AGREEMENT
BETWEEN

SEYMOUR SCHOOL ADMINISTRATORS ASSOCIATION

and the

SEYMOUR BOARD OF EDUCATION

JULY 1, 2020 - JUNE 30, 2023

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PREAMBLE

This Agreement entered into by Seymour Board of Education (hereinafter referred to as the "Board") and Seymour School Administrators' Association (hereinafter referred to as the "SSAA") has as its purpose the promotion of harmonious relations between the Board and the SSAA; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of salaries and other conditions of employment.

ARTICLE I
UNION RECOGNITION

1.1 The Board recognizes the SSAA, in the Seymour Public Schools, as the sole and exclusive bargaining agent for the purposes of collective bargaining on matters of wages, hours and other conditions of employment for all of those certified professional employees in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and not excluded from the purview of Section 10-153b of the Connecticut General Statutes.

1.2 The SSAA shall furnish the Board with a list of its officers and executive committee members and shall notify the Board as soon as possible, in writing, of any changes. Such notification shall be sent to the Superintendent. No officer or executive committee member shall be recognized by the Board until such written notification of his appointment shall be received by the Board from a duly authorized officer of the SSAA.

ARTICLE II
BOARD PREROGATIVES

2.1 The Board reserves and retains solely and exclusively, all its rights, express or implied, to manage the school system and its employees as such rights existed prior to the execution of this Agreement. The SSAA agrees that the functions and rights of management belong solely to the Board and that the SSAA will not interfere with the Board's exercise of these rights and functions.

a. **Enumerated Rights.** The exclusive functions and rights of the Board include, but are not restricted to, the right to: direct the operation of the public schools in the system in all aspects; select and employ new personnel; manage the school system and the direction of its work force; determine methods and levels of financing and budget allocation; provide, when necessary, for the transportation of students; designate the schools to be attended by children in the system; establish the number of schools to be utilized by the system; maintain good public elementary and secondary schools and provide such other educational activities as in its judgment will ~~s~~ best serve the interests of the system to give the children of the system as nearly equal advantages as may be practicable; maintain and operate buildings, lands, apparatus and other property used for school purposes; decide the textbooks to be used; make rules for the arrangement, use and safekeeping of the school libraries and to approve the books selected therefore; prepare and submit budgets and, in its sole discretion, expend monies appropriated to the Board for the maintenance and operation of the schools, and to make such transfers of funds within the appropriated budget as it shall deem desirable; determine, and from time to time redetermined, the number of Board personnel and the methods and

materials to be employed; select and determine the qualifications of teachers required to promote the efficient operation of the school system; distribute work to teachers in accordance with the job content and job requirements determined, and from time to time redetermined, by the Board; establish assignments for teachers; transfer teachers; determine the procedures for promotion of teachers; create, enforce and, from time to time, change rules and regulations concerning discipline of teachers; discipline, suspend or discharge teachers; and, otherwise take such measures as the Board may determine to be necessary to promote the orderly, efficient and safe operation of the school system.

b. **Unenumerated Rights.** The listing of specific rights in subsection (1) of this section is not intended to be all inclusive, restrictive or a waiver of any rights of the Board not listed which have not been expressly and specifically surrendered herein, whether or not such rights have been exercised by the Board in the past.

2.2 No action taken by the Board with respect to such rights, responsibilities and prerogatives shall be subject to the grievance provision of this Agreement, unless specifically provided for in this agreement, or unless exercised so as to contravene a specific provision of this Agreement.

ARTICLE III
GRIEVANCE PROCEDURE

3.1 The purpose of this grievance procedure shall be to maintain cooperation and understanding between the administration and the Board and to secure, at the lowest possible administrative level, equitable solutions to the problems which may, from time to time, arise affecting the conditions of employment of employees. In instances where friction and misunderstanding may arise, the grievance procedure should be applied to alleviate the situation as soon as possible with as few steps as possible and with the greatest possible satisfaction to all parties concerned. All parties agree that these proceedings shall be kept informal and confidential as may be appropriate at any level of procedure. Nothing in this contract shall be construed as limiting the right of any employee having a grievance or problem to discuss the matter informally with the Superintendent for referral to the Board.

3.2 A grievance shall mean a complaint by an administrator, a group of administrators, or the SSAA ("Grievant") that there has been a violation, misinterpretation, or misapplication of a specific provision of this Agreement and/or of a past practice, or a claim that there has been a failure to follow established procedures of the school district's evaluation and support program.

