AGREEMENT

BETWEEN

ROCKY HILL BOARD OF EDUCATION AND

ROCKY HILL ADMINISTRATORS' ASSOCIATION

JULY 1, 2026 - JUNE 30, 2029

22735662.2

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ARTICLE I

RECOGNITION

The Board of Education (hereinafter referred to as the "Board") recognizes the Rocky Hill Administrators Association (RHAA) (hereinafter referred to as the "Association", jointly referred to as the "parties") as the exclusive collective bargaining agent for those certified administrative personnel included in the administrators' bargaining unit as defined in §§10-153a, et seq., of the General Statutes. The Association shall be the sole bargaining agent for salary, fringe benefits and working conditions.

ARTICLE II

PROFESSIONAL NEGOTIATIONS

Section 1

The Board and the Association agree to negotiate in good faith pursuant to §§10-153a, et seq., of the Connecticut General Statutes as amended in accordance with the procedures set forth herein, to secure a successor agreement relative to all matters concerning salaries and all other conditions of employment; however, neither party shall be required to negotiate over non-mandatory subjects of bargaining. The Agreement so negotiated shall be in writing and signed by the "Board" and the "Association".

Section 2

The term "Board of Education" or "Board," as used in this Agreement, shall mean the Board or its designee. The term "Superintendent of Schools" or "Superintendent," as used in this Agreement, shall mean the Superintendent or his or her designee.

ARTICLE III

CONFERENCE LEAVE

When it is evident that convention or conference attendance will contribute to the effectiveness of an instructional program, the Superintendent may grant such leave without loss of pay. Conference leave allowance shall be $2,300 per administrator per year for 2026-2029. These funds will be budgeted for reimbursement to said administrators for attendance at approved professional conventions or conferences.

Within reason and subject to the approval of the Superintendent, an administrator who has exhausted his/her conference leave, may utilize the unused conference leave from a fellow administrator. Said fellow administrator must approve, in writing, use of the available funds, and in no case may the total pool of conference funds be exceeded.

ARTICLE IV

EVALUATION AND PERSONNEL FILES

Administrators shall be given a copy of any evaluation report prepared by their supervisor, and they shall have the right to discuss such reports with their supervisor. Any evaluation report prepared by a supervisor becomes part of the administrator's personnel file. The required signature indicates that the administrator has seen and discussed the evaluation. It does not necessarily mean the administrator is in agreement with the report.

All administrators have the right to review their files upon prior notice and in the presence of the Superintendent or his designated representative.

Administrators will be notified if items are added to or removed from their personnel files.

A representative of the Association shall be invited to participate in an advisory capacity to any Board committee whose purpose shall be to develop or implement evaluation procedures for those individuals covered by this Agreement.

ARTICLE V

GRIEVANCE PROCEDURE

Section 1 - Purpose

The purpose of this procedure is to grant recognition to the mutual obligation of the Board and the Association to achieve amicable and expeditious solutions to problems which may arise regarding the interpretation or application of the express provisions of this contract. This procedure is intended to secure, at the lowest possible level, equitable solutions to such problems.

Section 2 - Definitions

A "grievance" shall mean a claim which affects the welfare or conditions of employment of an administrator or group of administrators or a dispute arising from an alleged violation, misinterpretation, or misapplication of the express provisions of this Agreement. All grievances may be processed up to the Board of Education. Grievances in which there has been an alleged violation, misinterpretation or misapplication of a specific provision or provisions of this Agreement may be processed through binding arbitration by the Association.

"Days" shall mean workdays of the affected administrator.

Section 3

Since it is important that a grievance be processed as rapidly as possible, the number of days indicated in each step shall be considered a maximum. The time limits specified may, however, be extended by written agreement of the Board and Association. If an administrator does not present a written grievance at Level One within fifteen (15) days after he or she knew or should have known of the act or condition upon which the grievance is based, the grievance shall be considered to be waived. Failure by the administrator on any level to appeal a grievance to the next level within the specified time limits shall be deemed to be an acceptance of the decision rendered at that level.

Section 4

Informal Procedure. If an administrator feels that he or she may have a grievance, he or she may first discuss the matter with the Superintendent of Schools in an effort to resolve the problem informally.

