

AGREEMENT BETWEEN
NEW HAVEN BOARD OF EDUCATION AND
SCHOOL ADMINISTRATORS ASSOCIATION OF
NEW HAVEN, INC.

JULY 1, 2023-JUNE 30, 2026

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AGREEMENT

THIS AGREEMENT IS MADE AND ENTERED INTO by and between the New Haven Board of Education (hereinafter referred to as the "Board") and the School Administrators Association of New Haven, Inc., (hereinafter referred to as the "Association").

ARTICLE I - General

Section 1

This Agreement is negotiated under Section 10-153b through n of the General Statutes of the State of Connecticut, as amended, in order:

(a) To fix for its term the salaries and all other conditions of employment provided herein, and;

(b) To encourage and abet effective and harmonious working relationships between the Board and the Administrative Staff in order that the cause of public education may best be served.

Section 2

The Board and the Association recognize the importance of responsible participation by the entire professional staff in the education process, planning, development and growth. To this end both parties agree to maintain communication to inform about programs, to guide in development and to assist planning and growth either by committee, individual consultation or designated representatives.

Section 3

This Agreement shall constitute the policy of the Board and the Association in the subject areas covered by the specific provisions of this Agreement for the duration of the Agreement unless changed by the mutual consent of both parties. Previously adopted policies, rules or regulations of the Board in conflict with this Agreement are superseded by this Agreement.

Section 4

The Board and the Association agree to continue their policies of not discriminating against any bargaining unit member on the basis of race, color, religious creed, age, sex, sexual orientation, marital status, national origin, ancestry or present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to, blindness.

ARTICLE II - Recognition

The Board hereby recognizes the Association as the exclusive representative for purposes of collective bargaining pursuant to the Teacher Negotiation Act, as amended, for all certified professional employees employed by the Board in positions in the administrators' bargaining unit as defined in Conn. Gen. Stat. §10-153b (a).

ARTICLE III - Board Rights

Section 1

Nothing in this Agreement shall limit or contravene the authority of the Board as provided in the General Statutes of Connecticut and Charter of the City of New Haven. The Board shall not, however, exercise any of this authority so as to contravene a specific provision of this Agreement.

ARTICLE IV - Professional Obligations and Working Rules

Section 1

The Board and the Association recognize and agree that the administrators' responsibility to their students and teachers and their profession generally entails the performance of duties and the expenditure of time beyond their normal scheduled working day, but that the administrators are entitled to regular time and work schedules on which they can ordinarily rely to the extent possible throughout the school system. Therefore, in accordance with the above, the following schedules are hereby adopted:

(a) Daily Schedule – Personnel covered by the administrative supervisory salary schedule shall work a normal scheduled working day of eight (8) hours, not including the professional time described above. A duty free lunch period to be taken at a time agreed to by the Area Director shall be provided. For School Administrators, this normal scheduled working day will include the scheduled hours of the student and teachers; for Central Office Administrators, it will include the scheduled office hours of Central Office. As professionals and leaders, administrators will have reasonable discretion to schedule and deliver on remaining leadership obligations, including contact with parents and other stakeholders. Although the obligations of leadership may call for occasional unscheduled or out-of-schedule activities, planned leadership obligations should occur within predictable time periods, and administrators shall have reasonable ability to plan personal and other commitments.

(b) Yearly schedule - The work year of personnel covered by the administrative supervisory staff salary schedule shall be as follows:

1. Persons covered hereunder on a ten (10) month work year will be in the school (1) week in advance of the date when all members of the staff are required to be on duty, and shall at the end of the year, remain available one (1) week after staff members have left at the close of the

school year. In the event the latter five (5) days fall in the new fiscal year, then said ten (10) month administrators will be paid according to the previous salary schedule. Such persons shall be relieved from duty during all school holidays and all scheduled school vacation periods, provided, however, that the superintendent reserves the right, as the need of the school system may require, to determine the period when such persons may take their holiday and vacation time.

2. Persons on a twelve (12) month work year are required to be on duty at all times, except for a period of four (4) weeks each year and three (3) of the following vacation periods, if applicable, during the school year: one (1) week of the Christmas recess, one (1) week of the winter recess, one (1) week of the spring recess. The Superintendent, in their sole discretion, shall determine when a particular administrator shall be permitted to take vacation as noted above. However, each employee is entitled to 29 vacation days during the school year, which shall be used within the school year in which they are accumulated.

3. Any administrator who is required to work beyond their work year, including summer programs, shall be compensated at their per diem rate for each additional work day. Any such extended assignment shall be made by the Superintendent in writing in consultation with the Association with due regard for the affected administrator's vacation schedule and the number of the vacation days to which the administrator is annually entitled.

ARTICLE V - Promotions

Section 1

All vacancies in promotional positions caused by death, retirement, discharge or resignation and all promotional positions hereafter created, when such positions are to be filled, shall be filled pursuant to the following procedures, except as otherwise provided in Article VI, Section 2 of this Agreement.

(a) Such vacancies shall be adequately publicized, including posting on the district website for at least ten (10) school days prior to the filling of the vacancy.

(b) Information concerning salary and job descriptions shall be available in the office of each school or may be obtained from the Director of Human Resources and Labor Relations.

(c) Administrators who desire to apply for any such vacancy which is a promotional position for them shall apply online and file their applications within the ten school-day period referred to in Section (a) hereof with the Director of Human Resources and Labor Relations.

(d) Such vacancy shall be filled on the basis of fitness and qualifications for the vacant post, provided, however, that where two or more applicants in the New Haven School System are substantially equal in fitness and qualifications, the bargaining unit applicant with seniority in the New Haven School System shall be given preference.

(e) Promotional positions are defined as follows: Positions paying a salary differential and/or positions on the administrative or supervisory level, including, but not limited to, positions

such as assistant superintendent, director, supervisor, assistant supervisor, principal, assistant principal, head counselor, housemaster, and middle and high school department head.

(f) All vacancies (as defined above in the case of promotional positions) for special project administrators shall also be filled pursuant to the procedures set forth in Section 1 above.

(g) Acting appointments to a vacant position shall, as a general rule, be effective no longer than one (1) year, provided, however, at the time of appointment there are no administrators certified and qualified for such position who have applied for the position or administrators who would be available to fill such vacancy by virtue of their position on the reappointment list with appropriate certification and qualifications.

(h) Preference shall be given to qualified administrators currently employed by the Board over applicants of relatively equal qualifications from outside the bargaining unit.

(i) No administrator shall lose step upon promotion.

Section 2

When a new administrative position is created by the Board or a job description is changed, a job description will be prepared by the Superintendent, and the job will be placed ("slotted") in a salary group which requires similar or comparable duties and responsibilities and shall then be presented to the Association. If the Association believes that the position has not been placed in the proper salary group ("slotted") by the Superintendent or believes that a new salary group should be created, it may request a meeting with the Superintendent or their representatives to discuss the placement ("slotting") of the job. If agreement is not reached between the Superintendent and the Association, the Superintendent may make the position and the placement effective, but the Association may process a grievance pursuant to Article XVII (Grievance and Arbitration). If the Arbitrator finds the placement ("slotting") of the position by the Superintendent to be inconsistent with the relative duties and responsibilities, any placement ("slotting") or newly created group and salary subsequently arrived at by the Arbitrator which requires higher pay than the original placement ("slotting") shall be retroactive to the date the grievance claiming an improper slotting was filed.

ARTICLE VI -Transfers and Assignments of Administrators

Section 1. Voluntary Transfer

(a) Administrators may apply for administrative positions which may become open and which the Board intends to fill. All such applications must be filed in writing by the interested administrator with the office of the Director of Human Resources and Labor Relations by March 1, annually. No application can be made for a position in a higher paid group.

(b) If the administrator wishes to be considered for more than one position, then the administrator shall list their choice of schools and positions requested in the order of their preference.

(c) In deciding upon an application for transfer to an open position, the Superintendent will consider the qualifications, length of the administrator's service in the system as an administrator, whether they have ever been in such position or similar position previously, and if so, their performance when so assigned, the wishes of the administrative applicant, as well as the availability of the position, the needs of the particular school and/or position, and the needs of the system before making their award of the position to any person. No such transfer will be approved if it impairs the right of any other administrator or former administrator then on the reappointment list.

(d) No administrator shall lose step upon transfer.

Section 2. Involuntary Administrative Transfers/Reclassifications

In the event of any change or reclassification by the Board in formulas for determining position differentials or of administrative/supervisory positions or in the event of any transfer or reassignment, the administrator or administrators affected thereby shall be paid the salary called for in the new position as long as it does not result in a reduction in pay, provided that in the event of transfer or reassignment by reason of discontinuance of a position or on grounds of lack of competence or proper qualifications to hold or carry out the duties of the former position, the administrator or administrators affected thereby shall be paid the salary called for in the new position whether or not a reduction. The issue of competence or proper qualifications as aforesaid shall be specifically subject to the grievance procedure provided in Article XVII of the Agreement.

(a) Administrators involuntarily transferred, upon request, should be furnished with a letter to be placed in their personnel files and a copy for their personal files, stating the reason for their transfer.

(b) An administrator involuntarily transferred to a new assignment to begin in September may be paid a pro-rated amount of their ten (10) month annual base salary for one (1) month's time for time spent to prepare for their new assignment during the summer. Such time spent during the summer shall not be paid for by the Board unless the Superintendent gives prior written approval for the spending of such time.

Section 3. Reduction of Administrative Staff/Elimination of Position

It is understood that it is within the discretion of the Board to reduce the educational program, curriculum, and staff when economic, pupil enrollment decline, and other justifiable reasons dictate.

If, in the Board's opinion, it is necessary to reduce the administrative staff within particular administrative classifications, it shall be on the basis of length of administrative service within the New Haven Public School System, certification and qualifications.

In order to promote an orderly reduction in the administrative personnel, the following procedure will be used.

(a) Any administrator relieved of their duties because of reduction of staff or elimination of position shall be offered an administrative opening if one exists, in their classification for which they are certified, qualified, and had previous experience in the City of New Haven.

(b) If there is no existing administrative opening in their classification, the displaced administrator shall be offered the position of an administrator who has the least seniority in their present classification.

(c) If there is no existing administrative opening in their classification and the displaced administrator has the least seniority in their classification, they will be offered an administrative opening, if one exists, in any other administrative classification for which they are certified and qualified and in which they have had previous acceptable experience; provided, however, such appointment does not constitute a promotion.

(d) If there are no existing administrative openings in any administrative classifications, and the displaced administrator has the least seniority in their present classification, but has administrative seniority over an administrator in another classification for which the displaced administrator is certified and qualified and in which they have had previous experience, the displaced administrator will be offered such position; provided, however, such appointment does not constitute a promotion.

(e) If an administrator is relieved of their duties because of a reduction in staff or an elimination of position and another administrative position is not otherwise available as aforesaid, they will be offered a teaching position for which they are certified.

(f) If an administrator is relieved of their duties because of a reduction in staff or an elimination of position and employed as a teacher, they will be given the experience credit on the salary schedule according to the teacher contract for their administrative and teaching experiences both within and outside the school system, and shall retain all accumulated sick leave.

(g) In the event an administrator is displaced (other than a disciplinary demotion or one based on poor performance) to an administrative classification or teaching position with a salary schedule lower than that which the displaced administrator previously enjoyed, for a period not to exceed three (3) years such administrator's salary shall not be reduced more than one thousand dollars (\$1,000.00) the first year; three thousand dollars (\$3,000.00) the second year; and six thousand dollars (\$6,000.00) the third year; thereafter the administrator will be paid the appropriate salary for the position to which they have been displaced.

(h) A displaced administrator who receives a position in another administrative classification shall be paid on the same salary step for such position as their previous administrative position.

(i) Any administrator who has been displaced as aforesaid shall be placed on a reappointment list for two (2) years for their former administrative position or another similar administrative position of comparable pay and shall remain thereon until reappointed, provided

such administrator does not refuse a reappointment. Administrators shall be recalled to positions for which they are certified and qualified and in which they have previous acceptable experience, according to their administrative seniority in the New Haven Public School System. If a reappointment is offered consistent with the above and is refused by the administrator, they shall thereupon be removed from the reappointment list.

