

**COLLECTIVE BARGAINING AGREEMENT
EAST HAMPTON BOARD OF EDUCATION
AND
EAST HAMPTON INTERVENTIONISTS
MUNICIPAL EMPLOYEES UNION “Independent”**

July 1, 2025 – July 1, 2027

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PREAMBLE

This Agreement is entered into by and between the Board of Education of the Town of East Hampton (hereinafter referred to as "the Board") and the Municipal Employees Union Independent, Inc. (hereinafter referred to as "the Union").

ARTICLE I RECOGNITION

Section One. The Board recognizes the Union as the exclusive collective bargaining agent for all full-time interventionists who are regularly scheduled to work thirty-five (35) or more hours per week during the regular student school year and twenty (20) or more hours per week during the summer extended school year, excluding Board Certified Behavior Analysts, Board Certified Assistant Behavior Analysts, Tutors and ELL Reading Instructors.

Section Two. The Board agrees to inform the Union about the creation of new jobs that might be appropriately classed in the bargaining unit.

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

ARTICLE II UNION SECURITY AND RIGHTS

Section One. During the terms of this contract or extension thereof, all employees in the Collective Bargaining Unit may elect to become or remain members of the Union. The Board shall provide the Union with electronic notification of the name, job title, home or cell phone numbers, home address, and personal and work e-mail addresses of any newly hired employee within seven (7) days of the date of hire.

Section Two. The Board agrees to deduct from the pay of its bargaining unit members such membership dues, as may be fixed by the Union. Such deductions shall continue for the duration of the Agreement or any extension thereof. Employees may express authorization for payroll deduction of membership dues and/or COPE contributions by submitting to the Union a written membership form, or by any other means of indicating agreement allowable under state and federal law. The Union will submit to the Board a list of members who have authorized payroll deduction and shall provide the Board with verification that payroll deduction and/or COPE contributions have been authorized by the employee only in the event a question arises about an employee's membership status. An employee who is paying dues may withdraw from membership in the Union and stop making those payments by giving written notice to the Union and the Board which notice must be received or postmarked during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the employee's authorization or the date of termination of the applicable contract between the Board and the Union, whichever occurs

sooner. The Board will honor employee checkoff authorizations unless they are revoked in writing during the window period, regardless of whether the employee is a member of the Union

Section Three. The Union shall supply to the Board written notice at least thirty (30) days prior to the effective date of any change in the rate of dues. In addition the Union shall furnish the Board with a statement signed by the employee authorizing the Board to make dues deduction(s).

Section Four. The deduction of Union dues for any month shall be made on a biweekly basis during the applicable month and shall be remitted to the Financial Officer of the Union not later than the third Thursday of the following month. The monthly dues and/or fee remittances to the Union will be accompanied by the list of names of employees from whose wages dues deductions have been made.

Section Five. No dues or fees will be deducted from an employee on sick leave who has exhausted accumulated sick leave or while collecting Workers' Compensation.

Section Six. The Board agrees to provide space on a bulletin board in each building under its supervision in which members of the bargaining unit work for the exclusive use of the Union. The bulletin board space shall be for information only and not for derogatory purposes. Statements to be posted must be approved by the Superintendent or his/her designee in advance.

Section Seven. Union representatives and stewards shall be permitted to enter any of the schools and remain on the premises, with prior approval of the building principal for the limited purpose of discussion, processing, or investigating grievances or fulfilling the Union's role as bargaining agent, so long as school operations, including the flow of work within the building are not disrupted.

Any steward shall be released from his/her work assignment to fulfill the duties above upon permission from his/her supervisor. When contacting an employee, the steward shall first report to and obtain permission to see the employee from the employee's supervisor.

Section Eight. The Board shall post an electronic copy of the contract on its website within thirty (30) days after the signing of this Agreement.

Section Nine. New employees shall be provided with an electronic or paper copy of this Agreement upon hire.

Section Ten. The Board will provide the MEUI office with one (1) signed contract after the signing of the Agreement.

Section Eleven. The Union agrees to indemnify and to hold and save the Board harmless against any and all claims, damages, suits, judgments or other forms of liability, including attorney fees, that shall or may arise out of or by reason of any action taken by the Board for the purpose of complying with the provisions of this Article.

ARTICLE III HOURS OF WORK AND OVERTIME

Section One. The work schedule for interventionists for each school shall be determined by the Director of Special Education & Pupil Personnel Services or the Superintendent or his or her designee. The normal work schedule for full-time interventionists shall be seven (7) hours per day, thirty-five hours per week during the regular student school year and four (4) hours per day, twenty (20) hours per week during summer school. Interventionists may be required to attend after-school meetings at the discretion of the Administration for collaboration, planning and training purposes. Interventionists may be excused for good cause. Interventionists shall be given as much advance notice as possible of such after-school meetings. Nothing in this Section shall be interpreted to limit the Board's managerial prerogative to set work schedules and assign work subject to any impact bargaining obligations.

Section Two. Interventionists shall be entitled to an uninterrupted, one half (1/2) hour duty-free lunch and one (1) fifteen (15) minute break per day as scheduled by their immediate supervisor. If interventionists are required, due to emergency circumstances, to work during their lunch period, they shall be compensated for their lunch time.

Section Three. Employees who have an on-going outside employment commitment for after school hours, may apply to the Superintendent for written authorization to take time off without pay on days when early dismissal for students is scheduled on the school calendar. Such application must be made to the Superintendent in writing at the beginning of each school year, or when appointment to such outside employment is made after the school year begins.

Section Four. Employees shall be notified of schedule changes or changes in work location at least four (4) weeks in advance when possible. The Union shall be notified of all schedule changes and the reason(s) therefore. Except in emergency circumstances, interventionists shall be provided necessary student materials as well as behavior and management plan guidelines prior to starting any new assignment.

Section Five. When a paid holiday, as defined in this Agreement, falls during the workweek, it shall be included as hours worked in determining overtime.

Section Six.

Overtime.

- a. Time and one-half shall be paid for:
 - 1. All work performed in excess of forty (40) hours per week;
 - 2. All work performed on Saturdays.
- b. Straight time will be paid up to and including forty (40) hours per week.
- c. Double time shall be paid for work on Sundays and holidays.

- d. Work above and beyond the normal work schedule shall be distributed as equally as possible within each school, provided the employees have the competency to perform the tasks.

Section Seven. Interventionists shall be paid for all time worked.

Section Eight. It is recognized by the Union and the Board that in a continuing effort to provide quality service to students, interventionists require an adequate amount of time devoted to preparation. If an employee feels additional preparation time is needed, they may discuss the matter with his/her immediate supervisor who in turn shall clear it with the Director of Special Education & Pupil Personnel Services or building administrator. Requests by interventionists for preparation time of up to one hour per week outside of the normal workday shall be granted and requests of longer preparatory time shall be considered and granted when possible.

Section Nine. Interventionists supervision of students during after-school, extracurricular activities shall be strictly voluntary.

Section Ten. Interventionists shall be informed in writing by August 1st of each year as to their job assignment if either is changed from the prior year. Confirmation of changes in the above, if any, will be provided by the building principal or Director of Special Education & Pupil Personnel Services or the Superintendent or his or her designee one week prior to the opening of school.

Section Eleven. New hires will be provided with a salary notification form including building and job assignment within two (2) weeks of hire.

Section Twelve. Interventionists may work a full day on scheduled early release days with notice to their immediate supervisor.

ARTICLE IV PRIOR RIGHTS AND BENEFITS

Section One. This Agreement contains the full and complete agreement between the Board and the Union on all negotiable issues, and neither party shall be required during the term thereof to negotiate any issue whether it is covered or not covered in this Agreement.

Section Two. Any item not covered in this Agreement may be covered by existing policies, rules or regulations of the Board, or by modification of existing policies, rules or regulations or adoption of new policies, rules or regulations.

Section Three. All past practices, procedures and customs not specifically incorporated in or protected by this Agreement are hereby rendered null and void.

Section Four. Rights of the Board. It is recognized that the Board has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility and prerogative to direct the operation of the public schools in the Town of East Hampton in all its aspects, including, but not limited to, the following:

To maintain public elementary and secondary schools and such other educational activities as in its judgment will best serve the interests of the Town of East Hampton; to decide the need for school facilities; to determine the care, maintenance and operation of buildings, land, apparatus and other property used for school purposes; to determine the type of work to be performed; to assign all work to employees or other persons; to determine shift schedules and hours of work; to decide the methods, procedures and means of conducting the work; to select, hire and demote employees, including the right to prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with requirements of the Board of Education, provided such rules and regulations are made known in a reasonable manner to the employees affected by them; to discharge or otherwise discipline any employee; to promote, transfer and lay off any employee; to prepare and submit budgets to the Town and to allocate monies appropriated by the Town for the maintenance of the schools, and to make such transfers or funds within the appropriated budget as it shall deem desirable. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in violation of any of the specific terms and provisions of this Agreement.