Section 5 - Formal Procedure

Level One - Superintendent of Schools

Within fifteen (15) days after the administrator knew or should have known of the act or condition upon which the grievance is based, an administrator may submit a written statement of his or her grievance to the Superintendent of Schools for resolution. The Superintendent shall, within seven (7) days after receipt of the grievance, meet with the administrator for the purpose of resolving the grievance. The Superintendent shall, within seven (7) days after the meeting, render his or her decision and the reasons therefore in writing to the administrator, with a copy to the Association.

Level Two - Board of Education

In the event the grievance is not resolved at Level I, the administrator may, within seven (7) days after the Superintendent's decision, or within fourteen (14) days after the meeting with the Superintendent, submit the grievance in writing to the Board of Education. The Board of Education or its designated committee shall meet with the administrator for the purpose of resolving the grievance not later than thirty (30) days after receipt of the grievance. The Board or its committee shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the administrator, with a copy to the Association.

Level Three - Arbitration

In the event a grievance is not resolved at Level II, an administrator may, within five (5) days after the decision, request in writing to the President of the Association or his or her designee that the grievance be submitted to arbitration. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by so notifying the Board in writing, and by filing a demand for arbitration under the voluntary labor arbitration rules of the American Arbitration Association, which shall act as the administrator of the proceedings and conduct them in accordance with its administrative procedures, practices, and rules. In no event shall the submission to the American Arbitration Association be made no later than ten (10) days following the decision of the Board or the expiration of the time limit for making such decision, whichever occurs first. No administrator may file for arbitration as an individual; only the Association may file an appeal for arbitration hereunder. Notwithstanding the foregoing, nothing in this section shall preclude the parties from mutually agreeing to any arbitrator of recognized qualifications.

The arbitrator selected shall confer promptly with the representatives of the Board and Association, shall review the record of the prior meetings, and shall hold such further meetings with the Association and the Board as he or she shall deem appropriate. The arbitrator shall render his or her findings of fact, reasoning, and conclusions on the issues submitted and shall make appropriate compensatory awards when necessary. The arbitrator shall hear and decide only one grievance in each case. He or she shall be bound by and must comply with all the terms of this Agreement. He or she shall not have the power to add to, delete from, or modify in any way the provisions of this Agreement. The decision of the arbitrator shall be final and binding upon the Board, Association, and administrator affected. The arbitration fee and expenses shall be borne equally by the parties to this Agreement.

Section 6 - Miscellaneous

A. Any party in interest may be represented at any level of the procedure by a person of his or her choice, except that he or she may not be represented by a representative or by an officer of any administrator organization other than the Association. When the administrator is not represented by the Association, the Association will be notified, and has the right to be present at any meeting or hearing and to state its views at all stages of the procedure.

B. The Association may, if it so desires, call upon the professional services of its state-wide administrator organization for consultation and assistance at any stage of this procedure.

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

ARTICLE VI

NOTIFICATION OF COMPLAINT

Any serious complaint pertaining to an administrator and received by the Superintendent, whether oral or written, shall be communicated to and discussed with the administrator concerned as soon as possible upon receipt The administrator named in such a complaint shall be entitled to know the name of the person or group making the complaint(s) and the nature of the complaint(s) or charge(s) being made although this provision does not compel the disclosure of information that must be kept confidential under the law. Complaints from sources other than supervisors may not become part of an administrator's personnel file unless the foregoing has been complied with and verified by the Superintendent or his or her designee.

ARTICLE VII

HOLIDAYS GRANTED ADMINISTRATORS

An administrator may receive the following holidays when they fall within his or her work year:

New Year's Day	Columbus Day
Martin Luther King Day	Presidents' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Labor Day	Next regularly scheduled workday after Christmas
Floater	One day during school recess or vacation as agreed to by the Superintendent.
	Day before Christmas if it falls on a weekday

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

When any of the above holidays fall on a weekend or on a school day, a compensatory day during one of the normal recesses will be granted. In the event the Board of Education decides to hold school on one of the above-named holidays, a mutually agreed compensatory day will be granted.

ARTICLE VIII

INSURANCE PROGRAM

A. The Board shall provide, at its expense (subject to the payroll deduction set forth in Section B), for each administrator and the families of such administrators, the opportunity to participate in the Connecticut State Partnership Plan 2.0 ("SPP") set forth in Appendix B.

1. The medical benefits shall be as set forth in the SPP effective on July 1, 2024, including any subsequent amendments or modifications made to the SPP by the State as set forth below.