(j) The classifications referred to above are as follows:

- (1) Executive Directors
- (2) Directors
- (3) High School Principals
- (4) Middle School Principals, K-8 Principals, Supervisors (12 month)
- (5) Elementary School Principals
- (6) Assistant Principals
- (7) Supervisors (10 month)
- (8) Assistant Supervisor/Coordinators

Section 4

A 10-month principal assigned to more than one school shall be paid according to Group E of the Administrative Supervisory Salary Schedule for the duration of such assignment. A principal who is assigned to more than one school who subsequently is reassigned as a principal of only one school shall be paid according to the appropriate salary group reflective of the size of the school and number of full-time teachers assigned to that school.

ARTICLE VII - Evaluation Files of Administrators

Section 1

Each administrator shall be evaluated at least once during each year of this Agreement. Administrators shall have the opportunity to review and discuss their evaluation with their Supervisors and shall have the right to receive copies of their individual evaluation reports if they request such. The administrator shall acknowledge that they have read their evaluation report by affixing their signature in the space provided for such purpose and such report shall then be placed in their personnel file. A signature of an administrator only signifies that they have read the report not that they agree with its content

Section 2

The administrator shall have the right to answer any material filed in their personnel file and such answer shall be attached to the file copy. Upon reasonable request, an administrator shall be allowed to examine their personnel file. They shall also be allowed to make one copy of any material in their file upon reasonable notice and at their own expense.

Section 3

Any material in an administrator's personnel file shall be removed therefrom or modified when it is deemed inaccurate, improper or unfair when determined by court order or arbitration award.

Section 4

Administrators shall comply with all directives of the Superintendent concerning the evaluation of tenure and non-tenure teachers and shall evaluate such teachers when required by such directives. Administrators shall sign all evaluations in which they participate.

ARTICLE VIII - Supplies and Office Equipment

Section 1

The Board will insure that each administrative unit shall have all the office equipment and supplies consistent with Board policy necessary to do the work required.

Section 2

The Board will reasonably strive to provide administrative assistant help to see to it each administrator's office is properly run and maintained.

ARTICLE IX - Administration

Section 1

The Board recognizes that the principal is charged with the responsibility of the administration of the program within the building to which the principal is assigned and must make decisions necessary to the proper operation and maintenance of the building, provided such decisions are in keeping with the policy of the Board and the Administrative regulations of the Superintendent.

Section 2

The principal shall be in charge of all disciplinary problems of the school to which the principal is assigned, but shall handle same in a manner consistent with Board policy and administrative regulations of the Superintendent.

ARTICLE X - Rights of Association

Section 1

The Superintendent agrees to make available to the Association President a copy of the Agenda of the next public meeting of the Board at least one (1) school day prior to the Board's next public meeting.

In the event a public Board meeting is held during a school day, release time will be provided for the President of the Association or their designated alternate to attend the meeting.

Section 2

In the event the Association feels it needs any public information from the Board so as to allow the Association to better negotiate a successor to this Agreement or process any grievance or appeal, the Association will put such request in writing and send it to the Superintendent who shall provide such information within one (1) week after receipt of such written request, unless otherwise prohibited by law or court order.

Section 3

A copy of all master contracts between the Board and all organizations having collective bargaining agreements with the Board shall be made available to the Association upon ratification of said contracts.

Section 4

The Board shall make available the minutes of all official Board meetings (other than those taken in executive session), upon acceptance by Board action, to the President of the Association.

Section 5

The Association President or designee shall be allowed a maximum of three (3) days release time per year as necessary to conduct Association business outside the district, providing reasonable notice is given to the Superintendent, and providing adequate coverage of their administrative duties can be arranged.

ARTICLE XI - Protection

Section 1

In accordance with the Superintendent's Administrative Directives, all administrators shall promptly report all incidents which occur in their schools or within their area of responsibility. Any administrator involved, or alleged to be involved, in the incident to be reported shall not be required to make such report as aforesaid, but shall promptly delegate the responsibility therefor to another administrator.

Section 2

The Board and the Superintendent shall comply with any reasonable request of the administrator for information in the Superintendent's or the Board's possession not privileged under law and which relates to any incident allegedly involving the administrator.

Section 3

(a) In accordance with the provisions of Section 10-235 of the General Statutes, the Board shall protect and save harmless any administrator from financial loss and expense, including legal fees and court costs, if any, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property within or without the school building, or any other acts resulting in any injury, which acts are not wanton, reckless or malicious provided such administrator, at the time of the acts resulting in such injury, damage or destruction, was acting in the discharge of the administrator's duties or within the scope of their employment or under the direction of the Board.

(b) If criminal proceedings are brought against an administrator alleging an assault while acting in the scope of their employment, such administrator may request the Board to furnish legal counsel to defend him in such proceedings. If the Board does not provide such counsel, and the administrator prevails (including a nolle or dismissal) in the proceedings, then the Board shall reimburse the administrator a reasonable attorney's fee in defending the proceeding. The Board shall have no obligation under this paragraph if the administrator is found guilty.

Section 4

(a) Whenever an administrator is absent from school as result of personal injury, compensable under the Connecticut Workers' Compensation Law, and caused by an assault arising out of and in the course of their employment, they shall be paid their full salary for the period of such absence without having such absence charged to the annual sick leave or accumulated sick leave as long as they are receiving worker's compensation. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any Workers' Compensation award for temporary disability due to the said assault injury for the period for which such salary is paid. The Board shall have the right to have the administrator examined by a physician selected by the administrator from a list of at least four (4) physicians designated by the Board for the purpose of establishing the length of time during which the administrator is

temporarily disabled from performing their duties. In the event there is no adjudication under Workers' Compensation or no physician's examination by a physician selected from the aforesaid Board list, then the opinion of the administrator's own physician as to the period of disability shall control.

(b) The Workers' Compensation Preferred Provider Program shall govern this Section were applicable.

Section 5

Notification of any complaint pertaining to an administrator which is received by the Central Office shall be forwarded promptly to the administrator involved. An official complaint must be in writing and the Superintendent shall make a determination as to the validity of the complaint promptly. If the complaint against the administrator is determined by the Superintendent to be valid and discipline is imposed on the administrator, the administrator against whom the complaint was filed may file a grievance at Step 2 of the Grievance Procedure in this Agreement within the time limits therein specified.

ARTICLE XII - Benefit Program

Section 1. Accident Benefits

(a) Whenever an administrator is absent from school as a result of a personal injury compensable under the Workers' Compensation Law of Connecticut and caused by an accident (other than an assault) arising out of and in the course of their employment, for a period of up to twelve (12) months of such absence, the administrator may elect to charge all or part of such absence during the period of temporary disability due to the accident to the sick leave days to the administrators credit under the Board's rules and regulations pertaining to sick leave, in which event (a) they shall receive the sick leave pay to which they are entitled for the period so charged to their sick leave credits less the amount of any Workers' Compensation award made for temporary disability due to said injury for any period for which such sick leave is paid, and (b) their accumulated sick leave as of the last day worked prior to the said period of absence shall be charged proportionately in the same ratio that the amount of their total daily sick leave benefit less their daily Workers' Compensation benefit bears to their total daily sick leave benefit. All members of the School Administrators Association of New Haven bargaining unit who are absent from school and entitled to Workers' Compensation will have their sick leave account reimbursed at the rate of two-thirds (2/3rds) of a day for every day the administrator has been charged with their eligible sick days during the compensation period. The reimbursement will occur as soon as the payroll office is notified that the administrator has returned to work. In the absence of such election, such administrator shall not receive their sick leave payment during the period of their absence for temporary disability due to the accident and their sick leave credits shall not be reduced by reasons of any Workers' Compensation payments received for temporary disability due to the injury. Acceptance of sick leave payments (other than those made in connection with injury due to an assault) for any period for which the administrator may be entitled to receive temporary disability payment under the Workers' Compensation Law shall constitute an election to charge their absence for such period to the sick leave days to their credit.

(b) Employees shall receive workers' compensation benefits pursuant to the City's Workers' Compensation Preferred Provider Program in accordance with Connecticut General Statutes § 31-279 et al.

Section 2. Health Insurance Benefits

(a) The Board shall cover all employees scheduled to work twenty (20) hours per week or more and their eligible dependents under one of the following four medical care programs, summaries of which are attached as Schedules E-1, E-2, E-3 and E-4 respectively:

1. High Deductible/HSA eligible plan ("HDHP")
2. Comp/Mix plan ("CompMix")
3. POE ("POE")
4. Preferred Provider Organization plan PPO ("PPO")

(b) Employees shall contribute seventeen (17%) percent of the FIE for the HDHP. Employees selecting either the CompMix, POE or PPO plan shall pay the applicable co-pay for the HDHP plus the difference in rate between the HDHP and the FIE rate for the plan selected.

Employees shall participate in the City of New Haven Health Incentive Program, a summary of which is attached as Schedule F. Employees who do not comply with the requirements of the program shall contribute an additional amount towards the cost of the plan as follows:

Single Coverage	\$50 per month
Two Person	\$75 per month
Family Coverage	\$100 per month

Members whose primary care physician is in the Enhanced Personal Health Care Program (EPHC) shall pay a \$15 office visit co-pay. While participating in the HIP Program is required, participation in the EPHC Program shall be voluntary.

(c) A Health Savings Account (HSA) shall be established for every employee that selects coverage in the High Deductible Health Plan. The account will be established at a financial institution of the Board's choice. The Board will contribute on behalf of each employee an amount equivalent to 50% of the plan's deductible. The Board's contribution will be deposited on July 1 in the first year of the employee's participation in the HDHP, and in subsequent years, one-half on July 1 and one-half on December 1 of the contract year. Employees may make additional contributions to the HSA in accordance with IRS regulations.

(d) Employees may choose between the medical plans at the time of enrollment and at the time of the City's annual open enrollment.

During the course of this agreement the Board may hold an annual, required reenrollment for all bargaining unit members and their eligible dependents. At this time all members will be required to reenroll in their choice of the Board's offered medical benefit plans pursuant to the regulations prescribed by the Medical Benefits Office. Any individual not participating in this reenrollment will not be eligible for continuation of medical benefits until such time as they reenroll pursuant to this section.

(e) Prescription coverage shall be as stated on the attached Medical Benefits Matrix (Schedule E-5).

(f) The Blue Cross Full Service Dental Plan for individual employee and all eligible dependents, including Rider A (additional basic benefits), Rider B (prosthetics), Rider C (periodontics), Rider D (orthodontia), and unmarried Dependent Child (19-24).

(g) The Board shall adopt and maintain an Internal Revenue Code Section 125 Pre-Tax Premium Conversion Account, also known as a Reimbursement Account Plan ("RA Plan"), for administrators for the purpose of enabling eligible Administrators to divert a portion of their gross salaries, prior to reduction for federal income or social security taxes, by a minimum of \$100 to a maximum of \$3,000 per Plan Year for Health Reimbursement, and by a minimum of \$500 to a maximum of \$5,000 per Plan Year for Dependent Care, into an account from which, during the course of the Plan Year, they can be reimbursed for Health Care costs and Dependent Care costs they or their covered dependents incur which are not covered by the Medical or Dental Plans described in this Article, including, but not limited to, their share of the premium costs for such Plans. The following provisions will apply:

Under no circumstances will the Board be required to contribute any monies to the RA plan or to any account established pursuant thereto.

Each Administrator desiring to participate in the RA Plan must apply for participation and enroll by submitting completed forms provided by the Board 30 days prior to July 1 of each Plan Year in which the Administrator desires to participate.

Each Administrator accepted as a participant in the RA Plan must, 30 days prior to July 1, inform the Board in writing of the amount to contribute to the Account during the Plan Year (a minimum of \$100 to a maximum of \$3,000 per Plan Year for Health Reimbursement, a minimum of \$500 to a maximum of \$5,000 per Plan Year for Dependent Care), which shall be divided by the number of payroll periods scheduled for the Plan year to determine the amount to be deducted from each paycheck during that Plan Year.

As a condition precedent to the establishment of an account under the RA Plan, the Administrator must submit to the RA Plan Administrator, on forms approved by the Board, written authorization for the Board to deduct the amounts to be diverted to the RA Plan Account, which shall be the same amount from each paycheck issued during the Plan Year.