Section Five. Nothing in this Agreement shall prohibit the Board from hiring or utilizing non-bargaining-unit, part-time interventionists and non-certified special education paraeducators, so long as multiple part-time employees are not being utilized in lieu of the Board hiring full-time interventionists, and so long as the number of employees does not grow sufficiently large as to be detrimental to this bargaining-unit.

Section Six. Nothing in this Agreement shall limit the Board's ability to require interventionists to perform the duties of a paraeducator on a temporary basis in connection with a paraeducator's absence from work or in connection with a paraeducator vacancy that the Board is working to fill on a permanent basis. In addition, nothing in this Agreement shall limit the Board's ability to require a paraeducator to perform the duties of an Interventionist on a temporary basis in connection with an Interventionist's absence from work or in connection with an Interventionist vacancy that the Board is working to fill on a permanent basis.

ARTICLE V SENIORITY

Section One. Seniority shall be defined as status for specific purposes based on an employee's uninterrupted full-time service with the Board, from date of last hire, including all authorized paid or unpaid leave, provided the employee returns to work immediately at the conclusion of such leave, except for purposes of layoff and recall. Those employees whose hours have been involuntarily reduced will continue to accrue seniority up to two (2) years. If full-time status is resumed after a period of two (2) years from when hours were first reduced, the seniority will be added to prior accrued seniority from the date of resumption of full-time status. An employee who resigns loses all seniority.

Section Two. The Board shall prepare a list of all employees covered by this Agreement showing their seniority in the length of service and deliver the same to the Union office via e-mail by October 1 of each year.

Section Three. Seniority will not be broken by an authorized unpaid leave, but seniority will not accrue during an unpaid leave. Seniority will continue to accrue while an employee is receiving Workers' Compensation benefits. Seniority will accrue during a period of layoff provided the employee returns to work within two (2) years.

Section Four. For employees covered by the Agreement, all bargaining unit work time within the school system shall be prorated and added to an employee's overall seniority, provided the work time has been continuous.

Section Five. The Union Steward who has been employed for at least four (4) months shall be deemed to have highest seniority for purpose of selections for layoff.

ARTICLE VI PROBATIONARY PERIOD

Section One. All newly hired employees shall serve a ninety (90) days-worked probationary period. During such probationary period, newly hired employees may be discharged without recourse to the grievance procedure.

Section Two. Seniority shall accrue from the date of hire if the probationary period is successfully completed.

ARTICLE VII VACANCY

Section One. Job vacancy is defined as an opening created by death, retirement, resignation, dismissal or new position listed in the salary schedule.

Section Two. The matter of filling job vacancies covered by the Agreement shall be solely within the control of the school administration in accordance with the terms of this section.

Section Three. All job openings covered by this Agreement shall be posted in each school and at the office of the Board of Education for at least five (5) working days, and the Union will be notified of the vacancy via e-mail.

Section Four. Employees desiring to apply for a vacancy shall file an application online or as directed by the notice and within the posted time limit.

Section Five. In filling vacancies considerations shall be given first to the present staff on the basis of seniority and/or transfer requests provided, however, the most qualified applicant, as determined by the Superintendent, either from within or outside the bargaining unit, shall be appointed to the vacancy.

- a. If an employee is hired from the outside work force, the Board will notify the Union via e-mail at the time of the appointment of the new employee.

Section Six. In the event that a vacancy is to be filled, such vacancy shall be filled, if possible, within sixty (60) calendar days.

ARTICLE VIII LAYOFF, RECALL, REDUCTION OF HOURS, TRANSFER

Section One. Budget cuts affecting the Interventionists shall be discussed with the Union, and both the Interventionists and the Union shall be notified no later than August 15th.

Section Two. Whenever a workforce reduction or a reduction of hours is required, the reduction shall be made in the following manner: bargaining unit employees shall be the last group laid off or have hours reduced, in inverse order of seniority, provided all qualifications as called for in the job description are substantially equal.

Section Three. In the event of a layoff or reduction of work hours, the employee affected shall be allowed to bump the least senior employee provided the replacing employee:

- a. has more overall seniority than the employee he/she replaced; and
- b. is capable of performing his/her duties in the reasonable judgment of the Superintendent.

Section Four. A laid off individual's name shall be placed on a recall list for a period of two (2) years subject to recall in order of seniority (from highest to lowest). The laid off individual shall have the right to be recalled to a bargaining-unit position should such a position become vacant. The choice of employees to be rehired shall be based upon seniority, provided the employee can, in the judgment of the Superintendent of Schools, satisfactorily perform the work available. Seniority will accrue during a period of layoff provided the employee returns to work within two (2) years.

No person shall be newly employed to a position within the bargaining-unit until all persons on the recall list have been notified by certified mail sent to the individual's last known address and such individual either is offered employment or declines such reemployment offer. It shall be the laid off individual's responsibility to notify the Superintendent of Schools of his/her current address.

An individual who declines an offer of reemployment shall forfeit recall rights. Failure to respond in writing to a notice of an opening within ten (10) working days after the mailing thereof shall be deemed to be a refusal to accept reemployment.

Returning individuals must return to work within thirty (30) calendar days from the date of the mailing of the notification. The failure to return to work within this thirty (30) day period shall be deemed a refusal to accept employment.

Section Five. Involuntary transfer of personnel between buildings and/or work shifts may be initiated by the Superintendent of Schools or his/her designee. When it becomes necessary to fill a vacant position through transfer of existing employees, such transfer shall first be offered to those employees who have a transfer request on file for at least thirty (30) days. In the event there are no employees who have a transfer request on file, such transfer shall then be accomplished by requesting volunteers. During the school year when a volunteer is unavailable part-time staff shall

be transferred from a school before full-time staff. In making personnel transfers the needs and interests of the affected parties will be given consideration but the overall welfare of the school system and the needs of students will be considered paramount.

ARTICLE IX PERSONNEL RECORDS

Section One. An employee covered hereunder shall, upon his/her request, be permitted to examine and copy any and all materials in his/her personnel file during regular business hours and with reasonable notice. The Union may have access to any employee's records upon presentation of written authorization by the said employee.

Section Two. No new material derogatory to an employee hereunder shall be placed in his/her personnel file unless he/she has been provided an opportunity to review and sign the document (indicating receipt of such material) and has received a copy of such material. An employee or the Union may avail himself/herself/itself of the opportunity to explain or rebut materials submitted in his/her file. If a determination by the Superintendent is made in an employee's favor, the questioned material shall be expunged from the file.

Section Three. An employee retains the right to grieve up to and including (but no further than) the Superintendent level, any material in his/her personnel file. If a determination by the Administration is made in the employee's favor, the questioned material shall be expunged from the file.

ARTICLE X LEAVE PROVISIONS

Section One. Interventionists shall accrue up to fifteen (15) days of sick leave at the commencement of each school year with a maximum accrual of one hundred forty (140) days. Each employee shall have access to information regarding his/her accumulated sick leave.

Sick leave may be used in the following cases:

- a. personal illness;
- b. enforced quarantine of the employee in accordance with community health regulations;
- c. Illness in the Immediate Family (Up to five (5) days of accumulated sick leave may be used to care for a member of the immediate family who is ill. The immediate family shall be defined to include parents, grandparents, spouse, child, siblings, spouse's parents, legal guardians and any other relatives living in the employee's household.)
- d. dental or medical appointments with the prior written approval of the supervisor.

A doctor's certificate showing dates of illness or incapacity will be mandatory after five (5) consecutive working days of absence.

Section Two. Other Personal Absence. A total of five (5) personal days per year will be granted for each employee. Prior approval for use of personal days must be obtained except in case of an emergency. Except where otherwise required by law, personal days may be used in increments of two hours at the beginning or end of the day or full or half days. Personal days shall be granted for business which cannot be transacted outside of school hours and is necessary to be performed on a weekday. This includes, but is not limited to: Bereavement-immediate family, relative or close friends, funeral attendance, legal obligation-full explanation required, marriage-self, wedding attendance, graduation exercises, observance of a religious holiday, birth or adoption of child, emergency situation-full explanation required, financial business-full explanation required, family responsibility- full explanation required specifically excludes family trips, reunions, days at children's school, etc. Personal days do not accrue.