2. The administration of the SPP, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SPP.

3. The premium rates will be as established by the State for single, employee + one and family, and for actives, pre-65 retirees, Medicare retirees and post-65 non-Medicare eligible retirees. Based on such rates, the Board shall establish a blended rate to provide the same rate to active and retired teachers in accordance with statute.

4. The SPP contains a Health Enhancement Plan (HEP) component. All employees participating in the SPP are subject to the terms and provisions of the HEP. In the event SPP administrators impose the HEP non-participation or noncompliance

$100 per month premium cost increase or the $350 per participant to a maximum of $1400 family annual deductible, those sums shall be paid 100% in their entirety by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. The $100 per month premium cost increase shall be implemented through payroll deduction, and the $350/$1400 annual deductible shall be implemented through claims administration.

Participation in the SPP and the HEP are conditioned upon the employee completing and submitting necessary enrollment forms (written or electronic as determined by the administrator) during the specified enrollment period, and also signing an authorization for the deductions of premium cost shares through payroll deductions.

5. In the event any of the following occur, the Board or the Association may reopen negotiations in accordance with Conn. Gen. Stat. Section 10-153f(e) as to the sole issue of medical benefits, including plan design and plan funding, premium cost share and/or introduction of a replacement medical benefits plan in whole or in part.

   a) If the SPP in its current form is no longer available; or if the benefit plan design of the SPP is modified as a result of a change in the State's collective bargaining agreement with SEBAC, if such modifications would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or

   b) If Conn. Gen. Stat. Section 3-123rrr et seq. is amended, or if there are any changes to the administration of the SPP, or if additional fees and/or charges for the SPP are imposed so as to affect the Board, any of which amendments, changes, fees or charges (individually or collectively) would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan; and/or

   c) If there is any material amendment to the ACA that would substantially increase the cost of the medical insurance plan offered herein. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

   d) If the SPP is revised to create substantially different plan design options, reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

e) If the Board identifies a cost-effective alternative to the SPP. Reopener negotiations shall be limited to health insurance plan design and funding, premium cost share and/or introduction of an additional optional health insurance plan.

6. In any negotiations triggered under subparagraph 5 above, the parties shall consider the High Deductible Health Plan with Health Savings Account set forth in Article VIII of the 2022-2026 CBA (as well as the premium cost-sharing amounts, as may be subsequently negotiated between the parties) to be the baseline for such negotiations, and the parties shall consider the following additional factors:

- Trends in medical insurance plan design outside of the SPP;
- The costs of different plan designs, including a high deductible health plan structure and a PPO plan structure.

Should such negotiations be submitted to arbitration for resolution, the arbitration panel shall consider the foregoing in applying the statutory criteria in making its ruling.

B. To be eligible to receive health and medical insurance benefits set forth above, an administrator shall annually contribute the following percentage of benefit costs:

2026-27	2027-28	2028-29
18.5%	19%	19.5%

C. The Board shall provide at its expense for each administrator:

1. Maximum of 60% of compensation per month Group Long Tenn Disability Insurance to commence 120 calendar days from the onset of the disability.
2. $350,000 Group Life Insurance; bargaining unit members have the option of purchasing additional coverage subject to availability and underwriting requirements. It is understood that such additional coverage will be age-bracketed and step-rated, and the cost of such additional coverage will be home entirely by the employee.
3. $100,000 Group Accidental Death and Dismemberment.

D. To be eligible to receive insurance benefits, each employee must submit a written salary deduction authorization permitting the Board to deduct from the administrator's salary his or her share of the premium set forth above. An administrator may forego or withdraw from full coverage rather than pay his or her share of the premium. Reinstatement of discontinued insurance benefits shall be provided in accordance with the terms of the insurance company administrating the plan at the time that benefits are sought

E. Subject to law, including the rules and regulations of the Internal Revenue Service, and independent of the requirement that employees contribute to the cost of premiums, the Board shall, not later than the effective date of this agreement, implement and maintain a "Section 125" salary reduction agreement which shall be designed to permit exclusion from taxable income of the administrator's share of health insurance premiums, childcare (currently $10,500) and uncovered medical expenses (currently $2,750).

F. This Agreement shall be effective as of the first day of July, 2026, and remain in full force and effect until the thirtieth day of June, 2029, provided, however, in the event that the total cost of a group health plan or plans offered under this contract triggers an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, the parties agree to reopen this Agreement for the limited purposes of negotiated a substitute health insurance plan and premium share contributions. This Agreement shall remain in full force and be effective during the period of negotiations.

