 2.36% ##### 2.82% 2.77% 2.69% #####

2.56 2.18 1.82

2014-2015

DATE REPORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT			
				2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
07/18/14	WILLINGTON	NEG	Y	3.00%	3.00%	3.00%		3.00%	3.00%	3.00%	
<p>Salaries for future contracts will not exceed \$140,000 annually. Eliminated HMO and POS, HDHP with H.S.A. only plan available. Employee prem share: 15-16: 18%; 16-17: 18.5%; 17-18: 19% Term life was \$100,000; now \$125,000. Professional activities was \$1,700; now reim is \$1,800. Cell phone reim was \$300 annually; now it's \$400 annually.</p>											
08/21/14	ENFIELD	NEG	Y			1.50%		2.34%	2.73%	1.50%	
<p>The HDHP (including a HSA) will be the sole insurance plan, with a 2000/4000 deduc. The HDHP will include a \$5/15/30 post-deductible drug co-payment. 50% funding of HSA by the Board (up front in July in first year, and then 1/2 funding in July and 1/2 funding in January in second and third years). Premium contribution percentages: 18% in yr 1; 19% in yr 2 and 20% in yr 3.</p>											
08/22/14	HEBRON	NEG	Y	3.00%	3.00%	3.00%		3.00%	3.00%	3.00%	
<p>No step schedule. Reopener on insurance in 2017-18.</p>											
08/22/14	PORTLAND	NEG	Y	2.50%	2.50%	2.75%		2.50%	2.50%	2.75%	
<p>No step schedule; HDHP is the core insurance plan; \$2500/5000 deductible, after deduct RX co-pay at \$10/25/40. BOE funds HSA at 50%; 100% of difference in BOE premium cost for Cent Pref or BlueCare; no prov re excise tax.</p>											
09/10/14	MONROE	NEG	Y					2.75%	2.75%	2.75%	
<p>HDHP - \$2/\$4k; 49% deductible contribution all 3 years. Rx \$0/15/30 with a cap of \$1k/\$2k. PCS - 18% for all 3 years.</p>											
09/10/14	PLAINVILLE	NEG	Y	2.50%	3.00%	2.00%		3.49%	3.00%	3.00%	
<p>HDHP will be core plan with PCS of 14% in yr 1, 15% in yr 2 & 16% in yr 3, Admin pay 100% of diff for PPO plan Deductible of \$2000/4000, Board funds HSA at 50%; Dental PCS 20%; If Cadillac tax triggered will reopen to negotiate a plan that is under the tax threshold.</p>											
09/17/14	NORWALK	MED	Y	2.50%	2.50%	2.50%		2.92%	2.78%	2.73%	
<p>HDHP will be the sole plan option with PCS of 14% in yr 1, 15% in yr 2 & 16% in yr 3. Insurance article & appendix subject to renegotiation for 2016-17 and 2017-18 60 days after Teacher contract is finalized.</p>											
09/19/14	NEW CANAAN	MED	Y	2.25%	2.25%			2.25%	2.25%		
<p>No step schedule; PCS for PPO plan incr from 22% to 23% in yr 1 & 24% in yr 2, OV copay: \$40, Specialist copay: \$55, hosp copay: \$650, OON deduct: \$1000/2500/2500.</p>											
09/22/14	MANSFIELD	MED	Y					2.67%	2.67%	2.67%	
<p>Distribution to be worked out by the parties; PCS for PPO plan incr by 1% in each yr; If total cost of grp health plan triggers an excies tax the BOE reserves right to offer plan(s) with total cost below. Elig emp will be given option to enroll in lower cost option(s) if they choose to enroll in option that triggers tax, employee pays 100% of tax.</p>											