Section Three. Interventionists who are hired during an academic year shall be credited with sick and personal leave in that year on a pro-rated basis. Such pro-rated leave shall be rounded-up to the nearest full day depending upon the date of the interventionist's commencement of employment relative to the number of days remaining in the work year.

Section Four. Military Leave. Military leave shall be granted in accordance with Connecticut State Statute. The time spent at such military leave will continue to count as uninterrupted service, and the Board shall continue paying benefits to the employee on military leave including retirement.

Reserve training not to exceed three (3) weeks per year, as defined in Connecticut State Statutes, shall not result in a loss of pay. The Board of Education will make up the difference between pay received from the military and the interventionist's regular pay.

Section Five. Jury Duty. Employees shall be entitled to full pay at their base rate for absence because of jury duty, less the fee paid with respect to such jury duty. In order to be eligible for full pay, an employee who is dismissed from jury duty before 12:00 PM shall return to work. Employees are encouraged to exercise their option to initially postpone jury duty to summer non-school months.

Section Six. Leave of Absence. Prior to the exhaustion of sick leave, an employee may request in writing an unpaid leave of absence with position held with the approval of the Superintendent. An employee may also request a leave of absence for other reasons in writing with position held subject to the Superintendent's approval. The Superintendent may also grant an unpaid leave with position not held. Upon written request by an employee for continuation of paid insurance coverage, the Superintendent will consider and act upon such request dependent upon the reasons given for the request for leave of absence.

Section Seven. Upon the voluntary termination of employment, retirement or death of any employee who has completed ten (10) continuous years with the Board, he/she or the legal representative of his/her estate, shall be compensated at the employee's applicable wage rate for twenty-five (25%) percent of the total accrued and unused sick leave, not to exceed 140 days.

Section Eight. Workers' Compensation. Workers' Compensation leave, as distinguished from sick leave, shall mean leave given to an employee due to absence from duty caused by an accident or injury that occurred while the employee was engaged in the performance of his/her duties.

The Board covers all employees with Workers' Compensation insurance which pays an eligible employee a percentage of his/her earnings during the period of absence.

The difference between his/her Workers' Compensation and his/her current straight-time wages shall be provided by the Board for a total period not to exceed ninety (90) days. Said amount shall be payable at the time benefits are paid by the compensation carrier and in accordance with the procedures, rules and regulations of the Board and carrier.

In exceptional cases, the Board may grant additional injury leave beyond the original ninety (90) days upon request of the employee and analysis of the individual case. If the Board refuses to grant additional injury leave beyond the original ninety (90) days, an employee may elect to use a portion of sick leave.

An employee may request the use of his/her sick leave or personal leave while awaiting Workers' Compensation payments. When the Compensation check is paid, it will be sent to the Superintendent or his or her designee which will audit the time and make the necessary adjustments.

Section Nine. Seniority will continue to accrue while an employee is receiving paid leave and will not be broken if an employee returns to his/her job within eight (8) weeks of authorized unpaid leave. Seniority will be interrupted during further periods of authorized unpaid leave and will resume upon return to work if within the authorized leave period.

Section Ten. Pregnancy Disability Leave. Employees shall be granted pregnancy disability leave in accordance with the law. An employee will continue to accrue earned time while she is on a paid disability leave. If the employee is unable to report back to her job at the end of a pregnancy disability leave, she may request a leave of absence for up to six (6) months with the job held or a comparable position.

Section Eleven. Regular attendance at work is an essential function of all interventionist positions with the District. If an interventionist is unable to report to work as scheduled, he or she must apprise his or her supervisor in writing as far in advance as reasonably possible. Failure to provide such notice shall be cause for potential discipline up to and including termination of employment.

Section Twelve. All absences from work must be authorized. An authorized absence from work shall include paid leave taken pursuant to this Article or pursuant to applicable law (e.g. FMLA, ADA, Workers' Compensation, etc.). Unauthorized absences from work may be subject to disciplinary consequences up to and including potential termination of employment.

Section Thirteen. In addition to potential disciplinary consequences, an interventionists' unauthorized absence from work shall also be subject to a step freeze on the wage schedule for the following school year. This provision shall not apply to unpaid absences taken pursuant to applicable law (i.e. FMLA, ADA, Workers' Compensation, USERRA, etc.).

ARTICLE XI HOLIDAYS

Section One. The following days shall be designated as paid holidays:

Presidents' Day	Labor Day
Memorial Day	Columbus Day
Martin Luther King Day	Veterans' Day
Good Friday	Thanksgiving Day
Day after Thanksgiving	Christmas Eve
Christmas Day	Independence Day

The interventionist will also be paid for a full day on the last school day prior to the Thanksgiving and Christmas holidays.

If school is scheduled to be in session on any designated holidays, interventionists will receive a floating holiday in lieu of the holiday, the scheduling of which is subject to approval of the interventionist's supervisor.

Section Two. The school calendar shall be used to determine the day on which holidays in Section One are observed.

Section Three. Any employee required to work on a day designated by the Governor of the State of Connecticut or the President of the United States as a state or National Day of Mourning, if school is in session, shall be allowed a substitute day off with compensation on a date mutually acceptable to the employee and the Board.

Section Four. Holidays falling on a Saturday shall be observed on the Friday preceding the Saturday if the schools are closed on that Friday.

Section Five. Whenever any of these holidays shall occur while an employee is out on sick leave, the employee shall be paid for the holiday at his/her earned rate, and his/her sick leave shall not be charged for that holiday.

Section Six. Any employee required to work on the day of observance of a paid holiday, when school is in session shall be granted applicable overtime pay.

Section Seven. Interventionists shall be released early and paid for a full day on any scheduled half days preceding a holiday.

ARTICLE XII GRIEVANCE PROCEDURE

Section One.

Purpose. The purpose of this procedure is to secure at the lowest possible administrative level solutions to grievances.

Section Two.

Definitions.

- a. A grievance shall mean a complaint by a bargaining unit member, a group of bargaining unit members or the Union that his/her/its rights under the specific language of this Agreement have been violated, or that as to him/her/them, there is a misinterpretation or misapplication of the specific provisions of this Agreement.
- b. Grievant shall mean any member of the bargaining unit or a group of bargaining unit members or the Union similarly affected by a grievance seeking recourse under the terms of this Article.
- c. Days shall mean days when school is in session, except during summer recess when days shall be business days.

Section Three.

Time Limits.

- a. If a grievance is not filed in writing at Level One within twenty (20) working days after the grievant 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.
- b. The time limits specified within this Article, except for the initial filing, may be extended by mutual agreement of the Union and Board or its designee, provided that if a grievance is not submitted to a higher step in the above procedure, it shall be deemed settled on the basis of the answer in the last step considered.
- c. Failure by any administrator or the Board of Education to render his/her decision within the specified time limits shall be deemed to be a denial of the grievance and the grievance shall proceed to the next level.

Section Four.

Level One – School Principal/Immediate Supervisor.

- a. If any employee feels that he/she may have a grievance, he/she and/or his/her Union steward or union representative may first discuss the matter with his/her principal or other appropriate administrator in an effort to resolve the problem informally.
- b. If the employee is still not satisfied with the disposition of the matter, he/she shall reduce the grievance to writing and submit it to the principal or other appropriate administrator. The principal shall, within seven (7) days of that filing of the grievance in writing, give a written answer, with a copy to the Union.

Section Five.

Level Two – Superintendent of Schools/Designee.

- a. If the grievant is not satisfied with the disposition of his/her grievance at Level One, he/she may, within five (5) days after receipt of the decision, file his/her written grievance with the Superintendent of Schools or his/her designee.
- b. The Superintendent or his/her designee shall, within fourteen (14) days after receipt of the referral, meet with the grievant and a representative of the Union for the purpose of resolving the grievance, and render his/her decision and the reasons therefore in writing to the grievant, with a copy to the Union.

Section Six.

Level Three – Board of Education.

- a. If the grievant is not satisfied with the disposition of his/her grievance at Level Two, he/she may, within seven (7) days after the decision, submit the grievance to the Board of Education.
- b. The Board of Education or a committee of the Board shall hold a meeting within thirty (30) days after receipt of the grievance, at which time it shall meet with the grievant and with representatives of the Union for the purpose of resolving the grievance.
- c. The Board or Board committee shall, within ten (10) days after such meeting, render its decision and reasons therefore in writing to the grievant, with a copy to the Union.

Section Seven.

Level Four – Arbitration.