3.3 It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

The Grievant shall first attempt to discuss the complaint informally with the Superintendent prior to accessing the formal grievance process as set forth below. A grievance once formally submitted to this procedure shall be terminated either by written agreement of the parties concerned or by failure of the Grievant to refer the grievance to the

next level within the specified time Final Revlimit (or longer time if an extension is mutually agreed upon between the SSAA and the Board and the agreement is confirmed in writing).

3.4.1 Step 1 - Superintendent

a. The Grievant may presents a written statement of this grievance to the Superintendent within fourteen (14) calendar days of the event giving rise to the grievance.

b. The Superintendent shall meet with the Grievant within seven (7) calendar days of the timely receipt of the grievance by the Superintendent.

c. The Superintendent shall give a written decision to the Grievant within seven (7) calendar days of the Step 1 meeting.

3.4.2 Step 2 - Board

a. The Grievant may file a written request for appeal to the Board with the Superintendent within fourteen (14) calendar days of receipt of the Step 1 decision by the Grievant.

b. The Board and the Superintendent meet with the Grievant within twenty-one (21) calendar days of receipt of the Step 2 request by the Superintendent.

c. The Board shall give a written decision to the Grievant fourteen (14) calendar days of the Step 2 meeting.

3.4.3 Step 3 - Mediation

a. Absent satisfactory resolution at the second level, the Grievant may petition the State Board of Mediation and Arbitration ("SBMA") within seven (7) calendar days of the receipt of the decision of the Board to request the assistance and intervention of the SBMA in resolving the grievance. Should the Board agree in writing to a request for mediation, such agreement will toll the timeline for filing for arbitration hereunder from the date of the Board's agreement to mediation through and including the date of the mediation session(s).

b. The Board shall not be obligated to pay employees for time spent at the mediation level.

3.4.4 Step 4 - Arbitration

a. The Grievant may file a request for arbitration with the SBMA within fourteen (14) calendar days of the later of the Board's decision or the completion of mutually agreed mediation. If the Parties forego mediation, the Grievant may file a request for arbitration with the SBMA within fourteen (14) calendar days of the receipt of the written decision of the Board in Section 3.4.2c, above.

b. The SSAA and the Board Chairman sign an agreement designating an arbitrator within fourteen (14) calendar days of receipt by the Superintendent of the notice of (b). If they are unable to agree on an arbitrator during this time period, either may contact the American Arbitration Association to appoint an arbitrator.

c. The arbitrator reviews the record, holds hearings, receives statements, and then renders to all parties in interest, his findings with reasons therefor. The arbitrator shall be encouraged to complete this action within twenty-eight (28) calendar days of the closing of the hearings or the submission of post-arbitration hearing briefs, if submitted, whichever shall last occur.

d. The arbitrator selected shall limit himself to the issues submitted and shall consider nothing else. He can add nothing to or subtract anything from this Agreement between the parties.

e. The decision of the arbitrator shall be final and binding upon the parties and all employees unless same is contrary to law.

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

ARTICLE IV
SALARIES, BENEFITS AND HOURS OF WORK

4.1 All administrative positions are as follows:

Classification A-1	High School Principal
Classification A-2	Director of Pupil Services
Classification B-1	Middle School Principal
Classification B-2	Director of Instruction K-8
Classification C	Elementary School Principal, Assistant High School Principal
Classification D	Assistant Middle School Principal,
	Assistant Director of Pupil Services
Classification E	Assistant Elementary School Principal

4.2 The total compensation for classifications as listed in 4.1 shall be set forth in Appendix A, Seymour School Administrator Salaries, which shall be hereto attached and made part of this agreement. Employees hired in accordance with 4.1 shall be granted the subsequent increases referred to in Appendix A, provided satisfactory service has been rendered. Determination of satisfactory service will be at the discretion of the Board, upon the recommendation of the Superintendent.

4.3 A. The salary range for administrators shall be five thousand dollars ($5,000) less than the maximum salary listed in Appendix A, Seymour School Administrator Salaries, up to said maximum salary. The Board reserves the right to place newly promoted or newly hired administrators within the range. Administrators will achieve the

maximum salary for that classification in increments of two thousand five hundred dollars ($2,500) per year. For example only, assume a newly promoted elementary principal is hired and the maximum salary is $143,945. The Board may place the new principal at a salary no lower than $5,000 below the $143,945. In year two of their employment, the Board would provide a salary no lower than $2,500 below the maximum salary for the classification for that contract year. In year three of their employment, the Board would provide a salary at the maximum level for that contract year.

B. The parties hereto recognize and agree that the Board has the exclusive right and prerogative to transfer administrators for just cause, including for reduction in force, provided that such transfer shall not result in a reduction of salary during the twelve (12) months following transfer.