DATE REPORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT					
				2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19		
/22/14	BETHEL	NEG	Y	2.00%	2.00%			2.00%	2.00%				
	No step schedule; Annuity incr from 2.5% to 3% in yr 1; PCS for HDHP (core plan) incr from 18% to 18.25% in yr 1 & 18.5% in yr 2; Admin hired after 8/1/14 will not be eligible for longevity.												
09/26/14	NEW FAIRFIELD	NEG	Y	2.50%	2.50%	2.50%		3.55%	3.54%	3.53%			
	PCS for HDHP plan (sole option) is 18%, BOE funds HSA in 15-17 at \$1250/2500; eff 7/1/17 in lieu of cost payment to HSA, the premium will be reduced evenly across all pay periods-\$1250 indiv & \$2500 family.												
09/29/14	EAST HADDAM	NEG	Y					2.50%	2.50%	2.50%			
	HDHP - \$2/\$4K; 49% deductible contribution all 3 years; RX 0,15,30 with a cap of \$1k/\$2k; PCS - 18% for all 3 years.												
10/02/14	CLINTON	NEG	Y	2.27%	2.50%	1.63%		2.50%	2.50%	2.75%			
	PCS increases by .5% each year.												
10/03/14	NORTH STONINGTON	NEG	Y	3.11%	2.93%	3.00%		3.11%	2.83%	3.00%			
10/07/14	WINDHAM	NEG	Y					2.88%	2.80%	2.68%			
10/15/14	WINCHESTER	NEG	Y	1.00%	2.00%	2.00%		1.00%	2.00%	2.00%			
	PPO plan eliminated, HDHP w/HSA sole option, \$1500/3000 unless carrier doesn't offer then \$2000/4000; PCS 14% each year, BOE funds 100% of HSA.												
10/16/14	BERLIN	MED	Y	2.50%	1.90%	1.90%		2.50%	2.87%	2.86%			
	PCS for PPO plan stays at 21% in yr 1, plan not available in yr 2 & 3; HDHP is sole plan effective year 2, PCS for HDHP yr 1: 17.5%, yr 2: 18.5%, yr 3: 19.5%; Cadillac tax language which triggers mid-term negotiations in the event the thresholds are reached.												
10/16/14	BLOOMFIELD	NEG	Y	2.10%	1.70%	1.50%		2.10%	1.70%	1.50%			
	No changes in insurance plan or PCS, reopener on insurance in 2017-18.												
10/16/14	WALLINGFORD	NEG	Y	1.50%				2.05%					
	Dir of PPS moved to same salary as HS Prin; PCS for PPO plan incr from 19.5% to 20%.												
10/17/14	LEDYARD	NEG	Y	2.50%	2.50%	2.50%		3.40%	2.50%	2.50%			
	Move from PPO to HDHP/HSA plan; Insurance reopener for 17-18.												
10/17/14	MANCHESTER	NEG	Y					2.84%	2.86%	2.78%			
	If the Board receives notice that the total cost of a group health plan or plans offered under this contract will trigger an excise tax under IRS Code Section 4980I, or any other local, state or federal statute or regulation, upon the request of Board, engage in mid-term negotiations on impact.												