ARTICLE IX

MEDICAL GROUP INSURANCE AFTER RETIREMENT

For administrators retiring after July 1, 2012, upon reaching at least age 55, and with at least ten (10) years of full-time employment in the Rocky Hill public schools, the Board shall continue to assume the cost of the medical insurance coverage for the individual administrator as listed in the table below. Administrators hired after July 1, 2010 shall pay 100% of the post retirement insurance cost.

Years of Service	Percent of Board Contribution to Premium
10-14	25%
15-19	35%
20-24	50%
25 or more	60%

Such medical coverage after retirement to be in effect to and including (but not after) the retired administrator reaches age 65. The retired administrator will be allowed to remain on group coverage with the Board for group life insurance and group accidental death and dismemberment insurance but will assume full cost of such individual converges at group rates to and including (but not after) age 65.

After retirement, the administrator's spouse shall be allowed to remain on group medical coverage's only (not life or accidental death and dismemberment insurances) with the Board until the administrator dies or reaches age 65, the premiums for which insurance shall be borne wholly by the administrator.

For the purpose of this Article, "retirement" or "retired" shall mean an administrator who has retired and has collected and continues to collect retirement benefits under the Teacher's Retirement Act, §§10-183b, et seq., of the Connecticut General Statutes.

A retired administrator or his or her spouse shall receive the same medical coverage offered to then current administrators.

ARTICLE X

ABSENCES

Administrators are entitled to up to three (3) personal days per year, subject to the approval of the Superintendent, which approval shall not unreasonably be withheld:

Additional personal days may be granted solely at the discretion of the Superintendent.

Bereavement - An aggregate total of five (5) days of paid leave per year per occurrence.

ARTICLE XI

SALARIES

The Board of Education reserves the right to hire all new employees into the administrative positions covered by this Agreement. The salary schedule for administrators is as appended (see Appendix A - Salary Schedule). The annual salary will be divided into twenty-six (26) installments payable bi-weekly. All paychecks will be delivered via direct deposit. The parties agree that occupants of the positions listed in the salary schedule shall be paid the amounts indicated for each year of the contract. All newly hired administrators will be placed on the eight-step salary schedule. This placement will be determined by mutual agreement between the Association and the Board. If no agreement is reached, the final decision will be made by the Board (or its designee) at its discretion.

In addition, each administrator hired before July 1, 2019, may participate in a tax shelter annuity, of which $4,000 shall be contributed annually by the Board, as to which amount the administrator will then arrange, pursuant to a salary reduction agreement, to have contributed as an elective deferral in accordance with Section 403(b) (12) (A) (ii) of the Internal Revenue Code toward the purchase of a 403(b) annuity with a tax sheltered annuity company of his/her choice. This amount shall remain at $4,000 for the duration of the contract.

Administrators hired after July 1, 2019, shall be eligible for a tax-sheltered annuity contribution from the Board in the amount of $3,000 for the duration of the contract.

For purposes of reporting the administrator's salary to the Connecticut State Teachers' Retirement System, the Board shall include the full amount of the total base salary including the Board's tax shelter annuity contribution.

An administrator who has received a doctorate (Ed.D or PhD) in education or a related field shall receive an annual stipend of $3,000 commencing in the contract year following the date the degree is awarded.

ARTICLE XII

SICK LEAVE AND SEPARATION STATUS

Each administrator will be credited with twenty (20) days of sick leave at the beginning of each school year. Any portion of such sick leave remaining unused at the end of the school year shall be accrued, subject to a maximum of two hundred fifty (250) days.

An administrator hired to commence work on or after July 1, 2000, shall be eligible for a payment equal to twenty-five (25%) percent of accumulated sick leave up to a maximum of one hundred ten (110) days. An administrator hired after July 1, 2010, shall not be eligible for this payment.

Payment under this section to a departing administrator who leaves for any reason other than termination for cause, shall be made in one installment within thirty (30) days following the first July 1 after departure. Should an administrator die after retirement, payment shall be made to the administrator's estate.