C. Subject to the provisions of 4.3 B, administrators who have reached the maximum salary in a classification and are appointed and/or transferred to another classification shall be placed at the maximum salary of the classification into which they are appointed and / or transferred.

D. Administrators shall be paid by direct deposit bi-weekly on Fridays.

4.4 Insurance:

A. **A High Deductible Health Plan ("HDHP") with Health Savings Account ("HSA") Plan ("HDHP/HSA")** for administrators and their dependents.

The Board will provide a HDHP/HSA which shall have a shared annual deductible of $2,250 individual and $4,500 family for in-network and out of network services. Once the deductible is met, the plan will pay 100% for in-network services. Out-of-network services shall be subject to an 80%/20% coinsurance to a coinsurance maximum of $3,000 for individual coverage and $6,000 for aggregate family coverage. The shared in-network and out-of-network out-of-pocket annual maximum shall be $5,000 for individual coverage and $10,000 for aggregate family coverage. Prescription co-pays of $5 for generic drugs, $25 for listed brand name drugs, and $40 for non-listed brand name drugs made after the annual deductible is satisfied will count towards the out-of-pocket maximum. A summary listing of benefits is provided in Appendix D.

A HSA shall be established by the Board for each eligible employee who elects the HDHP/HSA option. The Board shall not contribute towards the administrator's HSA a portion of the in-network annual deductible.

In contract year 2020-21 participating administrators will pay 4.0% of the premium. In contract year 2021-22 participating administrators will pay 5.0% of the premium. In contract year 2022-23 participating administrators will pay 6.0% of the premium.

The plan year for the HDHP/HSA option shall be July 1st through June 30th.

B. Under the Plan when a generic equivalent is available and administrators obtain a listed or non-listed brand name drug, they will be responsible for the applicable co-payment plus the difference in cost between the generic and brand name drug. This provision applies regardless of whether the physician indicates *dispense as written* or *no substitution* on the prescription, unless the physician obtains Prior Authorization. When Prior Authorization is obtained, administrators will be responsible only for the applicable brand name co-payment.

Prescription benefits are limited to no more than a thirty (30) day supply for covered drugs purchased at a retail pharmacy, and no more than a ninety (90) day supply for covered drugs purchased by mail order. There may be concurrent review for manufacturer's dosage limits and drug interactions.

C. 1. Section 125 Plan - Payments for premium costs shall be made through a payroll deduction, which will be done by the adoption of an Internal Revenue Code Section 125 pre-tax premium conversion account so that health insurance contributions may be made from pre-tax dollars.

2. All administrators will be allowed to deposit monies into a flexible spending account ("FSA") under Section 125 of the Internal Revenue Code, for the purpose of defraying dependent care expenses. These monies may be expended for-dependent care under Section 129 of the Internal Revenue Code. Administrators may also contribute voluntarily additional dollars to their account under the 125, 129, and 105(h) sections of the Internal Revenue Code.

D. Regardless of the medical insurance plan chosen, the Board will provide the Flexible Dental Program to administrators and eligible dependents, subject to a premium co-pay of 20.0%. A summary listing of benefits is provided in Appendix C.

E. Any administrator hired prior to July 1, 2011 may elect from school year to school year to waive health insurance coverage and in lieu thereof receive forty percent (40%) of the plan cost (up to a maximum of five thousand dollars ($5,000). Administrators who elect to make such waiver must notify the Board in writing that he/she is canceling his/her participation and coverage and the participation and coverage of his/her dependents in the insurance plans. The Administrator can exercise this option only once during a given school year and must waive insurance coverage each school year in order to receive the premium refund. The Board shall make payment to those who waive insurance coverage as set forth in the following manner:

½ the waiver payment in the first pay period in December; ½ the waiver payment in the first pay period in June.

F. The Board will provide Group Term Life insurance coverage (subject to insurance carrier age restriction) in the amount of two and a half (2.5) times the individual administrator's annual salary to a maximum coverage level of

$300,000. The total premium cost of the Group Term Life Insurance benefit will be paid by the Board.

4.5 A. **Sick Leave:** An absence from duty of any staff member disrupts the working organization of the school system. Absences always should be kept to a minimum.