2014-2015

DATE PORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT			
				2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
10/20/14	MADISON	NEG	Y	2.75%	2.25%	2.25%		2.75%	2.25%	2.25%	
	Move from PPO to HDHP with \$2000/4000 deductible, BOE funds HSA at 75% in yrs 1 & 2, 50% in yr 3, post deductible RX copay of \$10/25/40, 16% PCS ; reopener re excise tax.										
10/22/14	NORWICH	MED	Y					2.65%	2.40%	2.70%	
	Admin will have 3 plan options: PPO with PCS of 23% in yr 1 & 2, 24% in yr 3; Cent Pref Comp with PCS of 17% in yr 1, 18% in yr 2 & 19% in yr 3; HDHP with PCS of 20% in all yrs, HDHP deduct \$2500/5000 with post deduct RX copay of \$10/25/40; Excise tax language which triggers mid-term negotiations if thresholds are reached.										
10/28/14	KILLINGLY	MED	Y	2.00%	2.00%	2.00%		2.95%	2.95%	2.61%	
	Year 1: add'l adjustment to middle school principal and dir of pps schedule, .38% cost not included above; PPO eliminated in yr 3 (HDHP currently core plan w/buy up to PPO), PCS for HDHP incr from 19% to 20.5% in yr 1, 21% in yr 2, 21.5% in yr 3, RX copay after deduct is met of \$10/25/40, Excise tax language which triggers mid-term negotiations if threshold are reached.										
10/30/14	EAST LYME	MED	Y					3.00%	3.25%	3.00%	
	Year 1: PPO (no buy up); HSA option; Year 2: PPO (100% buy up); HSA . Cost Share: PPO - Yr 1: 18.5%; Yr 2: 18.5%; Yr 3: 19%. HSA - Yr 1: 14%; Yr 2: 14%; Yr 3: 15%. Cadillac tax reopener.										
10/30/14	NEW LONDON	NEG	Y	1.90%	2.20%			1.90%	2.20%		
	No step cost; PCS for PPO incr from 16% to 17% in yr 2.										
10/30/14	WETHERSFIELD	NEG	Y					2.76%	2.53%	3.02%	
	Year 1: step plus 2% at max; Year 2: no step, 2.2% below max, 3% at max; Year 3: step plus 0.83% below max, 1.6% at max; PCS for HDHP 18% in yr 1, 19% in yr 2 & 20% in yr 3; Excise tax language which triggers mid-term negotiations if threshold are reached.										
11/03/14	THOMPSON	NEG	Y	1.50%	1.50%	1.50%		1.50%	1.50%	1.50%	
	No step schedule; HDHP will be base plan with buy up for PPO or Bluecare; PCS for HDHP incr from 12% to 13% in yr 1, 14% in yr 2 & 15% in yr 3; PCS for PPO & Blue care incr by 1% each year before buy-up.										
11/24/14	REGION #18	NEG	Y	2.75%	2.75%	2.50%		2.75%	2.75%	2.50%	
	HDHP will be primary plan with PCS of 15% in yr 1, 16% in yr 2 & 17% in yr 3, BOE funds HSA at 50%.										
12/16/14	COVENTRY	NEG	Y	2.21%	0.90%	1.43%		3.25%	2.50%	2.50%	
	PCS for PPO/Comp mix incr from 22% to 22.5% in yr 2, 23% in yr 3; PCS for HDHP incr from 15% to 16% in yr 2 & 17% in yr 3; Excise tax language which triggers reopener if thresholds met on plan design & cost share.										
REJECTED by RTM	FAIRFIELD	MED	Y	1.53%	1.49%	1.83%		2.65%	2.65%	2.66%	

DATE REPORTED	DISTRICT	PROCESS	RAT (Y/N)	WITHOUT INCREMENT				WITH INCREMENT			
				2015-16	2016-17	2017-18	2018-19	2015-16	2016-17	2017-18	2018-19
	HARTFORD CNTY		N	2.50%	3.00%	2.00%		3.49%	3.00%	3.00%	
	All administrators on HSA plan (\$2,000 single/\$4,000 family: Deductible) 50% match on annual deductible. Added language on "Cadillac Tax".										
	NEW LONDON CNTY		N					2.00%	2.25%		
	FAIRFIELD CNTY		N	2.20%	2.30%	2.35%		2.20%	2.30%	2.35%	
	Step cost is minimal; life ins incr to 2X salary from \$225, PCS for PPO incr from 18.5% to 19.5% in yr 1, 20.5% in yr 2 & 21.5% in yr 3; payment in lieu of ins decrease by 1/2 each yr for 2 yrs then \$0.										
	TOLLAND CNTY		N	2.85%	2.50%	2.50%		2.85%	2.50%	2.50%	
	No Step schedule; HDHP will be the sole plan option. Reopener on insurance in 2017-18.										
	HARTFORD CNTY		N	2.25%	2.25%	2.25%		2.83%	2.76%	2.63%	
	HDHP w/HSA will be core plan at 20% PCS in yr 1, 21% in yr 3, 50% BOE funding of HSA, \$2000/4000 deduct, RX after deduct is met \$10/30/45; 100% over BOE cost for HDHP premium cost for POS plan.										
	FAIRFIELD CNTY		N	2.25%	2.25%	2.50%		2.54%	2.82%	2.77%	
	Mid year step in yrs 1 & 2, not step year 3; PCS for HDHP incr from 20% to 21% in yr 1, 22% in yr 2 & 23% in yr 3.										
	TOLLAND CNTY		N	2.21%	0.90%	1.43%		3.25%	2.50%	2.50%	
	PCS for PPO/Comp mix incr from 22% to 22.5% in yr 2, 23% in yr 3; PCS for HDHP incr from 15% to 16% in yr 2 & 17% in yr 3; Excise tax language which triggers reopener if thresholds met on plan design & cost share.										
	NEW HAVEN CNTY		N	2.00%	2.00%	2.00%		2.73%	2.72%	2.54%	
	MIDDLESEX CNTY		N	1.50%	1.90%	1.80%		2.85%	2.80%	2.47%	
	Schedule restructured before GWI in yr 1; PCS for HDHP incr from 14% to 16% in yr 1, 17% in yr 2; Insurance reopener for 2017-18.										
	NEW HAVEN CNTY		N	2.00%	2.00%	2.10%		2.00%	2.00%	2.10%	
	Eliminate PPO, all move to HDHP.										
	TOLLAND CNTY		N	2.99%	2.99%	2.99%		2.99%	2.99%	2.99%	
	No step schedule; Eliminate PPO & POD, HDHP is sole option; PCS incr from 19% to 20% in yr 2 & 21% in yr 3										
	NEW HAVEN CNTY		N	2.50%	2.50%	2.50%		2.50%	2.50%	2.50%	
	Currently no step schedule, added lang re adjusting salaries each year to reach max salary in 3 yrs as long as review standards are met; PPO elimin, HDHP sole plan \$2000/4000 50% BOE contrib to HSA, PCS 18.5% in yr 1, 19% in yr 2 & 19.5% in yr 3; If excise tax triggered will have mid-term negotiations regarding impact.										
	FAIRFIELD CNTY		N	2.00%	2.00%	2.25%		2.38%	2.20%	2.25%	
	AVERAGE			2.27%	2.24%	2.19%		2.64%	2.58%	2.59%	