ARTICLE XIII

VACANCIES

Vacancies which are caused by death, retirement, discharge, resignation or by the creation of a new position shall be filled pursuant to the following procedures:

1. The existence of vacancies shall be adequately publicized, both within and outside the system, including a notice to every administrator.
2. Notification shall clearly set forth the certification requirements and duties of the position.
3. Administrators who desire to apply for such vacancies shall file their applications in writing with the Superintendent within the time limit specified.
4. Such vacant positions shall be filled based on professional qualifications and experience as determined relevant by the Superintendent.
5. All appointments to such vacant positions shall be made without regard to age, race, creed, color, religion, nationality, sex, marital status or sexual orientation.
6. Administrators will be involved in the hiring of personnel for whom they are responsible.
7. An administrator who is transferred to a position of lesser salary shall not receive a salary less than that which he/she is earning in his/her current position for a period of one calendar year.

ARTICLE XIV

VACATION

Each fifty-two week administrator shall receive twenty (20) working days' vacation, pro-rated in direct proportion to the number of months worked during the first year of employment. After the completion of one full school year, such administrator shall be eligible for twenty-one (21) vacation days annually. Each administrator will continue to accrue one additional vacation day annually with each subsequent year of service up to a maximum of twenty-five (25) vacation days. All vacation time shall be taken when school is not in session unless the Superintendent authorizes the taking of vacation on school days. A maximum of up to five (5) unused vacation days may be carried over from the previous year. Carry-over days may not accumulate beyond a ten (10) day cumulative total. Furthermore, an administrator who ends his or her service to the district prior to the end of the fiscal year (e.g., resigns or retires during the school year) shall be entitled only to vacation days earned on a pro-rated basis for the number of months served in the fiscal year (July 1 to June 30 of the next calendar year) in which the separation of service occurs. Upon retirement or resignation from the Rocky Hill Public Schools, each administrator shall be paid for all unused accumulated vacation days at the current per diem rate, up to a maximum of twenty-five (25) days.

ARTICLE XV

BENEFITS

Coursework Reimbursement

A. The Board shall reimburse each eligible administrator annually an amount, not to exceed the tuition cost of two (2) three-credit courses at the University of Connecticut, for tuition at a regionally accredited college or university, provided the courses are approved in advance in writing by the Superintendent of Schools.

B. Only administrators who have completed one (1) year of service as an administrator in the Rocky Hill School system shall be eligible for tuition reimbursement. An administrator must be actively employed by the Board when applying for tuition reimbursement. The administrator shall submit a copy of the course transcript along with the request for reimbursement.

C. A maximum of four (4) administrators per school year will be permitted to participate in the tuition reimbursement program.

Mileage

An administrator who uses his or her car on school-related business as approved by the Superintendent shall be reimbursed-sed at the I.R.S. per mile rate.

ARTICLE XVI

CHILDREARING LEAVE

A tenured administrator may be approved, upon written request submitted to the Superintendent, to an extended leave without pay or benefits for purposes of childrearing apart from any period of childbirth disability leave and/or any other leave for which the administrator may be eligible under applicable law, such as the Federal FMLA. Such administrator may receive leave for a period not to exceed one calendar year in which the child is born, adopted, or fostered and one additional school year. Employees requesting leave shall submit not less than sixty (60) days' written notice of the anticipated date of ending performance of duties. This provision may be waived at the discretion of the Superintendent in cases of adoption. During a long-term leave of absence under this Article an administrator may participate in group health and medical insurance benefits at his or her own expense (i.e. the entire cost of insurance, not just the employee share), subject to the terms of the company administering the plan. No experience credit on the salary schedule shall be granted for any childrearing leave which extends for more than one-half (1/2) of a contract year.

ARTICLE XVII

REDUCTION IN FORCE

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

2. If, in the Board's opinion, it is necessary to reduce the administrative staff within a particular administrative classification, it shall be on the basis of length of administrative service (seniority) within the Rocky Hill Public School system, certification and qualifications.

3. For purposes of this Article, "seniority" shall be defined as uninterrupted employment as an Administrator in the Rocky Hill Public Schools.

4. The term "qualified" as used herein means recognized and satisfactory experience in the area into which the administrator is seeking to bump as determined by the Superintendent in his/her sole discretion.

5. For purposes of this procedure, administrative classifications shall be as follows:

   i. High School Principal
   ii. Middle School Principal
   iii. Elementary School Principal & Director of Special Education
   iv. High School Assistant Principal
   v. Middle School Assistant Principal
   vi. Language Arts Coordinator, Math Coordinator, Director of Athletics and Student Services, Supervisor of Special Education, Elementary AP.