If the employment of an Administrator terminates for any reason while the Administrator is a participant in the RA Plan, the Administrator will be permitted to withdraw the unencumbered balance from the RA Plan Account.

Unexpended balances in each RA Account at the end of each plan year will be forfeited in accordance with legal requirements. The RA Plan will be governed by the terms of the RA Plan description. It is intended that the RA Plan shall be interpreted,

whenever possible, to comply with such terms of the Internal Revenue Code. In the event the RA Plan Administrator determines, before or during any Plan Year, that the RA Plan may fail to satisfy any non-discrimination requirement imposed by the Code or limitation on benefits to certain participants, the RA Plan Administrator shall take such action as deemed appropriate under rules uniformly applicable to similarly situated participants. At this time, the RA Plan as outlined meets all code requirements.

Section 3. Term Life Insurance

The Administrators shall receive term life insurance and accidental death and dismemberment benefits in the amount of two times the administrator's salary, rounded off to the nearest \$1,000.00 (inclusive of degree and longevity), so long as such administrator remains employed by the Board in a position covered by this Agreement.

Each administrator is entitled to purchase term life insurance and accidental death and dismemberment benefits in the amount of two times the administrator's salary, rounded off to the nearest \$1,000.00, at the rate paid by the Board. This provision remains in effect as long as the administrator is employed by the Board.

Section 4. Long-Term Disability Insurance

The Board shall provide a standard long-term disability coverage with payment to age sixty-five (65) of sixty (60%) percent of the employee's normal gross earnings after a waiting period of one hundred eighty (180) calendar days. The amount of benefits will be reduced by any remuneration received during the benefit period from the employer, Workers' Compensation benefits, Connecticut Teachers Retirement Fund Benefits, and primary social security offset benefits. The provisions shall include coverage for disability due to psychiatric illness.

The long-term disability policy shall have a social security freeze provision so that the beneficiary will realize any increases in any further social security benefit payments.

Section 5. Right to Change or Substitute Carrier

The Board may change or substitute insurance carriers or managed care organizations for the above-referenced health benefit program as long as the level of benefits are substantially equivalent to or better than the existing program. The "substantially equivalent to or better than" standard shall be applied on a program-wide analysis and shall not be benefit specific.

ARTICLE XIII - Leaves of Absence

Section 1 Sick Leave

(a) Upon the retirement or death of a member of the professional administrative staff employed as an administrator prior to July 1, 1994, said member or their survivors shall be paid for accumulated sick leave days up to, but not to exceed, the following limits:

10 month administrators: 64 days

12 month administrators: 73 days

Upon retirement or death of an employee who is hired on or after July 1, 1994 or who becomes an administrator on or after July 1, 1994, said employee or their survivors shall be paid for accumulated sick leave as follows:

10 month administrators: 34% of their accumulated sick leave

12 month administrators: 34% of their accumulated sick leave

This benefit will not be available to administrators who become members of the bargaining unit after June 30, 2020.

(b) 1. Administrators on a ten (10) month schedule shall be entitled to sixteen (16) sick days each school year which may be accumulated to a total of two hundred fifteen (215) days.

2. Employees who are hired on or after July 1, 1994 or who become administrators on or after July 1, 1994 and who work a ten (10) month schedule shall be entitled to sixteen (16) sick days each school year which may be accumulated to a total of one hundred sixty (160) days.

3. Administrators on a twelve (12) month schedule shall be entitled to nineteen (19) sick days each school year which may be accumulated to a total of two hundred fifteen (215) days.

4. Employees who are hired on or after July 1, 1994 or who become administrators on or after July 1, 1994 and who work a twelve (12) month schedule shall be entitled to nineteen (19) sick days each school year which may be accumulated to a total of one hundred seventy (170) days. When administrators have accumulated the maximum sick leave accrual, they will be granted their annual sick leave allotment on July 1 of each year in addition to their accumulated sick leave. This annual allotment shall not be considered accumulated sick leave for purposes of Section 1(a) above.

(c) In the event of absence of an administrator for illness in excess of five (5) consecutive working days, the Superintendent may require an examination by an independent physician, such examination to be at the Board's expense.

Section 2. Personal Leave

In addition to present or future Board policies authorizing absences or leaves of absences, each administrator shall be entitled as of right to a maximum of two (2) days leave of absence with pay each year for personal, legal, business, household, or family matters which require absence during the school hours. These days may be accumulated to four (4). Application for such leave shall be made in writing and as far in advance as practicable and ordinarily at least forty-eight (48) hours.

Section 3. Funeral Leave

(a) A leave of absence not to exceed five (5) days immediately following the date of death shall be granted to any administrator whose wife, husband, father, mother, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, child (or grandparent) or grandchild dies. Such leave shall be with pay and shall not be charged to the administrator's sick leave.

(b) Time off to attend the funeral of aunts, or uncles, (or grandchildren) shall be granted. Such leave shall be with pay not to exceed one (1) day and shall not be charged to the administrator's sick leave.

Section 4. Maternity Leave

(a) The Board will not deny reasonable request of an administrator for leave of absence because of the administrator's pregnancy.

(b) Any administrator requesting such a leave shall present to the Superintendent a written statement from her attending physician indicating her present physical condition, the expected date of childbirth, when it would be expected that the administrator's physical condition would allow her to continue to work and any other information relative to her physical condition that the physician feels appropriate. If complications develop and the administrator is not able to return to work when originally planned, the physician shall so indicate in a letter to the Superintendent prior to the original date of expected return. Such additional notice shall contain a date when the physician expects the administrator's physical condition to be such to allow her to return to work.

(c) No leave of absence shall be granted for pregnancy or maternity reasons unless the above conditions are met.

Upon return to work from an authorized leave of absence for the reason of pregnancy, the administrator shall be returned to the position she held prior to the leave, or a comparable position if available. If such is not available, she will have the rights provided under the Involuntary Transfer provisions (Article VI, Section 2) of this Agreement.

Section 5. Jury Duty

Any twelve (12) month administrator ordered to report for jury duty shall receive their professional salary and shall assign to the Board the jury fee for each day served as a juror.

Section 6. Conference Leave

The Board agrees that administrators should be encouraged to attend conferences, seminars and conventions which do not detract from their ability to spend the required time to perform their professional services to the satisfaction of the Board. All such leaves for these purposes shall be approved prior to attendance by the Superintendent and, if approved, the administrator's expenses will be paid by the then existing policy of the Board and City of New Haven. Such leave shall be without loss of pay.

Section 7. Family and Medical Leave

Nothing contained herein to the contrary notwithstanding, Administrators shall be entitled to Family and Medical Leave as provided for by Federal Family and Medical leave laws, as applicable. All leaves provided for herein shall be included in and shall not be in addition to the period(s) of leave required by such laws.

Section 8. Quarantine

There shall be no loss of salary or sick leave allowance when an administrator is subject to quarantine by order of the Health Department for reasons other than personal illness of the Administrator.

ARTICLE XIV - Consultation Procedure

Section 1. Generally

In the event either party to this Agreement wishes to propose that a change, addition, modification, correction or deletion in this Agreement be made, the following procedure will be adhered to:

(a) The party proposing the change, addition, modification, or deletion shall reduce such to writing and mail it to the Superintendent or the President of the Administrators Association, as the case may be, within a reasonable time.

(b) Thereafter, and within a two (2) week period, a meeting of representatives of all the parties shall be held to discuss the matter. This time required may be waived upon mutual agreement.

(c) If agreement is reached on the proposal, such will be reduced to writing and referred to the Board and the Administrators Association for ratification, with the recommendation of both parties.

(d) Any agreed upon and ratified change, addition, modification, or correction and/or deletion to this Agreement shall become an addendum hereto and become a part hereof.

(e) Nothing herein shall require either party hereof to agree to any particular proposal submitted pursuant hereto. The obligation of both parties is only to discuss any proposal submitted pursuant to this provision.

Section 2. Superintendent's Council

The Board agrees to the establishment of a Superintendents' Council, which will consist of members of the Administrators Association, the Superintendent and designees to meet periodically, but at least once a month, to discuss problems facing school administration. Members of the Board may attend any one or all of such Council meetings. This council is designated to create a vehicle for the discussion of methods by which school administration and policy may be implemented so as to provide for the continued improvement of the New Haven School System. No more than five (5) persons shall represent either the Superintendent or the Administrators Association in any such meeting.

ARTICLE XV - Payroll Deductions

Section 1

In addition to those payroll deductions required by law, the following agencies are eligible for payroll deductions:

(a) All requests for deductions must be in writing on approved, authorized forms, executed by the individual administrator.

(b) A list of the approved deductions are as follows:

1. The School Administrator Association of New Haven
2. Military Service Time Retirement Fund
3. United Way
4. Tax Sheltered Annuity
5. Voluntary State Retirement Contract
6. Benefit Premium increases pursuant to Article XII, Section 2(c)
7. Other deductions as the parties may mutually agree

(c) The Association shall certify to the Board in writing the current rate of its membership dues. If the Association changes the rate of its membership dues, it shall give the Board thirty (30) days written notice prior to the effective date of such change.

(d) Deductions referred to in Section 1 above shall be made from any pay due on the first payday of each month. The Board shall not be required to honor for any month any authorizations that are delivered to it later than one (1) week prior to the distribution of payroll from which deductions are to be made.

(e) No later than September 30 of each year, the Board shall provide the Administrators Association with a list of those employees who have voluntarily authorized the Board in writing to deduct dues for any of the Associations named in paragraph (b) above. The Board shall notify the Association monthly of any changes in said list. Any administrator desiring to have the Board discontinue deductions previously authorized must notify the Board, the Administrators' Association and the Association or group concerned in writing by September 15 of each year for that school year's dues.

- (f) The amount of any deduction may be changed only once in any calendar year.

ARTICLE XVI - Salaries

Section 1

(a) Schedules A, B and C attached hereto reflect salary rates by which all administrators shall be paid during the term of this Agreement.

In addition to the salary rates set forth for the respective classification on Salary Schedules A, B and C, administrators shall receive additional stipends for their length of service and advanced degrees (beyond the Master's Degree) in accordance with the degree and longevity scale contained in Schedule E attached hereto.

Each year of the contract an administrator not already at Step 3 shall advance one step. In order to reach Step M an administrator must have a performance rating of "effective" or better. To be eligible for Step M, an administrator must have been on Step 3 the prior year, and must have been rated "effective" or better on their last evaluation. Administrators rated less than effective on their last evaluation but who are subsequently rated "effective" or better shall be moved to Step M retroactive. If an administrator who reaches Step M is less than "effective" for two (2) years in a row, they will drop back to Step 3.

Effective July 1, 2017, a new step MM shall be created, which is 2% higher than Step M. To be eligible for Step MM, an administrator must have been on Step M the prior year, and must have been rated "effective" or better on their last evaluation. If an administrator who reaches Step MM is less than effective for two (2) years in a row, they will drop back to Step M; they will move back to Step MM for the following year if they are subsequently rated "effective" or better.

(b) Any administrator appointed after June 1, 1968, who does not hold a Master's Degree shall be paid the amount specified in the applicable Salary Schedule less the increment paid pursuant to present policy for Master's Degree.

(c) An administrator whose performance is less than satisfactory will not be moved to the next higher step until satisfactory performance is attained. Upon attaining satisfactory performance, they will receive payment for the withheld step, in addition to payment for whatever other step they are entitled to under the terms of this Agreement.

Upon adoption of a new administrators evaluation system meeting the requirements of 10-151b, and consistent with the Side Letter Regarding School Reform attached as Schedule H, the Parties agree that "satisfactory" shall be defined as "effective" or better and the following applies and replaces the previous paragraph: An Administrator whose performance rating is effective or better will move to the next higher step.

(d) Each administrator shall elect in writing whether they wish to be paid in twenty-one (21) or twenty-six (26) equal payments. Such election cannot be changed for the duration of the fiscal year. In the event an administrator fails to make an election as specified above, they shall be paid in accordance with their previous payment election.

(e) Effective upon the signing of this Agreement, bargaining unit members shall administer the teacher reform side letter and memorandum of understanding. The wage schedules attached as Schedules A, B and C reflect this additional compensation. All bargaining

unit salaries have been adjusted to reflect these increases, regardless of the level of responsibility for overseeing the teacher reform agreements.