MASTER AGREEMENT

BETWEEN

**REGIONAL SCHOOL DISTRICT #19
BOARD OF EDUCATION**

AND

**REGIONAL SCHOOL DISTRICT #19
ADMINISTRATORS ASSOCIATION**

JULY 1, 2016 - JUNE 30, 2019

PREAMBLE

THIS AGREEMENT IS MADE AND ENTERED INTO ON THE 1 day of December, 2015 by and between the Regional School District #19 Board of Education (hereinafter referred to as the "Board") and the Regional School District #19 Administrators Association (hereinafter referred to as the "Association") or by the same employee organization under any other name it might subsequently choose.

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children at the Edwin O. Smith High School is their primary mutual aim and responsibility, and the character of such education depends predominantly upon the quality and morale of the professional staff, and

WHEREAS, both parties recognize the importance of responsible participation by the entire professional staff and the Board of Education in the educational process and growth of the Regional District, and to this end agree to maintain communication which will aid the District in reaching its goals,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

IT IS HEREBY AGREED AS FOLLOWS:

ARTICLE I, RECOGNITION

- A. The Board hereby recognizes the Association as the exclusive representative for a bargaining unit including all certified professional employees of the Board of Education employed in positions requiring possession of an administrator or supervisor certificate, or the equivalent, provided that an employee possessing such certificate performs administrative or supervisory duties at least fifty percent (50%) of the assigned time, and other employees excluded under the provisions of the Teacher Negotiation Act, Conn. Gen. Stat. 10-153a et seq. The Association accepts such recognition and agrees to represent all administrators equally.
- B. The term "Administrator" when used hereinafter shall refer to all professional employees as described in paragraph A in this Article who are represented by the Association.
- C. The Board agrees to provide each Administrator with a complete text of this Agreement and any successor agreement.

B. Personal Leave

Each Administrator will be entitled to three (3) days annually of paid leave of absence for personal business which cannot be conducted outside of school hours and which necessitates an absence beyond the Administrator's control. Except in emergencies, requests for such leave must be made in writing and at least 48 hours in advance to the Superintendent. Reasons for personal leave may include:

1. court appearance in response to a subpoena;
2. real estate closing;
3. wedding of employee or member of the immediate family;
4. graduation of employee or member of the immediate family;
5. religious holy days (if all three (3) personal leave days are exhausted under this subsection, the Superintendent will grant one (1) additional leave day for one of the other reasons listed in the subparagraph);
6. personal business of a sensitive nature

C. Bereavement Leave

The Superintendent shall grant up to five (5) days annually of special leave with pay to enable an Administrator to attend a funeral as a result of the death in the immediate family.