6. An administrator who has been displaced from the unit or whose employment was terminated under this procedure shall be placed on a reappointment list for one (1) year. An administrator on the reappointment list shall be recalled to a vacant position in his/her

previous classification or to a position in a lower classification, provided that he/she is certified and qualified for the vacant position. If the administrator does not accept the position within five (5) days of the offer, he/she shall be removed from the reappointment list and the Board shall have no further obligations under this Article.

ARTICLE XVIII

DURATION AND HOLDOVER

This Agreement contains the full and complete agreement between the Rocky Hill Board of Education and the Rocky Hill Administrators' Association on all negotiable issues.

In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least thirty (30) days prior to the consideration of said modification or amendment and, if said amendment or modification is thereafter mutually agreed upon, this Agreement will be so amended.

This Agreement shall be effective as of the first day of July, 2026 and remain in full force and effect until the thirtieth day of June, 2029.

IN WITNESS WHEREOF, the parties hereunto have caused this Agreement to be executed by their proper office, hereunto duly authorized, and their seals affixed hereto this ___ day of____, 2025.

ROCKY HILL ADMINISTRATORS ASSOCIATION

10/22/25
Date

By: ____________________
President

ROCKY HILL BOARD OF EDUCATION

10/30/2025
Date

By: ____________________
Chairman

APPENDIX A

SALARY SCHEDULE

Rocky Hill Public Schools
Administrators Salary Schedule
2026-29

General Wage Increase Each Year of 2.75% to all steps.

2026-27						
Step	High School Principal	Middle School Principal	Elementary Principal & Director of Special Education	High School Assistant Principal	Middle School Assistant Principal	Language Arts Coordinator, Math Coordinator, Director of Athletics and Student Services, Supervisor of Special Education. Elementary AP
1	165,694	159,703	153,713	144,154	138,888	135,949
2	168,731	162,631	156,531	146,797	141,434	138,440
3	172,174	165,949	159,726	149,793	144,321	141,265
4	175,331	168,992	162,654	152,539	146,965	143,854
5	178,544	172,089	165,635	155,334	149,659	146,492
6	181,263	174,711	168,158	157,699	151,938	148,722
7	184,024	177,370	170,718	160,101	154,252	150,987
8	186,825	180,071	173,319	162,539	156,601	153,287

2027-28						
Step	High School Principal	Middle School Principal	Elementary Principal & Director of Special Education	High School Assistant Principal	Middle School Assistant Principal	Language Arts Coordinator, Math Coordinator, Director of Athletics and Student Services, Supervisor of Special Education. Elementary AP
1	170,250	164,095	157,940	148,118	142,708	139,687
2	173,371	167,103	160,836	150,834	145,324	142,247
3	176,909	170,513	164,118	153,912	148,289	145,150
4	180,152	173,639	167,127	156,733	151,007	147,810
5	183,453	176,821	170,190	159,606	153,775	150,520
6	186,248	179,516	172,782	162,035	156,117	152,812
7	189,085	182,248	175,413	164,504	158,494	155,139
8	191,963	185,023	178,085	167,009	160,908	157,502

2028-29						
Step	High School Principal	Middle School Principal	Elementary Principal & Director of Special Education	High School Assistant Principal	Middle School Assistant Principal	Language Arts Coordinator, Math Coordinator, Director of Athletics and Student Services, Supervisor of Special Education. Elementary AP
1	174,932	168,608	162,283	152,192	146,632	143,529
2	178,139	171,698	165,259	154,982	149,320	146,159
3	181,774	175,202	168,632	158,145	152,367	149,141
4	185,106	178,414	171,723	161,044	155,160	151,875
5	188,498	181,684	174,870	163,995	158,004	154,660
6	191,370	184,452	177,533	166,491	160,410	157,015
7	194,285	187,260	180,237	169,028	162,853	159,405
8	197,242	190,112	182,982	171,602	165,333	161,833