- a. If the grievance is not resolved to the Union's satisfaction at Level Three, the Union may, at its option, submit the grievance to arbitration within fourteen (14) days of receiving the Level Three answer. The submission of the grievance shall state the provisions of the contract allegedly violated and the remedy sought. Grievances shall be submitted to the Connecticut Board of Mediation and Arbitration (SBMA) except for discharge and suspension cases, which shall be submitted to the American Arbitration Association (AAA).
- b. The arbitrator shall have no power to add to, subtract from, alter or modify this Agreement. The arbitrator shall render his/her decision in writing in accordance with AAA or SBMA rules. The decision of the arbitrator shall be final and binding.
- c. The cost of arbitration will be borne equally by the parties.
- d. The arbitrator will hear only one grievance at a time. This provision will not prevent the arbitrator from hearing a Union or class action grievance; neither will it prevent discussion of the arbitrability and the merits of the grievance at the same hearing.

Section Eight.

In the case of grievances brought over a bargaining member's dismissal, suspension, demotion, or on behalf of the entire bargaining unit, the grievance shall be submitted directly to Level Two.

**ARTICLE XIII
INSURANCE AND BENEFITS**

Section One. Eligible employees as defined in the Agreement who are regularly scheduled to work thirty-five (35) hours or more during the regular student school year and twenty (20) hours or more during the summer extended school year shall be entitled to participate in the insurance plans provided by the Board of Education as set forth in this Article.

Section Two. During the term of the Agreement the Board may offer any additional health insurance plans with Board determined plan design and premium cost shares. If the Board's additional plan offering is due to the obligations of the Affordable Care Act the Board agrees to negotiate the impact of such additional plan(s) prior to implementation.

Section Three. Employees shall receive life insurance with accidental death and dismemberment benefits totaling to the nearest \$500 of each employee's wage at the Board's expense. Upon retirement, an employee may elect to participate in a life insurance program if permitted to do so by the existing life insurance agency. Retirees will assume the full cost of such coverage.

Section Four. Notwithstanding the foregoing, for budgetary purposes, the Board has discretion to change insurance carriers, managed care providers or health care administrators at any time, in whole or in part provided that the plan(s) which result(s) from change in carriers, managed care providers or third-party administrators are substantially equivalent to the plan(s) described herein, in terms of coverage, benefits, and administration. The Board will make efforts to consult with the union when changing carriers. The Board will arrange for information sessions with the employees covered by such insurance in order to provide for the smooth transition in the practices and procedural changes that may occur because of the change to new insurance carriers.

Section Five. Interventionists who are hired on or after July 1, 2018 shall only be eligible to enroll in Board-offered single health and dental insurance in accordance with the premium cost share percentages and deductible co-funding rates set forth below. Such interventionists may elect to purchase two person/family coverage at one hundred percent (100%) cost of the Board's group rates minus the cost of single coverage at the applicable premium cost share below, as it may be permitted by the Board's insurance carrier.

Section Six. Interventionists may be eligible to participate in the Town of East Hampton's Money Purchase Plan & Trust retirement plan (the "Plan"), which became effective January 1, 2013 and which may be amended from time to time. Interventionists shall receive Plan information upon hire. Interventionists shall not be eligible for participation in any other pension or retirement plan. This provision of the Agreement is included for informational purposes only and this benefit is not subject to the grievance procedure.

Section Seven. Subject to law, including the rules and regulations of the Internal Revenue Services, the Board shall maintain a "Section 125" salary reduction agreement which shall be

designed to permit exclusion from taxable income of the employee's share of health insurance premiums.

Section Eight. Beginning July 1, 2025, the Board will offer each eligible interventionist the opportunity to enroll in a High Deductible Health Plan with Health Savings Account ("HDHP/HSA"). Such HDHP/HSA plan shall be the exclusive medical and Rx insurance plan offering and shall have the following design features:

Deductible	In & Out Combined \$2,000/\$4,000
Coinsurance	In-Network = 100%/0% Out-of-Network = 80%/20%
Out of Pocket Max	In-Network = \$2,000/\$4,000 Out-of-Network = \$4,000/\$8,000

- a. The Board will contribute 50% of the HSA deductible amount for single coverage and 50% of the HSA deductible amount for two person/family coverage for interventionists hired on or before June 30, 2018. Interventionists hired on or after July 1, 2018 electing to enroll in two-person or family insurance coverage shall remain subject to insurance buy-up requirements set forth above and will be required to assume all two-person/family deductible obligations beyond the Board's 50% contribution for the single HDHP deductible.
- b. For the 2025-26 work year, the Board's contribution to the HSA deductible will be deposited into each eligible interventionists' HSA account in two equal installments with the first installment deposited on July 1st and the second installment deposited on the first payroll date of the school year. For each year thereafter, the Board's contribution toward the HSA deductible will be deposited into HSA accounts in two equal installments with the first installment deposited in the first payroll date of the school year and the second installment deposited on the first payroll date in October. Eligible interventionists who are hired during the term of an academic year shall be entitled to appropriately prorated HSA contributions.
- c. A Health Reimbursement Account ("HRA") that is integrated with the Board's insurance carrier shall be made available to cover medical and pharmacy claims for any employee who is precluded from participating in an HSA because the employee receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Board for employees participating in the HRA shall not exceed the dollar amount of the Board's annual HSA contribution for employees enrolled in the HSA. Board funding to the HRA shall include a rollover feature allowing any unused

HRA funds to be rolled over up to amount legally allowed. The Board shall have no responsibility for any administrative and/or monthly costs associated with the set-up and/or administration of the HRA. Eligible interventionists who are hired during the term of an academic year shall be entitled to appropriately prorated HRA contributions.

- d. Participation in the Anthem HDHP/HSA Plan is 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.
- e. The Board shall offer dental insurance with the same administration, level of benefits, services and coverage as the Cigna Dental PPO Plan currently in effect. For informational purposes, a summary of dental benefits is set forth in Appendix C.
- f. The Board shall offer vision plan benefits with the same administration, level of benefits, services and coverage as the Anthem Blue View Vision Plan currently in effect. For informational purposes, a summary of dental benefits is set forth in Appendix C.
- g. In each case where the name of a particular company or a specific plan has been used in this Article, the intent is to indicate a general type of insurance and not to establish a relationship with one particular company or with any specific plan.

Section Nine. The premium cost share percentages for medical, Rx and vision benefits and associated administrative fees set forth in this Article shall be as follows:

- Effective July 1, 2025, eligible interventionists shall pay 20.5% of the premium cost share for medical, Rx and vision coverage.
- Effective July 1, 2026, eligible interventionists shall pay 21% of the premium cost share for medical, Rx and vision coverage.

Section Ten. Effective July 1, 2025, eligible employees shall pay 17% of the premium cost share for dental coverage.

Section Eleven. Should any statute or regulation be mandated to take effect during the term of this Agreement triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties shall commence mid-term negotiations in accordance with the Municipal Employees Relations Act. During such mid-term negotiations, the Union and the District shall reopen for the purpose of addressing the impact of the excise tax. No other provision of the Agreement shall be reopened during such mid-term negotiations.

Section Twelve. All insurance coverages shall be provided in accordance with the terms of the insurance carrier or third-party administrator administering the plan in effect. Disputes concerning

an employee's eligibility or entitlement to the benefits contained herein are matters which are to be resolved by the employee and the insurance carrier administering the plan.

Section Thirteen. The Plan documents for the above noted plan(s) shall be on file in the Business Office. The plan(s) documents contain the details governing the medical and dental programs and shall prevail in cases of conflicts with the summaries. For informational purposes, summary plan descriptions for the insurance plans set forth herein are included in Appendix C.

Section Fourteen. Interventionists hired on or before January 1, 2018 may elect not to participate in the insurance benefits set forth above and instead receive an annual payment in the amount of \$1,100. Such election must be made during the month of May of each year. Payment for an employee waiving insurance coverage shall be in July of each year in a one (1) lump sum payment for the previous year. Once an election has been exercised it cannot be changed until the following year. If a life changing event as defined by COBRA does occur and the employee elects to participate in the insurance benefits starting the 1st of the next month from the date the employer is notified, then the employee needs to repay the waiver in full before the date that coverage is to start.

ARTICLE XIV SCHOOL FACILITIES

Upon request through the principal, the Union will have the right to use school buildings at reasonable times at no cost.

ARTICLE XV DISCIPLINARY ACTION

Section One. All disciplinary actions shall be applied in a fair manner and shall not be inconsistent with the infraction for which discipline is being applied.