"Immediate family" for the purpose of this article is defined as parent, grandparent, spouse, civil union partner, sibling, child, or grandchild. In cases of suspected abuse, the Superintendent may request verification of the date of death and the relationship of the deceased. Additional leave may be granted by the Superintendent in his sole discretion.

D. Childbearing Leave

Absences related to disability as a result of pregnancy, childbirth, and related conditions shall be treated as any other physical disability. Such absences shall be with pay to the extent of accrued sick leave. Leave without pay beyond any accrued sick leave shall be available for such reasonable further period of time as a female Administrator is determined by a physician to be unable to perform the duties of her job because of pregnancy or conditions attendant thereto, such period normally not to exceed twelve (12) weeks. Any paid or unpaid leave under this provision shall be counted against any FMLA leave.

Administrators may continue to participate in all Board group health insurance plans at the level of premium contribution required in the Agreement for the duration of any paid leave or FMLA unpaid leave. The Board may recover, at the level of premium contribution required in the contract, premiums it paid for maintaining group health plan coverage during any period of unpaid FMLA leave if the Administrator fails to return to work after his/her FMLA leave

fellowships, grants, scholarships, etc. are awarded later in the year, which would make such deadlines unreasonable.

4. No benefits shall be provided to Administrators on sabbatical leave beyond those stated in this section.
5. The granting of sabbatical leave shall be predicated upon available funding and whether the Board can find a qualified “long-term substitute” for the duration of the sabbatical leave without compromising the operation/administration of the school.
6. Administrators are obligated to perform a minimum of one full year of service to the school district following sabbatical leave. Failure to comply with this provision, except in the case of death of the Administrator, shall obligate the Administrator to refund salary received during the period of the sabbatical. In extenuating circumstances, the Board may, in its discretion, consider releasing the Administrator from his/her obligations under this provision.

H. General Leave

The Board of Education in its sole discretion may consider requests for other leaves of absence with or without pay. The Board's decision on a request submitted under this provision shall be final, and not subject to the grievance arbitration provisions of this Agreement. An Administrator on general leave without pay will have the option of participating in all group health plans, provided that the Administrator pays the full premium cost of such plans. No other benefits shall accrue or be available during general leave.

I. FMLA Leave

Any “eligible employee,” as defined under the Family and Medical Leave Act (FMLA), 29 U.S.C. 2601 *et seq.*, is entitled to twelve (12) weeks unpaid leave during a twelve-month period. A twelve-month period is equivalent to one contract year, July 1 through June 30.

Administrators must comply with all notice provisions of the FMLA in order to qualify for such leave.

J. Adoption Leave

Administrators may use up to six (6) weeks of accumulated and continuous paid sick leave for the adoption of a child where there has been no previous domicile and/or association with the child. Administrators requesting such continuous paid leave shall submit written notice to the Superintendent of the anticipated commencement date of such leave and the anticipated return date.

- H. The Board reserves the right for the Superintendent to exercise appropriate discretion concerning the wages paid to a newly hired Administrator, taking into account the individual's prior Administrative experience or "other" relevant experience which, in the Superintendent's judgment, will contribute to the Regional School District. In such case, the Superintendent has the discretion to start a newly hired Administrator at anywhere between ninety percent (90%) and the full stated salary described in the Appendices to this Agreement, with the second year salary being anywhere between the starting salary and the full stated salary and the third year being at the full stated salary.

ARTICLE V, VACATION

- A. The Principal, Assistant Principal and the Special Services Director shall receive twenty-five (25) vacation days per year that may be taken only with the advance approval of the Superintendent. Unused days for the current school year, not to exceed forty-eight (48) days, may be carried over into the following school year.
- B. Upon retirement, or departure other than for reasonable and/or just cause where such retirement or departure does not occur during the school year, an Administrator shall receive a full days pay for each unused vacation day, up to a maximum of twenty-five (25) days.

ARTICLE VI, HOLIDAYS

The Principal, Assistant Principal and the Special Services Director shall be entitled to the following holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Veterans' Day
President's Day	Thanksgiving Day
Good Friday	Day After Thanksgiving
Memorial Day	Day Before Christmas
Independence Day	Christmas Day
Labor Day	New Year's Eve

The above holidays shall be celebrated on the day declared by the federal or state governments, or in lieu thereof, by the Board of Education, as the official day of celebration and only when school is not in session.