1. Fifteen (15) days shall be granted for days of sick leave with full pay. Administrators shall be allowed to use five (5) of these per year for illness of a family member. Sick leave days shall be accumulated from school year to school year to a maximum accumulation of two hundred and twenty (220) days.
2. By October 1st of each school year, a listing of accumulated sick leave will be provided to each administrator. A summary report listing the status of all administrators will also be provided to the SSAA president.
3. Sick leave is to be used for the purpose of compensating an administrator who is unable to attend to the duties of his/her position due to illness or physical incapacity, which includes but is not limited to temporary disability caused by pregnancy, childbirth and recovery there from.
4. For all absences due to illness or physical incapacity, administrators shall complete a prescribed form wherein the administrator indicates that the illness/ physical incapacity necessitated the absence.
5. Administrators who have been absent due to illness or physical incapacity for a period of five (5) consecutive working days or more may be required to submit a doctor's certificate of fitness to return to work before resuming their duties.
6. For absence for sickness beyond granted sick leave, administrators shall receive the difference between their substitute's pay and their regular salary (upon recommendation of the Principal and the Superintendent). The Board, at its sole discretion under extraordinary circumstances, may grant additional paid sick leave to administrators who have exhausted their allowable accumulated leave under existing policies.
7. In cases of suspected abuse of sick leave, the Superintendent may require that a administrator either provide a medical certificate signed by a licensed physician or obtain an examination by an independent Board appointed physician to substantiate the use of sick leave. Any costs incurred by the administrator in obtaining the certificate or examination shall be paid by the Board.
8. It shall be the responsibility of the administrator to notify the Superintendent in advance of an extended absence due to illness or physical incapacity. During an extended absence, the Superintendent may require a administrator to periodically provide a statement from his/her physician indicating the nature of the illness or physical incapacity, scheduled dates of medical visit(s), anticipated return to work date, and fitness of the administrator to return to work. Failure to provide such information shall be sufficient to deny sick leave payment.

9. Nothing in this provision shall limit the Superintendent's right to investigate circumstances of excessive use or abuse of sick leave.

B. **Sick Bank:** Any member of the bargaining unit shall be permitted to contribute days from his/her sick leave accumulation to administrators who suffer prolonged illness or injury and whose sick leave accumulation has been exhausted. The SSAA shall notify the staff when an individual has nearly exhausted his/her sick leave accumulation. Individuals may donate up to 20 days per academic year. Donated days which are not used shall be returned to the donating administrator according to the following example. (EXAMPLE: If twenty-five days have been signed on the "Sign-Up" Sheet for days twenty-one through twenty-five, then days twenty-one through twenty-five shall be returned to those whose signatures are on the "Sign Up" Sheet for days twenty-one through twenty-five). The accumulated sick leave account of the administrator who voluntarily contributes sick leave days shall be debited at the end of the school year so that an administrator who enters a school in September with 220 accumulated sick leave days from the previous school year, accrues the appropriate number of days in September, uses no sick leave days for him/herself and contributed 20 sick leave days to an administrator, shall have accumulated 220 sick leave days at the end of the school year.

4.6 Work Year

A. The work year for administrators shall be 220 days. If administrators are required to attend overnight field trips, overnight field trips that occur during the weekend shall be counted as two (2) workdays. If the Board should require additional days beyond the required workdays, it will pay the administrator at a per diem rate based upon the contracted yearly salary.

B. It shall be the policy of the Board that the work year for all administrators shall fall between July 1 through June 30 in accordance with the number of days required to work by contract.

C. Administrators shall be required to work the 185-day school calendar and during the twelve (12) business days after the school year has ended and the (13) business days immediately preceding the opening of school. Exceptions may be requested and must receive advance written approval by the Superintendent or his/her designee.

4.7 Retirement Longevity: Retirement Longevity Incentive Allowance will be paid upon retirement to any Administrator hired prior to July 1, 2011 who has completed at least ten (10) years of continuous service in Seymour and has exemplified high professional standards and attitudes. Said compensation shall be based on the Administrator's annual salary at the time of retirement and shall be for four (4) months' salary if said administrator has accumulated seventy-five (75) unused sick leave days, and five (5) months' salary if said Administrator has accumulated one hundred (100) unused sick leave days.

Retirement is defined as terminating employment as an administrator and retiring under the Connecticut Teachers Retirement System, including the disability benefit.

a. Any administrator who intends to retire at the end of the current school year shall notify the Superintendent in writing prior to January 1st of the current school year in order to assure payment (if eligible) of the Retirement Longevity Incentive Allowance by August 1st following retirement. Failure to notify the Superintendent by January 1st shall not deprive the administrator of this benefit, but will postpone the payment to August 1st of the following fiscal year.

b. If an early retirement incentive plan as identified in Appendix B is offered, then the notification terms contained in the early retirement incentive plan shall supersede the January 1st date noted in (a) above.