Section 2

The duties or the responsibilities of any position in the bargaining unit will not be altered or increased without prior negotiations with the Association.

Section 3

Any administrator on a ten (10) month schedule, scheduled to work during the summer or two months of recess shall receive a per diem rate (and not an hourly rate) calculated by dividing their salary (according to the salary, degree and longevity schedules then in effect) by 194 and multiplying the quotient by the number of days during which the required work was performed.

Section 4

Any member who is promoted will not take a decrease in pay, if the new position begins at a lower pay, but will be placed on such step as will represent an increase above their previous position.

Section 5

Any administrator who works in an administrative position in a higher salary group than their regular salary group for more than seven (7) consecutive school days shall receive, retroactive to the first day of any such work, the pay of the higher salary group in which the administrator is working.

ARTICLE XVII - Grievance and Arbitration Procedure

Section 1 Purpose

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

Section 2. Definitions

(a) A grievance shall mean a complaint by an employee that (1) they have been treated unfairly or inequitably, or (2) there has been a violation, misinterpretation or misapplication of a specific provision(s) of this Agreement or of established policy or practice.

(b) Administrator shall mean any certified professional employee member of this bargaining unit and may include a group of administrators similarly affected by a grievance. When "days" are referred to in the time limits hereof, such shall mean school days.

Section 3. Time Limits

(a) Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest.

(b) If an administrator does not file a grievance in writing within thirty (30) days after the administrator knew or should have known of the act or conditions on which the grievance is based, then the grievance shall be considered to have been waived.

(c) Failure by the aggrieved administrator at any level to appeal a grievance to the next level within the specified time limit shall be deemed to be acceptance of the decision rendered at that level.

Section 4. Informal Procedure

(a) If an administrator feels that they may have a grievance, they shall first discuss the matter with their immediate supervisor or other appropriate administrator in an effort to resolve the problem informally.

(b) If the administrator is not satisfied with such disposition of the matter, they shall have the right to have the Association assist in further efforts to resolve the problem informally with their supervisor or other appropriate administrator.

Section 5. Formal Procedure

Step 1

If the aggrieved administrator is not satisfied with the disposition of their grievance on an informal basis, they may file in writing a grievance with the Association for referral to the Superintendent of schools. Such filing must take place within the thirty (30) day period as set forth in Section 3 (b) above.

(1) The Association shall, within five (5) days after receipt, refer the grievance to the Superintendent, but prior to doing so, the Association shall provide an opportunity for the aggrieved administrator to meet with the appropriate committee to review the grievance.

(2) The Superintendent shall, within ten (10) days after receipt of the written grievance, meet with the aggrieved administrator and with representatives of the Association for the purpose of resolving the grievance. A full and accurate record of such hearing shall be kept.

(3) The Superintendent shall, within five (5) days after the hearing, render a decision and the reasons therefor in writing to the aggrieved administrator with a copy to the Association.

Step 2

If the aggrieved administrator is not satisfied with the disposition of the grievance at Step 1, they may, within three (3) days after the decision or within eight (8) days after the hearing, file the grievance again with the Association for appeal to the Board.

(1) The Association shall, within three (3) days after receipt, refer the appeal to the Board.

(2) The Board shall, within fifteen (15) days after receipt of the written appeal, meet with the aggrieved administrators and with representatives of the Association for the purpose of resolving the grievance. A full and accurate record of such hearing shall be kept.

(3) The Board shall, within fifteen (15) days after such meeting, render its decision and the reasons therefor in writing to the aggrieved administrator with a copy to the Association.

Section 6 Arbitration

(a) If the aggrieved administrator is not satisfied with the disposition of the grievance at Step 2, they may, within three (3) days after the decision or within eighteen (18) days after the Board meeting, request in writing to the President of the Association that their grievance be submitted to arbitration.

(b) The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration.

(c) The chairman of the Board and the President of the Association shall, within five (5) days after such written notice, jointly select an arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree on an arbitrator within five (5) days, the matter shall be submitted to the American Arbitration Association under the Voluntary Labor Arbitration Rules of the American Arbitration Association.

(d) The arbitrator so selected shall confer promptly with representatives of the Board and the Association, shall review the record of prior hearings, and shall hold such further hearings with the aggrieved administrator and other parties in interest as they shall deem requisite.

(e) The arbitrator shall render a decision in writing to all parties in interest, setting forth the findings of fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon all parties in interest to the extent permitted by law.

(f) The cost of the services of the arbitrator shall be borne equally by the Board and the Association.

Section 7

The Superintendent and/or the Board shall have the right to file a grievance in writing with the Association, and such grievance shall thereafter be processed beginning with Step 2 of the Grievance Procedure. The Association shall, on its own behalf, have the right to file a grievance alleging a breach of this Agreement affecting the Association as a whole and shall process said grievance beginning with Step 2 of the Grievance Procedure.

Section 8

All grievances must be submitted in writing pursuant to Step 1 above (or Step 2 if filed by either the Board, the Superintendent, or the Association) within thirty (30) days of the date upon which the occurrence giving rise to the grievance occurred. Failure to file such grievance within the time limits specified herein shall be deemed a waiver of the grievance.

Section 9

Any arbitrator acting pursuant to this Agreement shall have power only to construe specific provisions of this Agreement and shall have no authority to add to, delete from, or modify in any way any provision of this Agreement.

Section 10 Representation

(a) No reprisals of any kind shall be taken by either party or by any member of the Administration against any participant in the grievance procedure by reason of such participation.

(b) When an administrator is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the procedure.

(c) In the event the Association shall not have elected to submit a grievance to arbitration, the aggrieved administrator may submit their grievance to arbitration independently by following the procedure outlined above, in lieu of the Association provided, however, that in such case, the costs for the services of the arbitrator shall be borne by the aggrieved administrator.

The Association or the Board may, if it so desires, call upon the professional services of any person it deems necessary to assist the Association or the Board, respectively, at any stage of the procedure.

Section 11 Miscellaneous

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

(b) Forms for filing and processing grievances and other necessary documents, shall be prepared by the Superintendent, with the approval of the Association, and be made available to the Association as to facilitate operation of the grievance procedure.

ARTICLE XVIII - No Strike

During the term of this Agreement, neither the Administrators Association or any officer or representative thereof nor any administrator covered hereby shall engage in any strike, work stoppage, slowdown, or refusal to work or mass resignation. Participation in such activity may result in discipline or discharge to the person or persons involved and such shall not be subject to the Grievance and Arbitration procedure hereof. Only the question of whether a particular employee participated in any such activity as defined above may be submitted to the Grievance and Arbitration Procedure hereof.

ARTICLE XIX - Miscellaneous

Section 1

The Administrators Association and the Board agree that this Agreement represents the complete agreement between the parties concerning all conditions of employment and salaries of administrators for the duration of this Agreement.

Section 2

This Agreement is deemed to be in compliance with all State and Federal laws (including the Constitution of the United States and the Constitution of the State of Connecticut), and the Board and the Association shall comply with all applicable State and Federal laws. If for any reason a provision or provisions of this Agreement are determined by a court of competent jurisdiction to be in violation of any of said laws, then that provision or those provisions shall be automatically stricken from this Agreement, and the balance of this Agreement shall continue in full force and effect.

Section 3

Whenever written notice is required to be given herein, such notice shall be given by letter forwarded to the last address of the person as contained in the files of the Board.

Section 4

(a) Wherever "Superintendent" is used, it shall mean the Superintendent of Schools of the City of New Haven or any administrator designated to act by the Superintendent in accordance with the then effective administrative procedures of the system.

ARTICLE XX - Retirement

Section 1

Any Administrator who applies for and receives a retirement allowance from the State of Connecticut within five (5) years before their first eligibility for a full retirement allowance or at any time after they have achieved eligibility for the full allowance, and who has been a teacher/administrator for at least ten (10) years in New Haven, and who are not then or at any time thereafter eligible for Medicare insurance coverage, shall be eligible to participate in such medical insurance plan as the Board provides to active employees. The Board shall pay seventy-five (75%) percent of the costs of such medical coverage and the Administrator shall pay twenty-five (25%) percent for such coverage for the Administrator and their enrolled dependents until such administrator dies. The cost sharing payment associated with active medical coverage must be made each month in advance. Lack of timely payment will result in the termination of such benefits.

Section 2

Upon reaching age 65, or such other time as a retiree or spouse becomes eligible for Medicare insurance coverage, the retiree and/or spouse shall be required to apply for and pay the full cost of Medicare Part A and B, and utilize such coverage as primary coverage. The Board will then provide to the member, a Medicare Supplement plan that together with Medicare Parts A and B will provide the retiree with coverage and benefits substantially equivalent to that provided to active members. The Board shall pay seventy-five (75%) percent of the cost of such medical coverage and the retired administrator shall pay twenty-five (25%) percent of such cost.

Section 3

Notice of intention to retire pursuant to this Section shall be filed with the Superintendent's office as soon as practicable in order to allow for appropriate succession planning and filling of vacancies. A payment of \$7,500 shall be paid to any eligible Administrator who submits their irrevocable intention to retire as of January 1st for retirement on June 30th of the same school year.

Section 4

(a) In the event of the death of an administrator who has previously retired pursuant to the retirement provisions of this Agreement, or who would have qualified for such retirement benefits at the time of their death, the Board shall continue to pay the medical/health insurance premiums for benefits then in effect for the surviving spouse of such administrator for a period of five (5) years or until the surviving spouse dies and for any dependent children. The foregoing is contingent upon the unavailability of comparable benefits to the surviving spouse or dependent children through their own employment at no cost to such individuals.

Section 5

Bargaining unit members first hired for or appointed to a bargaining unit position on or after July 1, 2020 shall not be eligible for the benefits set forth in this Article.

ARTICLE XXI - Agency Shop

Section 1

Within thirty (30) days after employment or the execution of this Agreement, whichever is later, all members of the bargaining unit shall have the opportunity to join the Association, to pay a service fee, or to do neither. Any administrator who elects to join the Association or to pay a service fee shall execute an authorization permitting the deduction of such union dues or service fees and shall deliver said authorization to the Board. Said authorization shall continue in effect from year to year unless such administrator shall notify the Board and the Association in writing in the month of August of any year that it is revoked.

Section 2

For those administrators who have elected to join the Association or to pay a service fee and delivered said authorization to the Association for submission to the Board, the Board agrees to deduct the annual dues or service fee from their salaries through payroll deductions.

Section 3

As a condition of the effectiveness of this Article, the Association agrees to indemnify and save the Board harmless against any and all claims, demands, costs, suits or other forms of liability and all court or administrative agency costs that may arise out of, or by reason of, action taken by the Board for the purpose of complying with this Article.

ARTICLE XXII - Duration

Section 1

The parties agree to negotiate in good faith in an effort to secure a successor agreement in accordance with Section 10-153d of the Connecticut General Statutes, as amended.

Section 2

This Agreement shall become effective July 1, 2023 and shall remain in full force and effect until June 30, 2026.