APPENDIX B

Medical Benefit Summary

IN NETWORK	CT Partnership Plan 2.0
Medical Office Visit	$15 co-pay | $0 for Tier 1
Specialist Office Visit	$15 co-pay | $0 for Tier 1
Vision Exams (one per calendar year)	$15 co-pay
Inpatient Hospital	$0 co-pay
Outpatient Hospital	$0 co-pay
Emergency Room	$250 co-pay (waived if admitted)
Urgent Care	$15 co-pay
Walk-In	$15 co-pay
Lab/X-Ray High Cost Radiological and Diagnostic Tests	$0 co-pay for Tier 1 | 80%/20% coinsurance for Tier 2
In-Network Deductible	Individual: $350 Family: $350 each member ($1,400 maximum). Waived for HEP-compliant members.
Coinsurance	Not applicable
Max out of pocket	$2,000 individual $4,000 family

CONNECTICUT PARTNERSHIP PLAN 2.0

Medical Benefit Summary

PREVENTIVE SERVICES	CT Partnership Plan 2.0 with Health Enhancement Program (HEP)
Primary Care (Adult and Child Wellness Exams)	$0 co-pay
Gynecologist Wellness	$0 co-pay
Mammogram	$0 co-pay
Lifetime Maximum	Unlimited

OTHER SERVICES	CT Partnership Plan 2.0 with Health Enhancement Program (HEP)
Deductible	Not applicable
Acupuncture (20 visits/year)	$15 co-pay
Chiropractic	$0 co-pay
Nutritional Counseling (3 visits/year)	$0 co-pay
Physical/Occupational Therapy	$0 co-pay
Durable Medical Equipment	$0 co-pay
Routine Hearing Screening (as part of an exam)	$15 co-pay

CONNECTICUT PARTNERSHIP PLAN 2.0

Medical Benefit Summary

OUT-OF-NETWORK	CT Partnership Plan 2.0 with Health Enhancement Program (HEP)
Annual Deductible	$300 individual / $900 family
Coinsurance	20% of allowable UCR charges
Max out of Pocket	$2,300 individual / $4,900 family
Lifetime Maximum	Unlimited

Firefighter Cancer and Disease Screening Coverage:

This is a covered benefit, eligible every two years, for enrolled state plan members employed as a firefighter. The State Comptroller's office has also negotiated a discounted rate for state of CT firefighters not enrolled in the state health plan. These screenings are typically done onsite and scheduled by your fire department. To schedule an event at your fire station, contact United Diagnostics Services, at (646) 553-5803.

The United Diagnostics Services flyer can be viewed under Programs & Benefits.

CONNECTICUT PARTNERSHIP PLAN 2.0

Pharmacy Benefit Summary

PRESCRIPTION COVERAGE	Maintenance Drugs	Non-Maintenance Drugs	HEP Chronic Condition Drugs
Generic	$5/$10	$5/$10	$0
Preferred/Listed Brand Name	$25	$25	$5
Non-Preferred/Non-Listed Brand Name	$40	$40	$12.50
Annual Maximum	Unlimited		
Max out of Pocket	$4,600 Individual / $9,200 Family		

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Dental Benefit Summary

	Plan 1 In/Out Network	Plan 2 In/Out Network	Basic In/Out Network	Enhanced In/Out Network	Dental HMO
Network	Any dentist	Any dentist	Any dentist	State of CT DPPO	State of CT DHMO
Out of Network Coverage	Yes	Yes	Yes	Yes, low reimbursement(MAC)	No
Annual Deductible	$25 indiv/$75 family	None	None	$25 individual, $75 family	None
Annual Maximum per person	$1,000	$1,500	Unlimited	$3,000	Unlimited
Periodontal Care Maximum per person	Annual Max applies. No Annual max for periodontal cleanings, scaling & root planing.	Annual Max applies. No Annual max for periodontal cleanings, scaling & root planing.	$500 Annual Max except periodontal cleanings, scaling & root planing.	Annual max applies	Covered
Implant Maximum (per calendar year)	Not covered	Not covered	Not covered	$500	No dollar annual max, frequency max applies
Lifetime Maximum per person	$1,500	$1,500	Not covered	$1,500	None

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Vision Rider

BENEFIT	IN-NETWORK	OUT-OF-NETWORK
Materials Co-Pay	$0	N/A
Single Vision Lenses	Covered in Full	$40 Allowance
Bifocal Lenses	Covered in Full	$65 Allowance
Trifocal Lenses	Covered in Full	$75 Allowance
Lenticular Lenses	Covered in Full	$100 Allowance
Contact Lenses (Retail Allowance)		
Elective	$360 Allowance	$345 Allowance
Therapeutic	Covered in Full	$345 Allowance
Frame (Retail Allowance)	$175 Allowance	$126 Allowance

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