Section Two. The supervisor shall confer with the interventionist if he/she feels the interventionist has not met acceptable standards for performance and/or conduct in the course of his/her employment. Progressive disciplinary procedures will be followed if performance or conduct is not improved within a reasonable amount of time. Such discipline may include verbal warnings, written warnings, suspension or discharge. Notwithstanding the foregoing, the progressive discipline procedure may be by-passed when warranted by serious performance deficiency or misconduct.

Section Three. All suspensions and discharges must be stated in writing with a reason(s) given and a copy given to the employee at the time of such suspension or discharge. The Union will be notified by certified mail as soon as possible.

Section Four. No employees shall be discharged without just cause.

Section Five. An employee who is being interviewed concerning an incident which may subject him/her to disciplinary action may have a Union steward or other Union representative present. If the employee decides during an interview he/she needs a representative, the meeting will come to a close until the Union representative can be present.

Section Six. Whenever it becomes necessary to discipline an employee and apprise the employee of his/her shortcomings, the supervisor vested with that responsibility shall undertake such talks in a manner that will not cause embarrassment to the employee.

Section Seven. All disciplinary actions may be appealed through the established grievance procedure.

ARTICLE XVI UNION CONVENTION

Section One. The Board shall, upon reasonable advance notice, permit one (1) employee, whom the Union designates, to attend one (1) convention each year without loss of pay or benefits.

ARTICLE XVII SAVINGS CLAUSE

Section One. If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion hereof or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision, and the parties do hereby declare that it would have severally approved of and adopted the provisions contained herein, separately and apart from the other. The parties agree to immediately negotiate a substitute for the invalidated article, section, sentence, clause or phrase.

ARTICLE XVIII WAGES

Section One. The yearly wage schedule for interventionists is set forth in Appendix A.

Section Two. Newly hired employees may be placed at an appropriate step, relative to but no higher than the placement of current bargaining unit members with the same number of years of professional service, as determined by the Superintendent.

Section Three. When an interventionist is required to cover a class without the supervision of, and in the absence of the teacher, he/she will be entitled to a \$9.00 per hour differential over his or her normal hourly rate. Effective July 1, 2026 such amount shall be increased to \$10.00 per hour.

Section Four. Interventionists shall be paid at their regular hourly rate for field trips that occur during the regular school year. Effective July 1, 2025 interventionists shall be paid at the hourly rate of \$41.82 when assigned to extra-curricular activities outside of the normal work-day.

Section Five. Interventionists shall be entitled to a \$4.00 per hour differential for all hours worked during summer-school/extended school year.

ARTICLE XIX LONGEVITY

Section One. Interventionists hired on or before June 30, 2022 shall be entitled to longevity benefits as set forth in this Article.

Section Two. Longevity shall be based solely on years of completed employment service with the Board as of November 1st of each year and not on classification of employees. Longevity payments shall be made on the following schedule:

5 years of completed service	\$325.00
10 years of completed service	\$400.00
15 years of completed service	\$600.00
20 years of completed service	\$750.00
25 years of completed service	\$900.00

Section Three. The annual longevity payment shall be due and payable in one (1) installment no later than November 30. Longevity payments shall be included in employees' total earnings for the purpose of determining pension benefits.

Section Four. The District may appoint Lead Interventionists to serve at any District school with five or more assigned interventionists or as otherwise deemed necessary in the sole discretion of the Superintendent. Interventionists designated as a Lead Interventionist shall be paid an annual stipend of \$500 for successful fulfillment of assigned duties as Lead Interventionist in the final payroll of the school year. All Lead Interventionist stipend positions shall be posted annually and shall be exclusive to bargaining unit members who have a minimum of three (3) years of successful experience in the District. Appointment to the position of Lead Interventionist shall be at the sole discretion of the Superintendent or designee based upon consideration of the best interests of the District.

ARTICLE XX EMPLOYEE EXPENSE

Section One. Employees who are authorized in advance to use their own vehicle for school business shall be entitled to compensation at the current IRS rate. No employee will be required to drive his/her car, except between school job assignments or during an extreme emergency.

Section Two. Employees will not be obligated to use their cars to transport children.

ARTICLE XXI EMPLOYEE PROTECTION

Section One. The Board of Education employees are protected and saved harmless according to Connecticut General Statutes 10-235. This provision shall not be subject to the grievance procedure.

ARTICLE XXII MISCELLANEOUS

Section One. Interventionists who are working on days when schools are ordered closed early or opened late will be compensated at their full rate as if they were actually working. If the faculty is dismissed early, the interventionists will be also, at no loss of pay or benefits.

ARTICLE XXIII PAYMENT FOR SERVICES

Section One. Employees shall be paid on an hourly basis.

All employees shall be paid through direct deposit at a participating bank or qualified financial institution of the employee's choice on a biweekly basis and shall be paid on the same day of every other week.

ARTICLE XXIV JOB DESCRIPTION

Section One. The Board shall notify the Union about the content of any new job descriptions after they are written but before they are implemented.

ARTICLE XXV PERFORMANCE EVALUATION

If management elects to do performance evaluations, management will make a reasonable effort to evaluate every bargaining unit member in writing.

ARTICLE XXVI IN-SERVICE TRAINING

Section One. The Board will provide in-service training sessions for Interventionists for a minimum of four full day sessions which are designated for system-wide professional development. The administration will plan the sessions considering the needs and interests of the Interventionists on a system-wide basis. One thousand (\$1,000) dollars will be budgeted annually to fund in-service activities as well as other professional development opportunities outside of the system. In addition, two (2) Union-designated Interventionists per year shall be permitted to attend a Union Training Session. This time shall be taken without loss of pay or benefits.

Section Two. There shall be three (3) regular length workdays of offered training prior to the start of the school year. There shall be two (2) additional professional development days offered during the school year.

Section Three. Three thousand (\$3,000) dollars shall be budgeted each year of the contract to reimburse employees for college tuition and related expenses. Employees wishing to apply for such reimbursements shall apply in writing, in advance of attending the course, to the Superintendent of Schools. Such application must include: name of school/college, course name, cost information and a detailed explanation of how such course will upgrade the skills and/or

knowledge necessary for performing the employee's job. Reimbursements per year will not exceed \$450 per employee and will be processed for payment upon submission of a purchase order and receipt. Requests will be approved on a first-come, first-serve basis until the money is expended.

ARTICLE XXVII DURATION

Section One. The Agreement shall be effective and remain in full force and effect through the thirtieth day of June, 2027. This Agreement shall remain in full force and be effective during the period of negotiations.

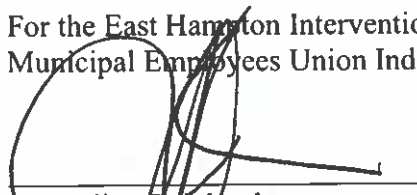
Section Two. Either party may notify the other party in writing of its desire to bargain collectively with respect to the successor agreement; however, neither party shall be obligated to take part in any such collective bargaining session prior to March 1 of the year the contract expires.

IN WITNESS WHEREOF, the parties hereto have set their hands this ____ day of _____, 2025

For the Town of East Hampton
Board of Education


Nancy Kohler
Chairperson

For the East Hampton Interventionists
Municipal Employees Union Independent


Jacqueline Reinhard
President

**APPENDIX A
WAGE SCHEDULES**

WAGE SCHEDULE – 2025-26

<u>Step Level</u>	<u>Hourly Wages</u>
1	21.90
2	24.13
3	25.18
4	26.51
5	27.18
6	27.87
7	28.56
8	30.11

Note: There shall be no step movement in 2025-26. The 2024-25 wage schedule was increased by 2.75% to arrive at the 2025-26 wages.

WAGE SCHEDULE – 2026-27

<u>Step Level</u>	<u>Hourly Wages</u>
2	24.73
3	25.81
4	27.17
5	27.86
6	28.57
7	29.27
8	30.86
9	31.81

Note: The 2025-26 wage schedule was increased by 2.5% GWI, a new maximum step was added, and the bottom step was eliminated. All interventionists shall advance one step effective July 1, 2026.

APPENDIX B
SIDE LETTERS

SIDE LETTER OF AGREEMENT
RE: RETIREMENT PLAN BENEFITS

Notwithstanding the retirement plan eligibility provisions set forth in Article XIII, Section Six of this Agreement, the following interventionists shall remain enrolled in the Master Pension Plan of the Town of East Hampton:

Deborah Lawton
Brenda Pierko
Jacqueline Reinhard

Eligibility to participate in the Master Pension Plan of the Town of East Hampton shall be subject to all applicable Plan rules. This provision is included for informational purposes only and is not subject to this Agreement's grievance procedure.