For employees retiring with 30 years or more service in Seymour, the Board will pay one-third of the insurance package premium cost. After 15 years of service as an employee of the Town of Seymour, an Administrator may continue in the group, provided that the retired administrator reimburses the Board the cost of such coverage with the approval of the insurance carrier. Maximum allowable time under existing policy, and with the permission of the carrier, the retired administrator may at his own expense continue in the coverage for dependent children.

4.8 **Longevity:** Administrators on the Board's payroll on September 1992 shall receive, upon completion of twenty (20) years of service in the Seymour school system, an increase of $700 on the salary schedule, and $300 for each additional five (5) years of service above 20 years.

4.9 **Personal Days:** Administrators will be granted five (5) days of personal leave each year with three (3) of them granted with the approval of the Superintendent. Requests for three (3) of these days will be submitted to the Superintendent with a reason for the request explained. Two days will be granted upon reasonable notice.

4.10 **Professional and curriculum development activities** are considered part of each administrator's professional responsibility and no additional compensation will be paid for such activities. The Board will reimburse Administrators for reasonable expenses incurred by the Administrators in attending conferences and meetings outside the District for which attendance is required by the Board provided that suitable expense vouchers are promptly submitted.

4.11 Administrators will receive a compensation fee of $35.00 per month for ten months, September 1 through June 30, for coverage of personal auto usage, traveling between schools or the Central Office.

4.12 The Board agrees to deduct from its administrators' salaries contributions that the administrator may elect for tax-sheltered annuities.

4.13 When the number of students in an elementary/middle school reaches or exceeds 400 pupils and there is no assistant principal, the principal shall receive an annual stipend of $700.

ARTICLE V
REDUCTION IN FORCE AND RECALL PROCEDURE

5.1 When during the term of this contract, the Board proposed to eliminate the position of an Administrator to which that Administrator was appointed and then holds, the following procedure shall be followed:

A. Said administrator and the president of the SSAA shall be notified by the Board in writing within fourteen (14) calendar days after the Board has voted to eliminate said position.

B. Said administrator shall, within thirty (30) calendar days after receipt of said notice, notify the Board in writing as to his/her choice of alternative administrative position.

C. Said choice of alternative administrative position shall be limited to: (a) a position for which said Administrator is certified by the State of Connecticut; (b) a position held by an administrator with the shortest length of time as an Administrator in the Seymour School System whose salary category is the same as or lower than said administrator's present salary category.

D. If the original position which was eliminated as referred to in paragraph A herein, or a position of equal or lower salary is reinstated within three (3) calendar years from the date of notification by the Board as provided in paragraph 1 herein at the option of the administrator, said administrator shall be reinstated into said position, by said Board.

E. The Administrator whose position is eliminated as referenced to in paragraph C herein and who is not appointed to another administrative position shall be offered a teaching position in the Seymour public school system for which he/she is certified if one is available, subject to the Seymour teacher contractual reduction in force procedures, and would have the right to bump non-tenured teachers if a position is unavailable.

F. Any other provisions of this contract dealing with transfer of administrators shall not apply in any way to the positions subject to this seniority provision.

ARTICLE VI
SAVINGS CLAUSE

6.1 Should any article, section, or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof, directly specified in the decision. Upon issuance of such a decision, the parties agree immediately to negotiate concerning a substitute for the invalidated article, section or portion thereof.

ARTICLE VII
ADMINISTRATORS' PROTECTION

7.1 If an Administrator is absent from school as a result of physical injury caused by an assault, which injury is incurred in the course of the Administrator's employment or is caused

by such employment, the Administrator shall be paid his/her full salary (less any workers' compensation awards attributable to salary) during such absence, until recovered from injuries which absence shall not be charged to the Administrator's annual or accumulated sick leave, during said period: provided that the Board may require the Administrator to have a physical examination by a doctor chosen by the Board for the purpose of determining whether the absence is warranted by the extent and nature of the injury and in this event, the doctor's decision shall be binding upon the Board and the Administrator.

7.2 No administrator shall be disciplined except for just cause. This provision shall not be interpreted, however, to create a right to file a grievance in connection with any action taken pursuant to termination of employment under Sec. 10-151 Connecticut General Statutes.

ARTICLE VIII
TUITION COSTS

8.1 Tuition Costs: Administrators hired prior to July **1,** 2008 shall be reimbursed for tuition costs for certain courses under the following conditions:

A. Not more than six (6) credits shall qualify for reimbursement in any calendar year.

B. Only courses appropriate to a specific assignment shall qualify for reimbursement.

C. All courses must be approved in advance by the Superintendent as appropriate.

D. When any course for which tuition has been reimbursed under the provisions is utilized in meeting requirements for a degree or other program leading to a change in salary status, the Administrator shall return the tuition payment to the Board.