New Haven Board of Education

By:

Yesenia Rivera

Yesenia Rivera, President
New Haven Board of Education

Date:

12/8/2022

School Administrators

By:

Sequella Coleman

Sequella Coleman, President
School Administrators Association of New Haven

Date:

12/7/2022

**SCHEDULE A
ADMINISTRATIVE - SUPERVISORY SALARY
SCHEDULE JULY 1, 2023 - JUNE 30, 2024**

Group	Classification	Months	Step 1	Step 2	Step 3	M Step	MM Step
A	Coordinator (Adult Education)* Assistant Supervisors	10	\$117,434	\$119,830	\$122,271	\$125,206	\$127,710
B		10	\$122,677	\$124,156	\$126,687	\$129,729	\$132,323
C	Elementary Principals Assistant Principals	10	\$127,109	\$129,698	\$132,345	\$135,521	\$138,232
CA	Coordinator (SEL Coordinator)	12	\$129,178	\$131,813	\$134,500	\$137,729	\$140,483
D	Elementary Principals (13 to 18 teachers assigned full-time to the school) Assistant Principal(s) assigned to separate buildings	10	\$130,822	\$133,489	\$136,219	\$139,487	\$142,278
E	Elementary Principals (19 or more teachers assigned full-time to the school) Supervisors	10	\$134,531	\$137,276	\$140,078	\$143,441	\$146,309
F	New Haven Academy Principal, Assistant Principals, Sound School Principal, Metropolitan Principal, Riverside High School Principal	12	\$140,571	\$143,438	\$146,364	\$149,877	\$152,875
G	Principals (Middle and Elementary Schools) Supervisors, K-8 Principals	12	\$147,993	\$151,012	\$154,092	\$157,792	\$160,949
H	Principals (High Schools) Hillhouse, Cross, Career, Cooperative Arts High School Principals, ESUMS School Principal	12	\$154,111	\$157,257	\$160,469	\$164,321	\$167,607
I	Directors of Instruction	12	\$156,750	\$159,950	\$163,206	\$167,125	\$170,468
J	Executive Directors	12	\$159,576	\$162,522	\$166,236	\$170,156	\$173,559

* Effective July 1, 2023, school-based coordinators (Ross Woodward & Conte West Hills Magnet School) will move to the Group C Assistant Principal position level. The current Adult Education 10-month coordinator will be red-circled in Group A and when the current employee vacates the position, the 10-month coordinator position will be eliminated from the schedule.

**SCHEDULE B
ADMINISTRATIVE - SUPERVISORY SALARY
SCHEDULE JULY 1, 2024 - JUNE 30, 2025**

Group	Classification	Months	Step 1	Step 2	Step 3	M Step	MM Step
A	Coordinator (Adult Education)* Assistant Supervisors	10	\$120,135	\$122,586	\$125,083	\$128,086	\$130,647
B		10	\$125,499	\$127,012	\$129,601	\$132,713	\$135,366
C	Elementary Principals Assistant Principals	10	\$130,033	\$132,681	\$135,389	\$138,638	\$141,411
CA	Coordinator (SEL Coordinator)	12	\$132,149	\$134,845	\$137,594	\$140,897	\$143,714
D	Elementary Principals (13 to 18 teachers assigned full-time to the school) Assistant Principal(s) assigned to separate buildings	10	\$133,831	\$136,559	\$139,352	\$142,695	\$145,550
E	Elementary Principals (19 or more teachers assigned full-time to the school) Supervisors	10	\$137,625	\$140,433	\$143,300	\$146,740	\$149,674
F	New Haven Academy Principal, Assistant Principals, Sound School Principal, Metropolitan Principal, Riverside High School Principal	12	\$143,804	\$146,737	\$149,730	\$153,324	\$156,391
G	Principals (Middle and Elementary Schools) Supervisors, K-8 Principals	12	\$151,397	\$154,485	\$157,636	\$161,421	\$164,651
H	Principals (High Schools) Hillhouse, Cross, Career, Cooperative Arts High School Principals, ESUMS School Principal	12	\$157,656	\$160,874	\$164,160	\$168,100	\$171,462
I	Directors of Instruction	12	\$160,355	\$163,629	\$166,960	\$170,969	\$174,389
J	Executive Directors	12	\$163,246	\$166,260	\$170,059	\$174,070	\$177,551

* Effective July 1, 2023, school-based coordinators (Ross Woodward & Conte West Hills Magnet School) will move to the Group C Assistant Principal position level. The current Adult Education 10-month coordinator will be red-circled in Group A and when the current employee vacates the position, the 10-month coordinator position will be eliminated from the schedule.

**SCHEDULE C
ADMINISTRATIVE - SUPERVISORY SALARY
SCHEDULE JULY 1, 2025 - JUNE 30, 2026**

Group	Classification	Months	Step 1	Step 2	Step 3	M Step	MM Step
A	Coordinator (Adult Education)* Assistant Supervisors	10	\$123,138	\$125,651	\$128,210	\$131,288	\$133,913
B		10	\$128,636	\$130,187	\$132,841	\$136,031	\$138,750
C	Elementary Principals Assistant Principals	10	\$133,284	\$135,998	\$138,774	\$142,104	\$144,946
CA	Coordinator (SEL Coordinator)	12	\$135,453	\$138,216	\$141,034	\$144,419	\$147,307
D	Elementary Principals (13 to 18 teachers assigned full-time to the school) Assistant Principal(s) assigned to separate buildings	10	\$137,177	\$139,973	\$142,836	\$146,262	\$149,189
E	Elementary Principals (19 or more teachers assigned full-time to the school) Supervisors	10	\$141,066	\$143,944	\$146,883	\$150,409	\$153,416
F	New Haven Academy Principal, Assistant Principals, Sound School Principal, Metropolitan Principal, Riverside High School Principal	12	\$147,399	\$150,405	\$153,473	\$157,157	\$160,301
G	Principals (Middle and Elementary Schools) Supervisors, K-8 Principals	12	\$155,182	\$158,347	\$161,577	\$165,457	\$168,767
H	Principals (High Schools) Hillhouse, Cross, Career, Cooperative Arts High School Principals, ESUMS School Principal	12	\$161,597	\$164,896	\$168,264	\$172,303	\$175,749
I	Directors of Instruction	12	\$164,364	\$167,720	\$171,134	\$175,243	\$178,749
J	Executive Directors	12	\$167,327	\$170,417	\$174,310	\$178,422	\$181,990

* Effective July 1, 2023, school-based coordinators (Ross Woodward & Conte West Hills Magnet School) will move to the Group C Assistant Principal position level. The current Adult Education 10-month coordinator will be red-circled in Group A and when the current employee vacates the position, the 10-month coordinator position will be eliminated from the schedule.

SCHEDULE D
DEGREE AND LONGEVITY SCALES

Degree	0-14 Years	15-18 Years	19-25 Years	Over 25
Master	\$ 00.00	\$2,654.00	\$2,774.00	\$3,774.00
6th Year	\$1,995.00	\$4,351.00	\$4,559.00	\$5,559.00
Doctor	\$2,798.00	\$5,096.00	\$5,216.00	\$6,216.00

SCHEDULE E

Benefit	Century Preferred PPO	Bluecare POE	Century Preferred Comp Mix	Lumenos HDHP/H.S.A. Plan
Cost Shares	In Network services subject to copays	In Network Services Only	In Network Deductible-\$1000/2000	\$2,000 Ind /\$4,000 family shared in and out of network
	Out-of- Network services subject to	Subject to Copays	Coinsurance-20% up to 3000/6000 Out of pocket maximum	Medical covered at 90% after deductible in network
	deductible and coinsurance		Following Services Deductible Waived-	\$4000/\$8,000 out of pocket maximum in network
		Copay-\$15 PCP Office Visit/\$25 Specialist OV	\$20 Medical Office Visit (\$15 If EPHC for PCP)/\$0 Preventative Care	RX covered at 100% after deductible subject to Co-Pay
	Copay-\$15 PCP Office Visit/\$25 Specialist OV	\$100 Emergency Room/Ambulatory Services \$100	\$100 Emergency Room/\$75 High Cost Diagnostic	covered at 60/40% after deductible out of network
	\$100 Emergency Room/Ambulatory Services \$100	\$200 Outpatient Surgery, \$250 Hospital Admission	\$75 Urgent Care/Walk In Center \$20	Out of Pocket Maximum-\$6,000/\$12,000 out of network
	\$200 Outpatient Surgery, \$250 Hospital Admission	Lifetime Maximum In Network-Unlimited	Lifetime Max In-Ntwrk & Out Ntwrk Unlimited	Lifetime Maximum - Unlimited
Health Savings Account				
				Set up by City for each Member
	N/A	N/A	N/A	Funded at 50% of Deductible each year by City. Additional funding by member with pre tax \$\$\$ up to \$3,300/ \$6,550 combined annual limit in 2014

Out of Network Benefit				
	OON Network Deductible-\$2000/4000	No Out of Network Benefits	OON Network Deductible-\$2000/4000	OON Network Deductible shared with In network-\$2000/4000
	Coinsurance-20%	Members Must Use the Bluecare Provider Network to	Coinsurance-40%	Coinsurance-60/40%
	Out of Pocket Maximum-\$6000/\$12000	Receive Payment on Services	Out of Pocket Maximum-\$6000/\$12,000	Out of Pocket Maximum-\$6,000/\$12,000 out of network
	Lifetime Max In-Ntwrk Unlimited/Out-Ntwrk-Unlimited	Lifetime Maximum for In network Services is Unlimited	Lifetime Max In-Ntwrk Unlimited/Out-Ntwrk-Unlimited	Lifetime Max In-Ntwrk Unlimited/Out-Ntwrk-Unlimited
Out of State Benefit				
	Uses the National Network and Bluecard PPO	Out of State Benefits are Covered Only in an Emergency or Urgent Situation	Uses the National Network and Bluecard PPO	Uses the National Network and Bluecard PPO
In State Network				
	Uses the Cent Preferred Network for In-Network	Members Must Use the Bluecare Provider Network to Receive Payment on Services	Uses the Cent Preferred Network for In-Network	Uses the Cent Preferred Network for In-Network
	Benefits for any other providers would be an Out of Network Benefit		Benefits for any other providers would be an Out of Network Benefit	Benefits for any other providers would be an Out of Network Benefit
PREVENTIVE CARE				
Pediatric	No Copay	No Copay	No Copay	Deductible Waived-No Copay
Age based schedule	7 exams Birth to One	7 exams Birth to One	7 exams Birth to One	7 exams Birth to One
	7 exams 1-5 years	7 exams 1-5 years	7 exams 1-5 years	7 exams 1-5 years
	5 -22 years-Preventative exams allowed once a year	5 -22 years-Preventative exams allowed once a year	5 -22 years-Preventative exams allowed once a year	5 -22 years-Preventative exams allowed once a year
Adult	No Copay	No Copay	No Copay	Deductible Waived-No Copay
Age Based Schedule	22 and over-Preventative exams allowed once a year	22 and over-Preventative exams allowed once a year	22 and over-Preventative exams allowed once a year	22 and over- Preventative exams allowed once a year
Immunizations	As part of Preventative Exam	As part of Preventative Exam	As part of Preventative Exam	As part of Preventative Exam

Gynological/Obstetrics	\$0 Copay for annual exam	\$0 Copay for annual exam	\$0 Copay for annual exam	Deductible waived-\$0 Copay for annual exam
	\$25 Copay Maternity-First Visit Only	\$25 Copay Maternity-First Visit Only	\$20 Copay Maternity-First Visit Only	After deductible 90% In Network
Mammography	Age 35-39 Base Line Screening	Age 35-39 Base Line Screening	Age 35-39 Base Line Screening	Age 35-39 Base Line Screening
	40 and over once a year	40 and over once a year	40 and over once a year	40 and over once a year
	(Add'l Exams Available if Recommended by Doctor)	(Add'l Exams Available if Recommended by Doctor)	(Add'l Exams Available if Recommended by Doctor)	(Add'l Exams Available if Recommended by Doctor)
Hearing	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	\$0 Copay (once a every 2 years)	No Copay (once every 2 calendar years)
				Deductible Waived
Vision	No Copay (once every 2 calendar years)	No Copay (once every 2 calendar years)	\$0 Copay (once a every 2 years)	No Copay (once every 2 calendar years)
				Deductible Waived
MEDICAL SERVICES				
Medical office visits	\$15 Copay PCP	\$15 Copay PCP	\$20 Copay (\$15 if EPHC for PCP)	After Deductible 90% Co-Insurance in
	\$25 Specialist	\$25 Specialist	Unlimited Visits	Network 60% Out of Network
Physical or Occupational	\$25 Copay	\$25 Copay	\$20 Copay	After Deductible 90%Co-Insurance in network 60% out of network
Therapy	30 Combined Visits for pt, ot st per member per year	30 Combined Visits for pt, ot st per member per year	30 Combined Visits for pt, ot st per member per year	60 Combined Visits for pt, ot st per member per year
	20 visit for chiro-prior auth is required on pt/ot	20 visit for chiro-prior auth is required on pt/ot	20 visit for chiro-Prior auth required on pt/ot	12 visit for chiro-prior auth is required on pt/ot
Speech Therapy	\$25 Copay	\$25 Copay	\$20 Copay	After Deductible 90% Co-Insurance in network 60% out of network
	30 Combined Visits for pt, ot st	30 Combined Visits for pt, ot st	30 Combined Visits for pt, ot st	60 Combined Visits for pt, ot st
	20 visit for chiro-prior auth is required on pt/ot	20 visit for chiro-prior auth is required on pt/ot	20 visit for chiro-Prior auth required on pt/ot	12 visit for chiro-prior auth is required on pt/ot