**SIDE LETTER OF AGREEMENT
RE: LEAD INTERVENTIONIST STIPEND**

During the 2025-26 and 2026-27 work years, the District may appoint Lead Interventionists to serve at any District school with five or more assigned interventionists or as otherwise deemed necessary in the sole discretion of the Superintendent. Interventionists designated as a Lead Interventionist shall be paid an annual stipend of \$500 for successful fulfillment of assigned duties as Lead Interventionist in the final payroll of the school year. All Lead Interventionist stipend positions shall be posted annually and shall be exclusive to bargaining unit members who have a minimum of three (3) years of successful experience in the District. Appointment to the position of Lead Interventionist shall be at the sole discretion of the Superintendent or designee based upon consideration of the best interests of the District.

Your summary of benefits



Anthem® Blue Cross and Blue Shield

Your Plan: Anthem Century Preferred PPO HSA PS CSV \$2000/0%/\$2000 NE Rx 0%/0%/0%

Your Network: Century Preferred

Visits with Virtual Care-Only Providers	Cost through our mobile app and website
Primary Care, and medical services for urgent/acute care	No charge after deductible is met
Mental Health & Substance Use Disorder Services	No charge after deductible is met
Specialist care	No charge after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Overall Deductible	\$2,000 person / \$4,000 family	\$2,000 person / \$4,000 family
Overall Out-of-Pocket Limit	\$2,000 person / \$4,000 family	\$4,000 person / \$8,000 family
<p>The family deductible and out-of-pocket limit are non-embedded, meaning the cost shares of all family members apply to one family deductible and one family out-of-pocket limit. The per person deductible and per person out-of-pocket limit apply to individuals enrolled under single-only coverage.</p> <p>All medical and prescription drug deductibles, copayments and coinsurance apply to the out-of-pocket limit (excluding Non-Network Human Organ and Tissue Transplant (HOTT), Cellular and Gene Therapy services).</p> <p>The In-Network and Non-Network deductibles are combined and accumulate toward each other. The In-Network and Non-Network out-of-pocket limit amounts accumulate toward each other.</p>		
Doctor Visits (virtual and office) <i>You are encouraged to select a Primary Care Physician (PCP).</i>		
Primary Care (PCP) and Mental Health and Substance Use Disorder Services <i>virtual and office</i>	No charge after deductible is met	20% coinsurance after deductible is met
Specialist Care <i>virtual and office</i>	No charge after deductible is met	20% coinsurance after deductible is met
<u>Other Practitioner Visits</u>		
Routine Maternity Care (Prenatal and Postnatal)	No charge	20% coinsurance after deductible is met
Retail Health Clinic <i>for routine care and treatment of common illnesses; usually found in major pharmacies or retail stores.</i>	No charge after deductible is met	20% coinsurance after deductible is met

APPENDIX C

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Manipulation Therapy <i>Coverage is unlimited per benefit period for in network visits and limited to 30 visits per benefit period for non-network visits.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Acupuncture <i>Coverage is limited to services provided for pain management. Coverage is limited to 20 visits per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Other Services in an Office Allergy Testing Prescription Drugs <i>Dispensed in the office</i> Surgery	No charge after deductible is met No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met
Preventive care / screenings / immunizations	No charge	20% coinsurance after deductible is met
Preventive Care for Chronic Conditions <i>per IRS guidelines</i>	No charge	20% coinsurance after deductible is met
Diagnostic Services Lab Office Freestanding/Site of Service Lab Outpatient Hospital	No charge after deductible is met No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met
X-Ray Office Freestanding/Site of Service Radiology Center Outpatient Hospital	No charge after deductible is met No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Advanced Diagnostic Imaging <i>for example: MRI, PET and CAT scans</i> Office Freestanding/Site of Service Radiology Center Outpatient Hospital	No charge after deductible is met No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met
<u>Emergency and Urgent Care</u> Urgent Care Emergency Room Facility Services Emergency Room Doctor and Other Services Ambulance <i>Authorized Non-Network non-emergency ambulance services are limited to an Anthem maximum payment of \$50,000 per trip.</i>	No charge after deductible is met No charge after deductible is met No charge after deductible is met No charge after deductible is met	Covered as In-Network Covered as In-Network Covered as In-Network Covered as In-Network
Outpatient Mental Health and Substance Use Disorder Services at a Facility Facility Fees Doctor Services	No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met
<u>Outpatient Surgery</u> Facility Fees Hospital Ambulatory Surgical Center/Site of Service Provider Physician and other services including surgeon fees Hospital Ambulatory Surgical Center/Site of Service Provider	No charge after deductible is met No charge after deductible is met No charge after deductible is met No charge after deductible is met	20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met 20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<u>Hospital (Including Maternity, Mental Health and Substance Use Disorder Services)</u>		
Facility Fees	No charge after deductible is met	20% coinsurance after deductible is met
Physician and other services <i>including surgeon fees</i>	No charge after deductible is met	20% coinsurance after deductible is met
Home Health Care <i>Coverage is limited to 200 visits per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Rehabilitation and Habilitation services <i>including physical, occupational and speech therapies.</i> <i>Coverage for physical, occupational and speech therapies is unlimited per benefit period for in network visits and limited to 30 visits per therapy per benefit period for non-network visits.</i>		
Office	No charge after deductible is met	20% coinsurance after deductible is met
Outpatient Hospital	No charge after deductible is met	20% coinsurance after deductible is met
Pulmonary rehabilitation <i>office and outpatient hospital</i>	No charge after deductible is met	20% coinsurance after deductible is met
Cardiac rehabilitation <i>office and outpatient hospital</i>	No charge after deductible is met	20% coinsurance after deductible is met
Dialysis/Hemodialysis <i>office and outpatient hospital</i>	No charge after deductible is met	20% coinsurance after deductible is met
Chemo/Radiation Therapy <i>office and outpatient hospital</i>	No charge after deductible is met	20% coinsurance after deductible is met
Skilled Nursing Care (facility) <i>Coverage is unlimited per benefit period for in network visits and limited to 60 visits per benefit period for non-network visits.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Inpatient Hospice	No charge after deductible is met	20% coinsurance after deductible is met
Durable Medical Equipment	No charge after deductible is met	20% coinsurance after deductible is met
Prosthetic Devices <i>Coverage for wigs is limited to 1 item after cancer treatment per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met

Covered Medical Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
Hearing Aids <i>Coverage is limited to 1 item per ear every 24 months.</i>	No charge after deductible is met	20% coinsurance after deductible is met
Bariatric Surgery	Coverage is based on place of service	20% coinsurance after deductible is met
Temporomandibular Joint (TMJ) Services	Coverage is based on place of service	20% coinsurance after deductible is met

Covered Prescription Drug Benefits	Cost if you use an In-Network Pharmacy	Cost if you use a Non-Network Pharmacy
Pharmacy Deductible	Combined with In-Network medical deductible	Combined with Non-Network medical deductible
Pharmacy Out-of-Pocket Limit	Combined with In-Network medical out-of-pocket limit	Combined with Non-Network medical out-of-pocket limit
Prescription Drug Coverage Network: Base Network Drug List: Essential		
Day Supply Limits: Retail Pharmacy 30 day supply (cost shares noted below) Retail 90 Pharmacy 90 day supply (3 times the 30 day supply cost share(s) charged at In-Network Retail Pharmacies noted below applies). Home Delivery Pharmacy 90 day supply (maximum cost shares noted below). Maintenance medications are available through CarelonRx Pharmacy. You will need to call us on the number on your ID card to sign up when you first use the service. Specialty Pharmacy 30 day supply (cost shares noted below for retail and home delivery apply). We may require certain drugs with special handling, provider coordination or patient education be filled by our designated specialty pharmacy.		
Tier 1 - Typically Generic	0% coinsurance after deductible is met (retail and home delivery)	0% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 2 – Typically Preferred Brand	0% coinsurance after deductible is met (retail and home delivery)	0% coinsurance after deductible is met (retail) and Not covered (home delivery)
Tier 3 - Typically Non-Preferred Brand/Specialty Drugs	0% coinsurance after deductible is met (retail and home delivery)	0% coinsurance after deductible is met (retail) and Not covered (home delivery)

Covered Vision Benefits	Cost if you use an In-Network Provider	Cost if you use a Non-Network Provider
<i>This is a brief outline of your vision coverage. Adult and children's vision services count towards your out-of-pocket limit.</i>		
Child Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met
Adult Vision exam <i>Limited to 1 exam per benefit period.</i>	No charge	20% coinsurance after deductible is met
Vision Therapy <i>Unlimited visits per benefit period.</i>	No charge after deductible is met	20% coinsurance after deductible is met

Notes:

- If you have an office visit with your Primary Care Physician or Specialist at an Outpatient Facility (e.g., Hospital or Ambulatory Surgical Facility), benefits for Covered Services will be paid under "Outpatient Facility Services".
- Costs may vary by the site of service. Other cost shares may apply depending on services provided. Check your Certificate of Coverage for details.
- The limits for physical, occupational, and speech therapy, if any apply to this plan, will not apply if you get care as part of the Mental Health and Substance Use Disorder benefit.