E. Graduate course credit cost per credit at State operated college or university, *i.e.*, Southern Connecticut State University.

F. Reimbursement shall be made for approved credits on submission of evidence of satisfactory completion and receipt for tuition charges incurred.

ARTICLE IX
TRANSFERS AND PROMOTIONS

9.1 The SSAA shall be notified in writing of all administrative openings occurring during the school year within a period of not more than seven (7) calendar days of the position becoming vacant. Administrators may apply for said vacancies or openings within fourteen (14) calendar days of the initial posting date. Applications shall be in writing to the Superintendent's office.

9.2 The Board, the Superintendent or his/her designees shall carefully consider all applications and requests in relation to the needs of the educational program. Administrators in the Seymour School System shall be given preferred consideration provided the abilities and qualifications of two or more applicants are equal in the opinion of the Board and the Superintendent.

ARTICLE X
SSAA MEMBERSHIP

10.1 Within thirty (30) calendar days after employment, or the execution of this Agreement, whichever is later, all members of the bargaining unit may join the SSAA, and execute an authorization permitting the deduction of union dues.

10.2 A. The Board agrees to deduct from the salaries of each administrator, who provides a written authorization for the deduction of SSAA dues, an amount equal to the dues for the SSAA by means of payroll deductions and to transmit the monies every pay period to the SSAA. The SSAA. shall submit to the Business Office the signed employers' copy of administrators who voluntarily authorize dues prior to any such deductions being made. The amount of the deduction from each paycheck shall be equal to the total Association Membership Dues divided by the number of paychecks from and including the first paycheck of the school year for said employee through and including the last paycheck in June. The amount of Association Membership Dues shall be certified by the Association to the Board prior to the opening of school each year.

B. Subsequent Employment - Those administrators whose employment commences after the start of the school year shall pay a pro-rated amount equal to the percentage of the remaining school year.

10.3 As a condition of the effectiveness of this Article, the SSAA 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 the Article.

SEYMOUR BOARD OF EDUCATION

Edward L. Strumello
Board Chair

5/5/20/20
Date

Witness

SEYMOUR SCHOOL ADMINISTRATORS ASSOCIATION

President, SSAA

4/29/2020
Date

Witness

APPENDIX A

SEYMOUR SCHOOL ADMINISTRATOR SALARIES

July 1, 2020 to June 30, 2021

Classification*	Annual Salary 2020-21	Annual TSA 2020-21	Total Base Salary 2020-21
A-1	$165,485	$5,000	$170,485
A-2	$157,840	$5,000	$162,840
B-1	$157,840	$5,000	$162,840
B-2	$152,597	$5,000	$157,597
C	$154,255	$5,000	$159,255
D	$138,812	$5,000	$143,812
E	$136,379	$5,000	$141,379
Doctoral Stipend	$1,500	$1,500	$1,500

July 1, 2021 to June 30, 2022

Classification*	Annual Salary 2021-22	Annual TSA 2021-22	Total Base Salary 2021-22
A-1	$168,795	$5,000	$173,795
A-2	$160,997	$5,000	$165,997
B-1	$160,997	$5,000	$165,997
B-2	$155,649	$5,000	$160,649
C	$157,340	$5,000	$162,340
D	$141,588	$5,000	$146,588
E	$139,107	$5,000	$144,107
Doctoral Stipend	$1,500	$1,500	$1,500

July 1, 2022 to June 30, 2023

Classification*	Annual Salary 2022-23	Annual TSA 2022-23	Total Base Salary 2022-23
A-1	$172,171	$5,000	$177,171
A-2	$164,217	$5,000	$169,217
B-1	$164,217	$5,000	$169,217
B-2	$158,762	$5,000	$163,762
C	$160,487	$5,000	$165,487
D	$144,420	$5,000	$149,420
E	$141,889	$5,000	$146,889
Doctoral Stipend	$1,500	$1,500	$1,500

Classification A-1	High School Principal
Classification A-2	Director of Pupil Services
Classification B-1	Middle School Principal
Classification B-2	Director of Instruction K-8
Classification C	Elementary School Principal & Assistant High School Principal
Classification D	Assistant Middle School Principal & Assistant Director of Pupil Services
Classification E	Assistant Elementary School Principal

APPENDIX A
(continued)

For the period of July 1, 2020 through June 30, 2023, administrators shall be paid an annual base salary comprised of two parts: the annual salary by classification as noted above in Appendix A plus an annualized elective tax sheltered annuity "pursuant to a valid and legally binding salary reduction agreement to be paid to a tax sheltered annuity selected by the administrator". The annual tax-sheltered annuity contribution to be fully paid by the Board on behalf of the administrator shall be: $5,000 for the 2020-23 contract years.