Chiropractic Services	\$25 Copay	\$25 Copay	\$20 Copay	After Deductible 90% Co-Insurance in network 60% out of network
	30 Combined Visits for pt, ot st	30 Combined Visits for pt, ot st	30 Combined Visits for pt, ot st	60 Combined Visits for pt, ot st
	20 visit for chiro	20 visit for chiro-prior auth is required on pt/ot	20 visit for chiro-Prior auth required on pt/ot	12 visit for chiro
Allergy Services	\$25 Copay	\$25 Copay	\$20 Copay for office visit	After Deductible 90% Co-Insurance in network 60% out of network
	80 visits in 3 years	80 visits in 3 years	Injections-20% after deductible	80 visits in 3 years
			80 visits in 3 years	
	Covered	Covered	Covered	After Deductible
Diagnostic, Lab & X-ray	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)
	requires prior auth and a \$75 copay per service up to a \$375	requires prior auth and a \$75 copay per service up to a \$375	requires prior auth and a \$75 copay per service up to a \$375	After Deductible 90% Co-Insurance in network 60% out of network
	calendar year maximum	calendar year maximum	calendar year maximum	

Outpatient Mental Health & Substance Abuse	\$25 Copay	\$25 Copay	\$20 Copay	After Deductible 90% Co-Insurance in network 60% out of network
	Unlimited Visits	Unlimited Visits	Unlimited Visits	Unlimited Visits
	Prior auth required	Prior auth required	Prior auth required	Prior auth required
EMERGENCY CARE				
Emergency Room	\$100 Copay (waived if admitted)	\$100 Copay (waived if admitted)	\$100 Copay (waived if admitted)	After Deductible 90% Co-Insurance in network 60% out of network
Urgent Care	\$75 Copay	\$50 Copay	\$75 Copay	After Deductible 90% Co-Insurance in network 60% out of network
Walk-In Centers	\$15 Copay	\$15 Copay	\$20 Copay	After Deductible 90% Co-Insurance in network 60% out of network

Ambulance	Unlimited for Land and Air	Unlimited for Land and Air	20% after deductible in or out of network	After Deductible 90% Co-Insurance in network 60% out of network
INPATIENT HOSPITAL-				
Inpatient-General/Medical/Surgical/Maternity (Semi-Private)	All Hospital Admissions Require Pre-Cert \$250 Per Admission Copay	All Hospital Admissions Require Pre-Cert \$250 Per Admission Copay	All Hospital Admission Require Pre-Cert 20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
Ancillary Services-Medications and Supplies	Covered	Covered	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
Mental Health	\$250 Copay Per Admission Copay	\$250 Per Admission Copay	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
(Biologically Based)	Unlimited Days	Unlimited Days		Unlimited Days
Mental Health	\$250 Copay Per Admission Copay	\$250 Copay Per Admission Copay	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
(Non-Biologically Based)	Unlimited Days	Unlimited Days	Unlimited Days	Unlimited Days
Substance Abuse	\$250 Per Admission Copay	\$250 Per Admission Copay	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
	Unlimited Days	Unlimited Days	Unlimited Days	Unlimited Days

Rehabilitative Services	\$250 Per Admission Copay	\$250 Per Admission Copay	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
	60 Days Per Calendar Year	60 Days Per Calendar Year	60 Days Per Calendar Year	100 Days Per Calendar Year
Skilled Nursing Facility	\$250 Per Admission Copay	\$250 Per Admission Copay	20% after deductible up to the out of pocket maximum	All Hospital Admissions Require Pre-Cert After Deductible 90% in Network 60% Out of Network
	120 Days Per calendar Year	120 Days Per calendar Year	120 Days Per calendar Year	100 Days Per calendar Year
Outpatient Surgery	Prior Authorization Required	Prior Authorization Required	Prior Authorization Required	Prior Authorization Required
(Facility Charges)	\$200 Copay	\$200 Copay	20% after deductible up to the out of pocket maximum	After Deductible 90% Co-Insurance in network 60% out of network
	Ambulatory surgery (in a hospital setting) \$100	Ambulatory surgery (in a hospital setting) \$100		Ambulatory surgery (in a hospital setting) After Deductible 90% / 60%
Pre-Admission Testing	Covered	Covered	After Deductible 80% Co-Insurance in network 60% out of network	After Deductible 90% Co-Insurance in network 60% out of network
Diagnostic Lab & X-Ray	Covered	Covered	Covered	Prior Authorization Required
	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)	High Cost Diagnostic (MRI, MRA, CAT, CTA, PET, Spect)
	requires prior auth and a \$75 copay per service up to a \$375	requires prior auth and a \$75 copay per service up to a \$375	requires prior auth and a \$75 copay per service up to a \$375	After Deductible 90% Co-Insurance in network 60% out of network
	calendar year maximum	calendar year maximum	calendar year maximum	
OTHER SERVICES				
Durable Medical Equipment	Covered at 100% In Network	Covered at 100%	Covered at 80% after deductible	Covered at 50% after deductible is met
(Including Prosthetics)	Out Ntwrk - Deductible and Co- Insurance			

Home Health Care	Covered	Covered	Deductible waived	After Deductible 90% Co-Insurance in network 60% out of network
	200 Visits	200 Visits	Covered at 80% in and out of network up to the out of pocket maximum	100 Days Per Calendar Year
	OON-\$50 Deductible & 20% Coinsurance		200 Visits	
Hospice	Covered up to Last 6 Months of Life	Covered up to Last 6 Months of Life	Covered up to Last 6 Months of Life	Covered up to Last 6 Months of Life
			After Deductible 80% Co-Insurance in network 60% out of network	After Deductible 90% Co-Insurance in network 60% out of network
Acupuncture	Not Covered	Not Covered	Not Covered	Not Covered
Orthotics	\$50 Co-Pay	\$50 Co-Pay	\$50 Co-Pay	After Deductible 90% Co- Insurance in network, 60% out of network
TMJ	Not Covered	Not Covered	Not Covered	Not Covered
Gastric Bypass	Not Covered	Not Covered	Not Covered	Not Covered
Infertility	\$25 Office Visit Copay	\$25 Office Visit Copay	After Deductible 80% Co-Insurance in network 60% out of network	After Deductible 90% Co-Insurance in network 60% out of network
	State Mandate Level-Prior Auth required	State Mandate Level-Prior Auth required	State Mandate Level-Prior Auth required	State Mandate Level-Prior Auth required
	Some Restrictions May Apply	Some Restrictions May Apply	Some Restrictions May Apply	Some Restrictions May Apply
	\$10/\$25/\$40	\$10/\$25/\$40	\$10/\$25/\$40	After deductible-\$10/\$25/\$40

Drug Rider	Mail order \$10/\$25/\$40	Mail order \$10/\$25/\$40	Mail order \$10/\$25/\$40	Mail order \$10/\$25/\$40
	30/90 day supply	30/90 day supply	30/90 day supply	30/90 day supply
	Mandatory Generic and Mail order	Mandatory Generic and Mail order	Mandatory Generic and Mail order	Mandatory Generic
*The Student age for all three plans is 26/26.				
*This does not constitute the actual health plan or insurance policy. It is only a general description of the plan.				

Managed Three Tier Drug Rider

Network	Access to over 680 Pharmacies in CT Access to over 651 000 pharmacies nationwide
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Participating Pharmacy

Retail Copay-Generic	\$10.00
Listed Brand Copay	\$25.00
Non-Listed Brand Copay	\$40.00

Non-Participating Pharmacy

Deductible	\$0.00
Co-insurance*	20%

Supply Limits

Retail	30 day - 1 copay
Mail Order Copays	31-90 day supply-1 copay on generic or brand

Mail Order Program

*1 Mandatory Mail Order	Yes-Mandatory On Maintenance Medications (Except HDHP)
Drug Rider Maximums	Unlimited Per member per calendar year
*2 Dispensed As Written Clause	MD Override <u>not</u> allowed - Mandatory Generic Substitution

* ³ Age / Gender	yes
* ⁴ Refill Too Soon	yes (up to 85% of prescription needs to be completed)
* ⁵ Duplicate Therapy	yes
* ⁶ Quantity Limits	yes
* ⁷ Step Therapy	yes
* ⁸ Prior Authorization	yes
Diabetic Supplies	Not Subject to Copays and Maximums
Pill Bill	Covered

***Non-par pharmacists reimbursed at 80% of in network allowance. Member is also responsible for the difference between Anthem Blue Cross and Blue Shield's payment and the pharmacist's actual charge**

- *¹**Mandatory Mail Order**-You are required to use mail order on maintenance medication after 3 refills at the retail pharmacy
- *²**Dispensed as Written**-Allows the member to receive a brand when the generic is available at just the brand copay when the doctor writes "Dispensed as Written" on the prescription. If the doctor fails to write "Dispensed as Written" on the prescription and member requests the brand with the generic available, the member will pay the difference between the cost of the generic and brand drug and the brand drug co-pay
- *³**Age Gender**-No benefits are available for medications prescribed outside the FDA age/gender recommendations
- *⁴**Refill Too Soon**-Benefits will not be available for refill medications until a percentage of the prior medication has been used. (see% listed above)
- *⁵**Duplicate Therapy**-Identifies drugs with the same therapeutic value and can prevent toxicity
- *⁶**Quantity Limits**-Certain medications will be limited to quantities recommended to maintain clinically appropriate utilization and administration
- *⁷**Step Therapy**-No benefits are available for Step Therapy protocol drugs without documented other medication failure
- *⁸**Prior Authorization**-Certain medications will require a prior authorization prior to receiving the medication

WELCOME TO BLUE VIEW VISION!

Good news—your vision plan is flexible and easy to use. This benefit summary outlines the main components of your plan, including quick answers about what is covered, your discounts, and much more.



Group Name
Effective Date
Blue View VisionSM A.20.20 130.130



Your Blue View Vision network

Blue View Vision offers you one of the largest vision care networks in the industry, with a wide selection of experienced ophthalmologists, optometrists, and opticians. Blue View Vision's network also includes convenient retail locations, many with evening and weekend hours, including LensCrafters[®], Sears Optical[®], Target Optical[®], JCPenney[®] Optical and most Pearle Vision[®] locations. Best of all – when you receive care from a Blue View Vision participating provider, you can maximize your benefits and money-saving discounts. Members may call Blue View Vision toll-free at (866) 723-0515 with questions about vision benefits or provider locations.

Out-of-network services

Did we mention we're flexible? You can choose to receive care outside of the Blue View Vision network. You simply get an allowance toward services and you pay the rest. (In-network benefits and discounts will not apply.) Just pay in full at the time of service and then file a claim for reimbursement.