3. Effective January 1, 2017, the only insurance offering will be a High Deductible Health Plan with a Health Savings Account (HSA) with annual deductibles of \$2,000 for single coverage and \$4,000 for two or more person family coverage.

In January 2017, the Board shall contribute to the employee's HSA account an amount equal to 55% of the deductible amount on the first payday in January.

In January 2018, the Board shall contribute to the employee's HSA account an amount equal to 50% of the deductible amount on the first payday in January.

In January 2019, the Board shall contribute to the employee's HSA account an amount equal to 50% of the deductible amount on the first payday in January.

The parties acknowledge that the Board's contribution toward the funding of the HSA is not an element of the underlying plan, but rather relates to the manner in which the deductible shall be funded for actively employed administrators. The Board shall have no obligation to fund any portion of the plan for retirees or other individuals upon their separation from employment. The Board will be responsible for choosing the bank for opening the HSA and for any bank fees associated with opening the HSA account. The Board will make provisions for a before tax direct deposit payroll deduction for employees who choose to use this feature

As of January 1, 2019, after meeting the annual deductible, there shall be an Rx co-pay of \$0 for generic drugs, \$15 for listed brand name drugs and \$30 for non-listed brand name drugs. The annual maximum shall be \$1,000 for single and \$2,000 for two-person family coverage.

An HRA shall be made available for any employee who is precluded from participating in the HSA because the individual receives Medicare and/or veterans' benefits and the annual maximum reimbursement by the Board of Education shall not exceed the Board's annual deductible contribution for those in the HSA.

- B. Employee premium payments for the health and dental insurance described above shall be allocated as follows:

1. Anthem Blue Cross and Blue Shield Preferred Provider Organization (PPO):

	<u>Board Payment</u>	<u>Administrator Payment</u>
Effective July 1, 2016	79%	21%

- F. Retiring Administrators may elect to continue health insurance benefits provided by the Board of Education, which benefits may change from time to time through negotiations with the Association. The retired Administrator electing to continue such benefits shall pay to the Board the full cost of the insurance on a monthly basis at the group rate and according to state or federal laws and subject to any restrictions set by the insurance carrier.
- G. All members of the Association shall be eligible for the "flexible benefits program".
- H. The insurance plans described in this article shall be subject to and governed by the Century Preferred Plan (PPO) and the Health Maintenance Organization (HMO) Plan administered by Anthem Blue Cross and Blue Shield of Connecticut, a copy of the plan descriptions are available in the Superintendent's office.
- I. The Board reserves the right to change insurance carriers, provided that benefits are substantially similar to the benefits provided herein. The Board will meet and confer with the Association regarding any contemplated changes in order to effect the best possible communication and planning. The proposed change will be presented to the Association for a minimum of thirty (30) days. If the Association does not agree that the proposed plan is substantially similar to the current plan, the proposed change will be submitted to arbitration before an arbitrator knowledgeable regarding health insurance plans and no change will take place until the parties have received the award in such a case.

ARTICLE VIII, BOARD PREROGATIVES

Except as specifically abridged or modified by the language of this agreement, the Board has and will continue to retain, whether exercised or not, the sole right, responsibility and prerogative to direct the operation of the public schools in the Region in all its aspects, including but not limited to the following: to employ, assign and transfer Administrators, those powers specified in Sections 10-220, 10-221, and 10-222 of the Connecticut General Statutes; to create and eliminate positions; to suspend or to dismiss the employees of the schools in the manner provided by statutes; to prepare and submit budgets to the regional district and in its sole discretion, to expend monies appropriated by the district; to make such transfers of funds within the appropriated budget as it shall deem desirable; to establish or continue policies, practices, and procedures for the conduct of school business and from time to time, to change or abolish such policies, practices and procedures; to discontinue processes or operations or discontinue their performance by employees; to select and determine the number and types of employees required to perform the school's operations; to establish contracts or subcontracts for school operations; and to determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the school district; to ensure that incidental duties connected to school operations, whether enumerated in job descriptions or not, shall be performed by employees; and to create job descriptions and revise existing job descriptions as deemed necessary.