APPENDIX B

EARLY RETIREMENT INCENTIVE PLAN

Prior to the expiration of this Agreement, the Board shall create and make available to Administrators an Early Retirement Incentive Plan.

The plan shall be voluntary and shall be available to administrators with twenty-five (25) or more years of service with the Seymour Public School System or who are eligible for retirement under the State Teachers' Retirement System.

APPENDIX C

FLEXIBLE DENTAL PLAN

HOW IT WORKS

This dental plan provides coverage for a wide range of dental services up to contractual maximums listed below per insured person per calendar year for the services listed below. There is a $1500.00 maximum on Categories 1, 2 and 3. There is a lifetime maximum of $1,000 on category 4

(CATEGORY 1) DIAGNOSTIC & PREVENTIVE SERVICES

Payable at 100% of usual, customary and reasonable charges at participating dentists:

- Initial oral exams - 1/36 months
- Periodic Oral exams - 2/Year
- Prophylaxis - 2/Year
- Topical application of fluoride - 2/Year to age 19
- Space maintainers to age 19
- X-rays
- Emergency Treatment

(CATEGORY 2) BASIC SERVICES-Deductible of $50 for Individual/ $ 150 for Family on Categories 2 & 3

Payable at 80% of usual, customary and reasonable charges at participating dentists:

- Fillings
- Root canals
- Stainless steel crowns (Primary Teeth)
- Extractions
- Relining of dentures - 1/ 2 Years
- Repair of dentures - 1/Year
- Repair bridge
- Recement bridge
- Oral Surgery
- Recement crown

(CATEGORY 3) MAJOR SERVICES-Deductible of $50 for Individual/ $150 for Family on Categories 2 & 3

Payable at 50% of usual, customary and reasonable charges at participating dentists:

- Crowns - 1/Tooth/5 Years
- Post and Core-1/Tooth/5 Years
- Periodontics
- Onlays - 1/Tooth/5 Years
- Inlays - 1/Tooth/5 Years
- Prosthodontics - 1/Tooth/5 Years

(CATEGORY 4) ADDITIONAL SERVICES

Payable at 50% of usual, customary and reasonable charges at participating dentist:

- Orthodontics-children up to age 19 years — Maximum of $1,000 per lifetime

APPENDIX C
(continued)

PRINCIPAL LIMITATIONS AND EXCLUSIONS

Services received from a dental or medical department maintained by an employer, a mutual benefit association, labor union, trustee or other similar person or group; Services for which the member incurs no Dentists' Charge or which are services of a type ordinarily performed by a physician, or charges which would not have been made if insurance was not available; Services with respect to congenital malformations; Services, treatment or supplies furnished by or at the direction of any government, state or political subdivision; Any items not specifically listed in this Policy; Lost or stolen dentures or denture duplication; Gold foil restorations; Temporary services and appliances; such as crown or tooth preparations and temporary fillings, crowns, bridges and dentures; Application of sealants, regardless of reason; Services as determined by the company, that are rendered in a manner contrary to normal dental practice. A complete list of exclusions appears in the Master Group Policy on file with your employer or your Certificate of Membership.

This is not a legal policy or contract. It is only a general description of your Anthem Blue Cross & Blue Shield benefits. If there are discrepancies between the dental rider and this summary, the dental rider shall control.

Seymour Administrators Association
July 1, 2020 -June 30, 2023

APPENDIX D

SUMMARY OF HEALTH BENEFITS

Cigna Health and Life Insurance Co.
For - Town of Seymour and Board of Education
HDHPQ Open Access Plus Plan
Effective - 07/01/2020

Selection of a Primary Care Provider - your plan may require or allow the designation of a primary care provider. You have the right to designate any primary care provider who participates in the network and who is available to accept you or your family members. If your plan requires designation of a primary care provider, Cigna may designate one for you until you make this designation. For information on how to select a primary care provider, and for a list of the participating primary care providers, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card. For children, you may designate a pediatrician as the primary care provider.

Direct Access to Obstetricians and Gynecologists - You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card.

Plan Highlights	In-Network	Out-of-Network
Lifetime Maximum		
	Unlimited	**Unlimited**
Plan Coinsurance		
	Your plan pays 100%	Your plan pays 100%
Maximum Reimbursable Charge		
	Not Applicable	230%
Contract Year Deductible		
	Individual: $2,250	Individual: $2,250
	Family: $4,500	Family: $4,500

- The amount you pay for all covered expenses counts towards both your in-network and out-of-network deductibles.
- Plan deductible always applies before any copay or coinsurance.
- All eligible family members contribute towards the family plan deductible. Once the family deductible has been met, the plan will pay each eligible family member's covered expenses based on the coinsurance level specified by the plan.
- This plan includes a combined Medical/Pharmacy plan deductible.