YOUR BLUE VIEW VISION PLAN AT-A-GLANCE

VISION CARE SERVICES	IN-NETWORK	OUT-OF-NETWORK
Routine eye exam - once every calendar year	\$20 copay, then covered in full	\$48 allowance
Eyeglass frames Once every calendar year you may select an eyeglass frame and receive the following allowance toward the purchase price:	\$130 allowance then 20% off any remaining balance	\$64 allowance
Eyeglass lenses (Standard) Factory scratch coating included Polycarbonate lenses included for children under 19 years old Transitions [®] lenses included for children under 19 years old		
Once every calendar year you may receive any one of the following lens options:		
<ul style="list-style-type: none"> Standard plastic single vision lenses (1 pair) Standard plastic bifocal lenses (1 pair) Standard plastic trifocal lenses (1 pair) 	<ul style="list-style-type: none"> \$20 copay, then covered in full \$20 copay, then covered in full \$20 copay, then covered in full 	<ul style="list-style-type: none"> \$36 allowance \$24 allowance \$69 allowance
Eyeglass lens upgrades When receiving services from a Blue View Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.	<p>Lens Options</p> <ul style="list-style-type: none"> UV Coating Tint (Solid and Gradient) Standard Polycarbonate Transitions[®] lenses Progressive Lenses¹ <ul style="list-style-type: none"> Standard Premium Tier 1 Premium Tier 2 Premium Tier 3 Standard Anti-Reflective Coating² Premium Tier 1 Anti-Reflective Coating² Premium Tier 2 Anti-Reflective Coating² Other Add-ons and Services <p>Member cost for upgrades</p> <ul style="list-style-type: none"> \$15 \$15 \$40 \$75 \$65 \$91 \$97 \$103 \$45 \$57 \$68 20% off retail price 	<p>Discounts on lens upgrades are not available out-of-network.</p>
Contact lenses – once every calendar year Prefer contact lenses over glasses? You may choose contact lenses instead of eyeglass lenses and receive an allowance toward the cost of a supply of contact lenses.	<ul style="list-style-type: none"> Elective Conventional Lenses Elective Disposable Lenses Non-Elective Contact Lenses 	<ul style="list-style-type: none"> \$105 allowance \$105 allowance \$210 allowance
Your contact lens allowance can only be applied toward the first purchase of contacts you make during a benefit period.	Any unused amount remaining cannot be used for subsequent purchases made during the same benefit period, nor can any unused amount be carried over to the following benefit period.	

Transitions and the other trade names mentioned at Transitions Optical, Inc. Photochromic performance is affected by temperature, UV exposure and lens material.

VISION CARE SERVICES

Contact lens fitting and follow-up

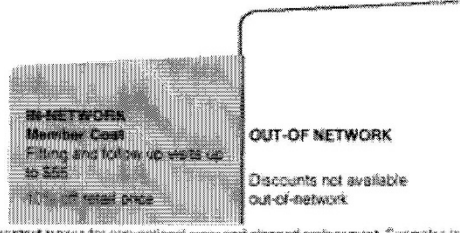
A contact lens fitting and two follow-up visits are available to you once a comprehensive eye exam has been completed.

Standard contact lens fitting*

Premium contact lens fitting**

*A standard contact lens fitting includes spherical clear contact lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

**A premium contact lens fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and bifocal.



Discounts – Savings on additional eyewear and accessories – After you use your initial frame or contact lens allowance, you can take advantage of discounts on additional prescription eyeglasses, conventional contact lenses, and eyewear accessories courtesy of Blue View Vision network providers.

BLUE VIEW VISION ADDITIONAL SAVINGS	MEMBER SAVINGS	LASER VISION CORRECTION SURGERY
<p>Additional Pair of Complete Eyeglasses</p> <p>Contact Lenses - Conventional (Discount applied to materials only)</p> <p>Eyewear Accessories Includes some non-prescription sunglasses, lens cleaning supplies, contact lens solutions and eyeglass cases, etc.</p> <p><small>*Items purchased separately are discounted 20% off the retail price. Blue View Vision's Additional Savings Program is subject to change without notice.</small></p>	<p>40% discount off retail*</p> <p>15% off retail price</p> <p>25% off retail price</p>	<p>Glasses or contacts may not be the answer for everyone. That's why we offer further savings with discounts on refractive surgery. Pay a discounted amount per eye for LASIK Vision correction. For more information, go to SpecialOffers at Anthem.com and select vision care.</p> <p>USING YOUR BLUE VIEW VISION PLAN The Blue View Vision network is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care physician from your medical network.</p> <p>OUT-OF-NETWORK If you choose an out-of-network provider, please complete the out-of-network claim form and submit it along with your itemized receipt to the below fax number, email address, or mailing address. When visiting an out-of-network provider, you are responsible for payment of services and/or eyewear materials at the time of service.</p> <p>To Fax: 866-293-7373 To Email: conclaims@eyewearspecialoffers.com To Mail: Blue View Vision Attn: OON Claims P.O. Box 8504 Mason, OH 45040-7111</p>

EXCLUSIONS & LIMITATIONS

This is a primary vision care benefit and is intended to cover only eye examinations and corrective eyewear. Covered materials that are lost or broken will be replaced only at normal service intervals indicated in the plan design; however, these materials and any items not covered below may be purchased at premed pricing from Blue View Vision provider. In addition, benefits are payable only for expenses incurred while the group and insured person's coverage is in force.

Combined Offers. Not combined with any offer, coupon, or in-store advertisement. **Experimental or Investigative.** Any experimental or investigative services or materials.

Crime or Nuclear Energy. Conditions that result from (1) insured person's commission of or attempt to commit a felony; or (2) any release of nuclear energy, whether or not the result of war, when government funds are available.

Uninsured. Services received before insured person's effective date or after coverage ends.

Excess Amounts. Any amounts in excess of covered vision expense.

Routine Exams or Tests. Routine examinations required by an employer in connection with insured person's employment.

Work-Related. Work-related conditions if benefits are recovered or can be recovered, either by adjudication, settlement or otherwise, under any workers' compensation, employer's liability law or occupational disease law, even if insured person does not claim those benefits.

Government Treatment. Any services actually given to the insured person by a local, state or federal government agency, except when payment under this plan is expressly required by federal or state law. We will not cover payment for these services if insured person is not required to pay for them or they are given to the insured person for free.

Services of Relatives. Professional services or supplies received from a person who lives in insured person's home or who is related to insured person by blood or marriage.

Voluntary Payment. Services for which insured person is not legally obligated to pay. Services for which insured person is not charged. Services for which no charge is made in the absence of insurance coverage.

Not Specifically Listed. Services not specifically listed in this plan as covered services.

Private Contracts. Services or supplies provided pursuant to a private contract between the insured person and a provider, for which reimbursement under the Medicare program is prohibited, as specified in Section 1802 (42 U.S.C. 1395a) of Title XVII of the Social Security Act.

Eye Surgery. Any medical or surgical treatment of the eyes and any diagnostic testing. Any eye surgery solely or primarily for the purpose of correcting refractive defects of the eye such as nearsightedness (myopia) and/or astigmatism. Contact lenses and eyeglasses required as a result of this surgery.

Sunglasses. Sunglasses and accompanying frames.

Safety Glasses. Safety glasses and accompanying frames.

Hospital Care. Inpatient or outpatient hospital vision care.

Orthoptics. Orthoptics or vision training and any associated supplemental testing.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts.

Plano Lenses or Lenses that have no refractive power.

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames, unless insured person has reached a new benefit period.

Frames. Discount is not available on certain frame brands in which the manufacturer imposes a no discount policy.

Disclaimer:

This information is intended to be a brief outline of coverage. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's Policy, which shall control in the event of a conflict with this overview.

This benefit overview insert is only one piece of your entire enrollment package. Exclusions and limitations are listed in the enrollment brochure.

Anthem Blue Cross and Blue Shield is the trade name of: In Connecticut: Anthem Health Plans, Inc. In Maine: Anthem Health Plans of Maine, Inc. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. In independent member of the Blue Cross and Blue Shield Association. In New York: Anthem Health Plans of New York, Inc. The Blue Cross and Blue Shield names and symbols are the registered marks of the Blue Cross and Blue Shield Association.

SCHEDULE F



City of New Haven Preventive Health Program

Objective

The City of New Haven is seeking to develop an employee incentive program that encourages their member population to obtain appropriate preventive care screenings, recommended by age and gender, in an effort to promote healthier lifestyles and enable members and providers to identify potential health issues that may impact the quality of life for the member and require immediate treatment planning.

Overview of Program

A. PCP Designation

Members must designate a PCP for self and spouse*

- a. EPHC PCPs provide member with lower office visit copay
- b. Non-EPHC PCPs: Standard member copay amount

**Please note, PCP designation can be entered on the application at the time of enrollment in the members health plan option*

B. Preventive Health Measures

Members are encouraged to comply with specific preventive health measures:

<u>Preventive Screening/Service</u>	<u>Age/Gender</u>	<u>Frequency</u>
Preventive Screening	18 +; Male and Female	Annual
Glucose Screening	18+ Male and Female	Annual
Cervical Cancer Screening	21 + Female	Every 3 years
Dental Cleaning	All ages; Male and Female	Annual
Breast Cancer Screening	40+; Female	Baseline at age 40
Colorectal Cancer Screening	50+; Male and Female	Baseline at age 50
Prostate Cancer (PSA)	50+; Male	Baseline at age 50

C. Chronic Health Conditions Compliance

Members with the following chronic health conditions who are identified to participate in Anthem's ConditionCare disease management program, must actively participate in program:

- Asthma
- Diabetes
- COPD
- CAD
- Heart Failure

MEMORANDUM OF UNDERSTANDING

Under the Health Incentive Plan (HIP) the member will be required to:

1. Designate a PCP, each covered individual will have to identify a doctor as their personal physician with Anthem.
2. Have the recommended preventative screenings and/or physical examination with a physician as is age and gender appropriate.
 - Annual Biometric screenings, BMI, glucose, blood pressure & cholesterol (for most members this is part of the annual physical)
 - Cervical cancer screening for females over 21 every 3 years
 - Baseline mammogram for females over 40
 - Baseline colonoscopy for all after 50
 - Prostate screening for males over 50
 - At least one routine dental checkup and cleaning annually
3. Chronic Health Compliance members who have been identified with certain chronic health conditions must participate in the ConditionCare Disease Management program. Compliance is based solely on participation, for example, does the member take the phone call from the nurse case manager who will monitor medication usage and the like. It is not based on any outcome.

More particularly members are identified based on clinical data by Anthem, and then they are contacted by a case manager from Anthem, who reviews their treatment and medication, to help insure they are managing their condition properly. Please note that ConditionCare is already part of your plan today. Members with these diseases are already being contacted. All the HIP does is require them to take the phone call and interact with the case manager and not ignore the call as happens today.

Tracking Compliance - Compliance will be tracked on a calendar year basis, then it will take several months to contact those not in compliance before instituting the penalty payment the following July 1st. It will work as follows:

Assuming this contract is settled and effective July 1, 2017, the Board would not actually begin tracking HIP compliance until calendar year 2018. The Board will receive data from Anthem in February of 2019 for the previous calendar year and contact all those not in compliance. They would then have until June to get in compliance or furnish documentation that they were already in compliance. Those that do not would begin paying the additional monthly medical deduction in July of 2019. They will pay that additional fee for each month they remain non-compliant; as soon as they are in however, the additional fee will be removed.

The penalty will be an additional monthly charge for medical of Single \$50, Two Person \$75 and Family \$100. It does not matter how many items you in non-compliance on, one or more, the penalty is the same. The member can appeal the penalty. More importantly, they will have to have been notified several times in writing prior to any penalty being implemented. The Board will review for compliance annually on a calendar year basis. Any penalties will not be assessed until the following July 1st.

No member will ever be fined for following the advice of their doctor, The ConditionCare program and the nurse case manager are only involved to reinforce what the doctor is advising, not replace it.

SCHOOL ADMINISTRATORS ASSOCIATION
OF NEW HAVEN, INC.

NEW HAVEN BOARD OF EDUCATION

By: _____
JOHN M. GESMONDE, ITS ATTORNEY

By: _____
FLOYD DUGAS, ITS ATTORNEY

DATED: NOVEMBER 18, 2016

DATED: NOVEMBER 18, 2016

SCHEDULE G

New Haven School Reform Statement of Shared Beliefs

Our Beliefs

We believe that substantial improvement in student performance is needed in New Haven, that improvement is possible, and that there is urgency to making changes to accomplish those improvements

- All students in New Haven should have the opportunity and the means to achieve their full potential and we must do much more to fulfill that commitment;
- New Haven, given its stability, its positive momentum, and its tradition of collaboration is well positioned to put the pieces together and create a truly distinctive district.

We believe that a sharper focus and greater priority on student performance is needed at all layers of the organizations;

- Test scores and graduation rates are important components of any measurement of achievement, but they are both imperfect and not sufficient - other measures of performance matter as well;
- It is our collective responsibility to help kids learn despite the deficits and obstacles that may exist in their environment, and therefore our focus needs to be on improvement in individual results more than on absolute achievement levels;
- High expectations for the performance of all students are essential, as are the complementary expectations for adult performance.