ARTICLE XI, GRIEVANCE PROCEDURE

A. Introduction

The purpose of the grievance procedure is to secure, at the lowest possible level, expeditious resolutions of disputes and problems. Accordingly, the Board and the Association agree that during the term of this contract, all grievances as defined below shall be settled in accordance with the provisions of this grievance procedure. However, nothing herein shall be construed to prevent any individual employee from (1) informally discussing a grievance with the Superintendent or (2) processing a grievance in his/her own behalf under this grievance procedure, excluding arbitration.

B. Definitions

1. A "grievance" shall mean (a) a complaint by an Administrator or group of Administrators that there has been a violation, misinterpretation, or misapplication of a specific and explicit provision of this Agreement; (b) a complaint regarding conditions of employment provided that grievances under this subparagraph are not subject to arbitration under this Article. Grievances based on the Preamble of this Agreement shall not be subject to arbitration.
2. "Days" shall mean school days, except during the summer break when days shall mean business days, excluding Saturdays, Sundays and holidays.

C. Time Limits

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, therefore, be extended only by written agreement of the parties in interest.
2. Any grievance as defined above not presented for disposition through the grievance procedure set forth here and within twenty (20) days of the time when the Administrator knew or reasonably should have known of the event or occurrence giving rise to the grievance shall be deemed waived and not thereafter considered a grievance under this agreement.
3. Failure by the grievant at any level to appeal a grievance to the next level within a specified time limit shall be deemed to be acceptance of the decision rendered at that level, and such decision shall thereafter be binding upon the Administrator and Association. The Board recognizes the importance of responding promptly to grievances at each level. However, failure by the Board or its agents to respond to a grievance within the time limits set forth at any step shall be deemed denial of the grievance, and shall entitle the grievant to proceed immediately to the next step.

4. Level Three - Arbitration

- a. In the event a grievance is not resolved at Level Two, the Administrator may, within five (5) days after the decision, request in writing to the President of the Association that his/her grievance be submitted to arbitration.
- b. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board of Education in writing, and by filing a request for arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings and conduct them in accordance with its administrative procedures, practices and rules. In no event shall submission to the American Arbitration Association be made later than ten (10) days following the decision of the Board of Education or expiration of the time limit for making such decision, whichever occurs first.
- c. No employee may file for arbitration as an individual and only the Association may file an appeal for arbitration hereunder.
- d. The arbitrator shall have authority only to hear grievances as defined in this article. The arbitrator selected shall hear and decide only one grievance in each case. The arbitrator shall be bound by and must comply with all other terms of this Agreement. The Arbitrator shall not have the power to add to, delete from, or modify in any way any of the provisions from this Agreement.
- e. The arbitrator shall render his/her findings of fact, reasoning and conclusions on the issues submitted, and the decision of the arbitrator shall be binding upon the parties. The cost for the services of the arbitrator shall be borne equally by the Board and the Association.
- f. No disposition of any grievance at any level shall be contrary to the provisions of this agreement or applicable law.

F. Rights of Administrators to Representation

1. Any grievant may be represented at any level of the procedure by another Administrator of his/her own choosing. When an Administrator is not represented by the Association, the Association will promptly be notified and have the right to be present and to state its views at all stages of the procedure. The Association agrees to represent all Administrators equally without regard to membership or participation in or association with, the activities of the Association or any other employee organization.
2. Either the Association or the Board may call upon the professional services and assistance of their choosing, for consultation and assistance at any stage of the procedure.

APPENDIX A-1

SALARY SCHEDULE 2016-17

<u>2016-2017</u>	<u>Salary</u>
Principal	\$153,644
Special Services Director	\$136,003
Assistant Principal (2)	\$136,003
Athletic Director	\$110,830
Director of English	\$102,438
Director of Mathematics	\$102,438
Director of Science	\$102,438
Director of Depot School	\$102,438
Director of Social Studies	\$91,164

APPENDIX A-3

SALARY SCHEDULE 2018-19

<u>2018-2019</u>	<u>Salary</u>
Principal	\$159,068
Special Services Director	\$140,805
Assistant Principal (2)	\$140,805
Athletic Director	\$114,743
Director of English	\$106,055
Director of Mathematics	\$106,055
Director of Science	\$106,055
Director of Depot School	\$106,055
Director of Social Studies	\$100,334