Contract Year Out-of-Pocket Maximum		
	Individual: $5,000	Individual: $5,000
	Family: $6,850	Family: $10,000

- The amount you pay for all covered expenses counts towards both your in-network and out-of-network out-of-pocket maximums.
- Plan deductible contributes towards your out-of-pocket maximum.
- All copays and benefit deductibles contribute towards your out-of-pocket maximum.
- Mental Health and Substance Use Disorder covered expenses contribute towards your out-of-pocket maximum.
- All eligible family members contribute towards the family out-of-pocket maximum. Once the family out-of-pocket maximum is met, the plan will pay each eligible family member's covered expenses at 100%.
- This plan **includes** a combined Medical/Pharmacy out-of-pocket maximum.

APPENDIX D
(con't.)

Benefit	In-Network	Out-of-Network
Physician Services – Office Visits		
Office Visit - Primary Care Physician (PCP) or **Office Visit – Specialist**	After deductible met, plan pays 100%	After deductible met, plan pays 80%.
NOTE: Obstetrician and Gynecologist (OB/GYN) visits are subject to either the PCP or Specialist cost share depending on how the provider contracts with Cigna (i.e. as PCP or as Specialist).		
Surgery performed in PCP Office or **Surgery performed in Specialist Office**	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Allergy Treat./Injections in PCP Office or **Allergy Treat./Inject. in Specialist Office**	After deductible met, plan pays 100%	After deductible met, plan pays 80%.
Allergy Serum- PCP or **Allergy Serum** • Dispensed by the physician in the office	After deductible met, plan pays 100%	After deductible met, plan pays 80%.
Cigna Telehealth Connection Services	After deductible met, plan pays 100%	Not covered
• Includes charges for the delivery of medical and health-related consultations via secure telecommunications technologies, telephones and internet only when delivered by contracted medical telehealth providers (see details on myCigna.com • Telehealth services rendered by providers that are not contracted medical telehealth providers (as described on myCigna.com) are covered at the same benefit level as the same services would be if rendered in-person.		
Preventative Care		
Preventive Care Birth through age 6	Plan pays 100%	For PCP or Specialist: After deductible is met, your plan pays 80%
Ages 7 and older	Plan pays 100%	For PCP or Specialist: After deductible is met, your plan pays 80%
• Includes coverage of additional services, such as urinalysis, EKG, and other laboratory tests, supplementing the standard Preventive Care benefit when billed as part of office visit.		
Immunizations Birth through age 6	Plan pays 100%	For PCP or Specialist: After deductible is met, your plan pays 80%
Ages 7 and older	Plan pays 100%	For PCP or Specialist: After deductible is met, your plan pays 80%
Mammogram, PAP, and PSA Tests	Plan pays 100%	Plan pays based on place of service.
• Coverage includes the associated Preventive Outpatient Professional Services. • Diagnostic-related services are covered at the same level of benefits as other x-ray and lab services, based on place of service.		

APPENDIX D
(con't.)

Benefit	In-Network	Out-of-Network
Inpatient		
Inpatient Hospital Facility Services	After Deductible met, plan pays 100%	After deductible met, plan pays 80%
Semi-Private Room: In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate **Private Room:** In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate **Special Care Units (Intensive Care Unit (ICU), Critical Care Unit (CCU)):** In-Network: Limited to the negotiated rate / Out-of-Network: Limited to ICU/CCU daily room rate		
Inpatient Hospital Physician's Visit/Consultation	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Inpatient Professional Services • For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Outpatient		
Outpatient Facility Services	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Outpatient Professional Services • For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Short-Term Rehabilitation **PCP or Specialist**	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Contract Year Maximums: • Pulmonary Rehabilitation, Cognitive Therapy, Physical Therapy, Speech Therapy, Occupational Therapy and Chiropractic Care - 100 days • Limits are not applicable to mental health conditions for Physical, Speech and Occupational Therapies. **Note:** Therapy days, provided as part of an approved Home Health Care plan, accumulate to the applicable outpatient short term rehab therapy maximum.		
Cardiac Rehabilitation **PCP or Specialist**	After deductible met, plan pays 100%	After deductible met, plan pays 80%
Contract Year Maximum: • Cardiac Rehabilitation – 36 days **Note:** Therapy days, provided as part of an approved Home Health Care plan, accumulate to the applicable outpatient short term rehab therapy maximum.		