We believe that the people in the system — Board members, the superintendent, parents, community members, teachers, principals, and other staff— are the district’s most important resources, and that their individual and collective effectiveness is the most important factor in improving student results;

- New Haven needs to attract, develop and retain the highest quality staff possible by creating school environments which maintain high standards of both professionalism and performance;
- Improving student performance needs to be the focal point both for the day-to-day activity of adults and for the year-to-year continuous improvement and career trajectory of educators;
- Judgments about the effectiveness of adults need to be made in ways that are objective, clear, timely, fair, and informed from multiple perspectives.

We believe that schools are the most important organizational units in the system, and that our policies and systems need to support the individual excellence of each school;

- Schools are largely responsible for student performance, and central entities like the Board are responsible for supporting schools in achieving their goals;
- The shared mission and ongoing professional collaboration within a school are the key factors in the success of the school;
- The adults closest to the children are best positioned to know their students and to work together to define ways to help them succeed;
- Although all schools must continue to improve, special attention should be directed to the lowest performing schools.

We believe that the best outcomes will come through the ongoing collaboration of the adults in and around the school system, all of whom are motivated to help students learn — including teachers, administrators, central staff, parents, and the Unions.

The challenges we face in improving the New Haven Schools are neither clear nor easy, but we have the collective will, the perseverance, and the relationships to support each other in developing effective systems and practices.

SCHEDULE H

Side Letter Regarding School Reform

This Agreement is made by and between The Board of Education of the City of New Haven (the Board) and The New Haven School Administrators Association, Local 18, (Association) (collectively, the Parties).

WHEREAS the Board and Association have agreed on a statement of shared beliefs about the need for and appropriate direction of reform in the New Haven public schools, a copy of which is appended to and incorporated by reference in this document;

WHEREAS the Parties believe that School Reform enables a sharper focus and greater priority on student performance and that the work of School Reform needs to be affirmed and deepened at all levels of the School District and that meaningful reform requires effective action at all layers;

WHEREAS the School District believes that school and central office administrators as well as teachers, parents and students are accountable for student and school performance, the District will ensure that the administrator, central office and teacher evaluation processes reflects this belief;

WHEREAS the Board and Association have engaged in extensive, collaborative discussions regarding steps that could be taken by and between them to improve the education of District students and to make District schools more effective and to identify more and different methods on transforming the teaching profession through meaningful collaboration among adult professionals;

WHEREAS the Board and Association have implemented a number of these steps during and since the 2009-10 school year through the creation and activities of several committees such as the Reform Committee and the Talent Council, turnaround schools, school tiering and the Teacher and Administrator evaluations, and that the Association has administered the various elements of School Reform and will continue to do so in good faith;

WHEREAS, the Board and the Association along with its community partners including parents- take collective responsibility for addressing barriers to student learning and healthy development, so that both student well-being and academic learning are embedded in the culture of each school and clearly supported by the district and community partners (including e.g. BOOST! Partnership with United Way, Parent University and other focused parent engagement efforts). The Parties are committed to focus on whole-student development including: physical health, social emotional development and school community engagement; the collaboration of the District with professional and community partners to meet student needs; the collaboration of school-based and special education professionals; the collaboration of classroom teachers and administrators with math, literacy and other curricular coaches and tutors during and after school; planning with Summer School and After School/Wrap-Around Services staff, subject to the Association's right to bargain over the impact thereof and secondary effects;

WHEREAS, the Board and Association agree that these steps can best be understood and effectively implemented if they are collected and recited together in this side letter to their current contract and to their successor agreement;

NOW THEREFORE, the Board and Association agree as follows:

1. Transition Steps. The Parties agree that details regarding implementation of several of their conceptual agreements must be developed through the work of joint committees, such as the School Reform Committee, the Talent Council and the subcommittees, and the District Data Team, and that these committees must continue to perform this work with all deliberate speed.
2. Fair and Effective Evaluation Assistance and Dismissal. The Parties agree that it shall be appropriate for the Board to terminate as incompetent under the Connecticut Teacher Tenure Act as a tenured teacher or demote (in title and in salary) an administrator who is: (a) fairly evaluated, (b) timely notified that they have significant deficiencies in their performance, (c) provided an opportunity for appropriate assistance, and (d) who nevertheless fails successfully to accomplish an appropriate improvement plan. Further development of the administrator evaluation system is described in Section 6.
3. Compensation Enhancements. The Parties agree that the Board will be permitted to propose a midterm program of compensation enhancements for the assumption of new and/or additional duties and responsibilities or projects and serving in hard-to-serve schools, and that if it does so, the Parties will bargain in good faith over such proposals. The types of enhancements to be discussed and approved through the Talent Council and the subcommittee are as follows:
 - a. Meaningful career options for administrators involving the performance of new and/or additional duties and responsibilities or projects and for serving in hard-to-serve schools:
 - i. Reflect a wider sphere of impact than the immediate responsibilities and/or
 - ii. Assist the District and the teachers in successfully meeting the needs of students and teachers in hard-to-serve schools.
 - b. For each option, the Talent Council and its committees will assess and recommend purposeful, supportive, and meaningful opportunities for administrators as they relate to (1) professional responsibilities and expectations (2) job-embedded and targeted training, (3) fair selection, and (4) appropriate evaluation.
 - c. Design compensation enhancements aligned to each category of role.
 - d. To support the development of these roles, the Talent Council and will continue to:
 - i. Identify or design appropriate supports, professional development and growth opportunities that will encourage administrators to increase the scope of the contributions they make to student learning.
 - ii. Determine a designation for hard-to-serve schools, recognizing that the designation should reflect the equity and resources issues and the challenges of the incoming student population including, the poverty status of students, the language and special education status, and the degree of transience experienced by the student population.
 - iii. Determine how federal grant money can be utilized most effectively to accomplish these goals, recognizing the need for sustainability after outside funds have ceased.

4. **Work Rules and Variations in Different Schools.**

- a. Determination of School Tiers. The Board will consult with and consider any recommendations offered by the Association concerning the criteria used for defining tiers and how schools are assigned to tiers. Although the allocation of schools to tiers is recognized by the Parties to be a management right, the Parties acknowledge the Association's right to demand impact or secondary effects bargaining where that decision has an impact on mandatory subjects of bargaining.
- b. Waiver of Work Rules in Tier I and II Schools. Schools in Tier I or Tier II may seek to waive certain school work rules. In order for such a waiver to be effective, the following conditions must apply:
 - i. The waiver must be approved by the teachers in the school. A waiver will be considered approved by the teachers if the following occur:
 - 1. The terms of the waiver are presented in writing to the teachers at least five working days before a vote of the teachers is taken.
 - 2. A secret ballot vote will be conducted by the New Haven Federation of Teachers (NHFT) Building Representative and the Principal during a mandatory meeting of teachers held during work time in the building.
 - 3. During this meeting and prior to the vote, the Principal, a union representative and any teachers who wish to do so may express their views about the merits of the waiver. Upon request, teachers may also receive time during the meeting to discuss the waiver proposals without administrators present.
 - 4. Seventy-five or more percent of the teachers voting must vote to approve the waiver.
 - ii. The school Principal must approve the waiver.
 - iii. The waiver is subject to review and denial by the Superintendent/designee or NHFT, or the Association if it is determined by any of them that the waiver is not in the best interests of the students. If any party rejects the waiver, that Party shall be required to explain at the next Board meeting in public session how, in its view, the waiver would not be in the best interest of students.
 - iv. Work rules that may be waived are: Article II, Sections 3-8, 12 and 13 of the NHFT Teacher Contract.
- c. Board's Right to Make Program Changes In Tier III Schools. In Tier III schools the Board shall have the right to make programmatic changes and/or restructure duties and assignments during the existing workday that may impact work rules and compensation, subject to the Association's right to bargain over the impact thereof or secondary effects. The Board has the responsibility to provide additional needed support and resources to such schools.
 - i. Any proposed changes shall first be discussed by the Reform Committee or a school committee designated for such purpose by the Reform Committee;
 - ii. Proposed changes to the current practice in either the # of hours worked per day or the # of days worked per year shall be presented to the teachers

and administrator(s) no later than March 15th of the prior school year for implementation the following September:

- d. Program Flexibility in Turnaround Schools. In any Tier III schools that the Board determines are to be reconstituted, the Board shall have a heightened degree of flexibility in designing and changing instructional programs, subject to the right of the Association to bargain over the impact thereof or secondary effects.

5. School Improvement and Continued Collaboration Regarding Reform.

- a. Joint Reform Committee. A joint “Reform Committee” shall continue with the purpose of monitoring application of this side letter, resolving collaboratively any issues that may arise in its implementation, and such other tasks as may be assigned by this Document or by the Parties. The Committee shall be composed of eight members, including 3 administrators appointed by the SAA, 3 teachers appointed by the NHFT President, and 2 parents appointed by the Superintendent (one of which is recommended by the Teacher’s Union President, one of which is recommended by the SAA). The Committee shall be chaired by the Superintendent/Designee, who shall not have a vote.
- b. Talent Council. The Talent Council and its subcommittees will be responsible for attempting to identify specific steps to implement the Professional Educators Program (PEP) grant. The Committee is chaired by the Superintendent’s Designee; the Committee will be comprised of an equal number of representatives from NHFT and the SAA selected by the Union Presidents. The Administration will provide technical support to the Committee. There are three main foci of the Talent Council:
 - i. The Talent Council will engage in collaborative fact-finding to enable schools to work more effectively and efficiently and make recommendations.
 - ii. The Talent Council will continue to develop teacher and administrator systems for professional development and support.
 - iii. The Talent Council will identify Compensations Enhancements as outlined in Section 3 above.
 - 1. In the event that PEP funds are not awarded or approved, the Parties agree to reopen this provision.
- c. Authority and Approval. Recommendations made by the Talent Council to make changes that are subject to mandatory bargaining requirements must be approved by both Parties prior to implementation. The Parties hereby agree that changes to the specific compensation, funded by TIF/PEP, recommended by the Talent Council and approved by the Parties may be implemented during the life of the current contract and they agree that the Talent Council may consider such changes and that the Parties may negotiate over the recommendations or related matters during the life of the new contract.
- d. School Climate Surveys. The Board intends to continue the climate surveys developed through the Reform Committee to continue to inform how various stakeholders view schools and their leaders, and it agrees to consult with and consider recommendations from the Reform Committee with respect to the design and implementation of such surveys.

- e. Time Management The Talent Council or such other sub-committee as established by the parties will work collaboratively to review school schedules and time allocation.

6. Administrator Evaluation

- a. The BOE and SAA agree to form a joint committee to strengthen and redesign PEVAL/CEVAL systems that will assure fairness and equity in leadership evaluations. This recognizes that evaluations of leadership must, by the nature of the work, be contextual, individualized and evidence based, including multiple years of evidence, as well as defined and validated rubrics. As detailed in Connecticut Statute Sec 10-151b as amended, the evaluation system for administrators must include consideration of control factors including, but not limited to, student characteristics, student attendance and mobility. The evaluation system must also include the development and implementation of periodic training programs regarding the administrator evaluation for administrators and staff conducting administrator evaluations. The evaluation system must also identify resources, support and other strategies to be provided to address documented deficiencies as well indicate a timeline for implementing such resources, support, and other strategies. The Committee will endeavor to deliver recommendations to the SAA and the Board on or before April 1, 2014 with the intention to adopt the revised evaluation plan to be effective for the 2014-2015 School year.
- b. Upon adoption of the new administrator evaluation system meeting all the requirements of 10-151b as amended and the side letter, SAA agrees that in Article XVI Section b that satisfactory means “effective.”

7. Coordination with the CBA.

If this side letter conflicts in any respect with the CBA of the Association, the Parties will strive to interpret this side letter and the CBA so as to reconcile the conflictual provisions as fully as possible. If provisions of the side letter and the CBA remain irreconcilable after such efforts, and such provisions involve mandatory subjects of bargaining, the collective bargaining agreement shall control, subject to midterm bargaining at the request of either party. The Board retains any management rights not expressly limited by the provisions of this side letter. The Parties retain all legal rights not expressly limited by the provisions of this side letter.

8. Duration.

This side letter shall take effect when signed by the Parties. It is intended to remain in effect until termination of the contract currently being negotiated by the Parties.