This summary of benefits is a brief outline of coverage, designed to help you with the selection process. This summary does not reflect each and every benefit, exclusion and limitation which may apply to the coverage. For more details, important limitations and exclusions, please review the formal Evidence of Coverage (EOC). If there is a difference between this summary and the Evidence of Coverage (EOC), the Evidence of Coverage (EOC), will prevail.

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans, Inc. Independent licensee of the Blue Cross and Blue Shield Association. ® ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross and Blue Shield names and symbols are registered marks of the Blue Cross and Blue Shield Association.

Questions: (833) 899-7070 or visit us at www.anthem.com

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Language Access Services: Get help in your language

Curious to know what all this says? We would be too. Here's the English version:

If you have any questions about this document, you have the right to get help and information in your language at no cost. To talk to an interpreter, call (833) 899-7070

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card.

(TTY/TDD: 711)

Arabic (العربية): إذا كان لديك أي استفسارات بشأن هذا المستند، فيحق لك الحصول على المساعدة والمعلومات بلغتك دون مقابل. للتحدث إلى مترجم، اتصل على (833) 899-7070.

Armenian (հայերեն): Եթե այս փաստաթղթի հետ կապված հարցեր ունեք, դուք իրավունք ունեք անվճար ստանալ օգնություն և տեղեկատվություն ձեր լեզվով: Թարգմանչի հետ խոսելու համար զանգահարեք հետևյալ հեռախոսահամարով՝ (833) 899-7070:

Chinese(中文): 如果您對本文件有任何疑問，您有權使用您的語言免費獲得協助和資訊。如需與譯員通話，請致電(833) 899-7070。

Farsi (فارسی): در صورتی که سؤالی پیرامون این سند دارید، این حق را دارید که اطلاعات و کمک را بدون هیچ هزینه ای به زبان مادری‌تان دریافت کنید. برای گفتگو با یک مترجم شامی، با شماره (833) 899-7070 تماس بگیرید.

French (Français): Si vous avez des questions sur ce document, vous avez la possibilité d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour parler à un interprète, appelez le (833) 899-7070.

Haitian Creole (Kreyòl Ayisyen): Si ou gen nenpòt kesyon sou dokiman sa a, ou gen dwa pou jwenn èd ak enfòmasyon nan lang ou gratis. Pou pale ak yon entèprèt, rele (833) 899-7070.

Italian (Italiano): In caso di eventuali domande sul presente documento, ha il diritto di ricevere assistenza e informazioni nella sua lingua senza alcun costo aggiuntivo. Per parlare con un interprete, chiami il numero (833) 899-7070.

Japanese (日本語): この文書についてなにかご不明な点があれば、あなたにはあなたの言語で無料で支援を受け情報を得る権利があります。通訳と話すには、(833) 899-7070 にお電話ください。

Korean (한국어): 본 문서에 대해 어떠한 문의사항이라도 있을 경우, 귀하에게는 귀하가 사용하는 언어로 무료 도움 및 정보를 얻을 권리가 있습니다. 통역사와 이야기하려면(833) 899-7070로 문의하십시오.

Navajo (Diné): Díí naaltsoos biká'ígíí łahgo bina'ídiłkidgo ná bohónéedzá dóó bee ahóót'i' t'áá ni nizaad k'ehj' bee níl hodoonih t'áadoo báąh ilinígóó. Ata' halne'ígíí ła' bich'í' hadeesdzhí nínízingo koj' hodiilnih (833) 899-7070.

Language Access Services:

Polish (polski): W przypadku jakichkolwiek pytań związanych z niniejszym dokumentem masz prawo do bezpłatnego uzyskania pomocy oraz informacji w swoim języku. Aby porozmawiać z tłumaczem, zadzwoń pod numer: (833) 899-7070.

Punjabi (ਪੰਜਾਬੀ): ਜੇ ਤੁਹਾਡੇ ਇਸ ਦਸਤਾਵੇਜ਼ ਬਾਰੇ ਕੋਈ ਸਵਾਲ ਹੁੰਦੇ ਹਨ ਤਾਂ ਤੁਹਾਡੇ ਕੋਲ ਮੁਫਤ ਵਿੱਚ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿੱਚ ਮਦਦ ਅਤੇ ਜਾਣਕਾਰੀ ਪ੍ਰਾਪਤ ਕਰਨ ਦਾ ਅਧਿਕਾਰ ਹੁੰਦਾ ਹੈ। ਇੱਕ ਦੁਭਾਸ਼ੀਏ ਨਾਲ ਗੱਲ ਕਰਨ ਲਈ, (833) 899-7070 ਤੇ ਕਾਲ ਕਰੋ।

Russian (Русский): Если у вас есть какие-либо вопросы в отношении данного документа, вы имеете право на бесплатное получение помощи и информации на вашем языке. Чтобы связаться с устным переводчиком, позвоните по тел. (833) 899-7070.

Spanish (Español): Si tiene preguntas acerca de este documento, tiene derecho a recibir ayuda e información en su idioma, sin costos. Para hablar con un intérprete, llame al (833) 899-7070.

Tagalog (Tagalog): Kung mayroon kang anumang katanungan tungkol sa dokumentong ito, may karapatan kang humingi ng tulong at impormasyon sa iyong wika nang walang bayad. Makipag-usap sa isang tagapagpaliwanag, tawagan ang (833) 899-7070.

Vietnamese (Tiếng Việt): Nếu quý vị có bất kỳ thắc mắc nào về tài liệu này, quý vị có quyền nhận sự trợ giúp và thông tin bằng ngôn ngữ của quý vị hoàn toàn miễn phí. Để trao đổi với một thông dịch viên, hãy gọi (833) 899-7070.

It's important we treat you fairly

That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1-800-537-7697) or online at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>. Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

**East Hampton Board of Education
DPPO**

Effective Date: July 01, 2023



This is a summary of benefits for your dental plan.

All deductibles, plan maximums, and service specific maximums (dollar and occurrence) cross accumulate between in and out of network.

Your DPPO plan allows you to see any licensed dentist, but using an in-network dentist may minimize your out-of-pocket expenses.

Plan Design	Total Cigna DPPO	Out-of-Network
Calendar Year Maximum		
(Class I, II, III Expenses)	Unlimited	Unlimited
Calendar Year Deductible		
Per Individual	\$0	\$0
Per Family	\$0	\$0
Class I Expenses - Preventive & Diagnostic Care		
Oral Exams Cleanings Routine X-rays Sealants Non-Routine X-rays Brush Biopsy	100%, No Deductible	100%, No Deductible
Class II Expenses - Basic Restorative Care		
Emergency Care to Relieve Pain Fillings (Amalgam and composite on all teeth) Oral Surgery - Simple Extractions Minor Periodontics Root Canal Therapy / Endodontics Relines, Rebases, and Adjustments Repairs - Bridges, Crowns, and Inlays Repairs - Dentures Stainless Steel/Resin Crowns Fluoride Application	80%, No Deductible	80%, No Deductible
Anesthetics	Not Covered	Not Covered
Class III Expenses - Major Restorative Care		
Space Maintainers (limited to non-orthodontic treatment) Oral Surgery - All Except Simple Extraction Surgical Extraction of Impacted Teeth Crowns/Inlays/Onlays Major Periodontics	67%, No Deductible	67%, No Deductible
Bridges Dentures	Not Covered Not Covered	Not Covered Not Covered
Class IV Expenses - Orthodontia		
	Not Covered	Not Covered
Dental Plan Reimbursement Levels	Based on Contracted Fees	95th Percentile of Submitted Charges***
Additional Member Responsibility in excess of Coinsurance	None	Yes, the difference between the member's dentist's billed charges and the dental plan reimbursement level***
Student/Dependent Age	26/26	

Cigna Healthcare Financial Exhibit for:
East Hampton Board of Education
DPPO
Effective Date: July 01, 2023

Cigna Dental PPO / Indemnity Exclusions and Limitations:

Procedure	Exclusions & Limitations
Exams	Two per calendar year
Prophylaxis (cleanings)	Two routine and 2 periodontal cleanings following active therapy per calendar year
Fluoride	2 per calendar year for people under 16
X-Rays (routine)	Bitewings: 1 per calendar year
X-Rays (non-routine)	Full mouth: 1 every 5 calendar years, Panorax: 1 every 5 calendar years
Model	Payable only when in conjunction with Ortho workup
Minor Perio (non-surgical)	Various limitations depending on the service
Perio Surgery	Various limitations depending on the service
Crowns	Replacement every 7 years
Prosthesis over Implants	1 per every 7 years if unserviceable and cannot be repaired. Benefits are based on the amount payable for non-precious metals. No porcelain or white/tooth colored material on molar crowns or bridges
Bridges	Not Covered
Dentures and Partial	Not Covered
Relines, Rebases	Covered if more than 6 months after installation
Adjustments	Covered if more than 6 months after installation
Repairs - Bridges	Reviewed if more than once
Repairs - Dentures	Reviewed if more than once
Sealants	Limited to posterior tooth. One treatment per tooth every three years up to age 16
Space Maintainers	Limited to non-Orthodontic treatment. No frequency limit for participants under age 19
Alternate Benefit	When more than one covered Dental Service could provide suitable treatment based on common dental standards, Cigna HealthCare will determine the covered Dental Service on which payment will be based and the expenses that will be included as Covered Expenses.
Missing Tooth Provision	No Limitation (teeth missing prior to the effective date of coverage are covered)
Late Entrant Limit****	No coverage until next open enrollment period
Pre-Treatment Review	Available on a voluntary basis when extensive work in excess of \$200 is proposed

Benefit Exclusions:

- * Services performed primarily for cosmetic reasons;
- * Replacement of a lost or stolen appliance;
- * Replacement of a bridge or denture within five years following the date of its original installation;
- * Replacement of a bridge or denture which can be made useable according to accepted dental standards;
- * Procedures, appliances or restorations, other than full dentures, whose main purpose is to change vertical dimension, diagnose or treat conditions of TMJ, stabilize periodontally involved teeth, or restore occlusion;
- * Veneers of porcelain or acrylic materials on crowns or pontics on or replacing the upper and lower first, second and third molars;
- * Bite registrations; precision or semi-precision attachments; splinting; Surgical implant of any type;
- * Instruction for plaque control, oral hygiene and diet;
- * Dental services that do not meet common dental standards;
- * Services that are deemed to be medical services;
- * Services and supplies received from a hospital;
- * Charges which the person is not legally required to pay;
- * Charges made by a hospital which performs services for the U.S. Government if the charges are directly related to a condition connected to a military service;
- * Experimental or investigational procedures and treatments;
- * Any injury resulting from, or in the course of, any employment for wage or profit;
- * Any sickness covered under any workers' compensation or similar law;
- * Charges in excess of the reasonable and customary allowances;
- * To the extent that payment is unlawful where the person resides when the expenses are incurred;
- * Procedures performed by a Dentist who is a member of the covered person's family (covered person's family is limited to a spouse, siblings, parents, children, grandparents, and the spouse's siblings and parents);
- * For charges which would not have been made if the person had no insurance; For charges for unnecessary care, treatment or surgery;
- * To the extent that you or any of your Dependents is in any way paid or entitled to payment for those expenses by or through a public program, other than Medicaid;
- * To the extent that benefits are paid or payable for those expenses under the mandatory part of any auto insurance policy written to comply with a "no-fault" insurance law or an uninsured motorist insurance law. Cigna HealthCare will take into account any adjustment option chosen under such part by you or any one of your Dependents.
- * In addition, these benefits will be reduced so that the total payment will not be more than 100% of the charge made for the Dental Service if benefits are provided for that service under this plan and any medical expense plan or prepaid treatment program sponsored or made available by your Employer.

** In Texas, the insured dental product offered by CGLIC and CHLIC is referred to as the Cigna Dental Choice Plan, and this plan utilizes the national Cigna Dental PPO network.

***Charges are based upon an independent third party organization that is the industry standard. Percentile data is based upon the third party organization's aggregated industry-wide claims data

****Late Entrant coverage limitation does not apply to New Mexico Residents for Insured Dental Products

This benefit summary highlights some of the benefits available under the proposed plan. A complete description regarding the terms of coverage, exclusions and limitations, including legislated benefits, will be provided in your insurance certificate or plan description.

Benefits are insured and/or administered by Cigna HealthCare.

Did you know that most of Cigna's dental plans include the Cigna Dental Oral Health Integration Program? This program was designed to address research that supports the association of oral health to overall health and provides reimbursement of copays or coinsurance for customers with qualifying medical conditions for program eligible procedures. Additionally, registered program members can access articles on behavioral conditions that impact oral health.

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Prepared by Underwriting.
Cigna DPPO Network (P0010)

03/30/2023 03:56 PM

Welcome to your Blue View Vision plan!

You have many choices when it comes to using your benefits. As a Blue View Vision plan member, you have access to one of the nation's largest vision networks. You may choose from many private practice doctors, local optical stores, and national retail stores including LensCrafters®, Target Optical®, and most Pearle Vision® locations. You may also use your in-network benefits to order eyewear online at Glasses.com and ContactsDirect.com. To locate a participating network eye care doctor or location, log in at anthem.com, or the Sydney app. You may also call member services for assistance at 1-866-723-0515.

Out-of-Network – If you choose to, you may instead receive covered benefits outside of the Blue View Vision. Just pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance.

Your vision plan includes coverage for routine eye exams and prescription eyewear from your choice of eye care providers.

YOUR BLUE VIEW VISION PLAN BENEFITS		IN-NETWORK	OUT-OF-NETWORK	FREQUENCY
Routine Eye Exam				
A comprehensive eye examination		\$15 Copay	Reimbursed Up To \$45	Once every 12 months
Eyeglass Frames				
One pair of eyeglass frames		\$175 Allowance, then 20% off any remaining balance	Reimbursed Up To \$126	Once every 12 months
Eyeglass Lenses (instead of contact lenses)				
One pair of standard plastic prescription lenses				Once every 12 months
• Single vision lenses		\$0 Copay	Reimbursed Up To \$40	
• Bifocal lenses		\$0 Copay	Reimbursed Up To \$65	
• Trifocal lenses		\$0 Copay	Reimbursed Up To \$75	
• Lenticular lenses		\$0 Copay	Reimbursed Up To \$100	
Eyeglass Lens Enhancements				
When obtaining covered eyewear from a Blue View Vision provider, you may choose to add any of the following lens enhancements (additional discounts on page 2)				
• Transitions Lenses (for a child under age 19)		\$65 Copay	No allowance when obtained out-of-network	Same as covered eyeglass lenses
• Standard polycarbonate (for a child under age 19)		\$0 Copay		
• Factory Scratch Coating		\$15 Copay		
Contact Lenses (instead of eyeglass lenses)				
• Elective conventional (non-disposable) OR		\$360 Allowance, then 15% off any remaining balance	Reimbursed Up To \$345	Once every 12 months
• Elective disposable OR		\$360 Allowance (no additional discount)	Reimbursed Up To \$345	
• Non-elective (medically necessary)		Covered in full	Reimbursed Up To \$345	

This is a primary vision care benefit intended to cover only routine eye examinations and corrective eyewear. Blue View Vision is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care doctor from your medical network. Benefits are payable only for expenses incurred while the group and insured person's coverage is in force. 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 is only one piece of your entire enrollment package.

EXCLUSIONS & LIMITATIONS (not a comprehensive list – please refer to the member Certificate of Coverage for a complete list)

Combined Offers. Not to be combined with any offer, coupon, or in-store advertisement.

Excess Amounts. Amounts in excess of covered vision expense.

Sunglasses. Plano sunglasses and accompanying frames.

Safety Glasses. Safety glasses and accompanying frames.

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

Lost or Broken Lenses or Frames. Any lost or broken lenses or frames are not eligible for replacement unless the insured person has reached his or her normal service interval as indicated in the plan design.

Non-Prescription Lenses. Any non-prescription lenses, eyeglasses or contacts. Plano lenses or lenses that have no refractive power.

Orthoptics. Orthoptics or vision training and any associated supplemental testing

OPTIONAL SAVINGS AVAILABLE FROM BLUE VIEW VISION IN-NETWORK PROVIDERS ONLY (Discounts are not covered benefits under your vision plan and will not be listed in your certificate of coverage.)		In-Network Member Cost (after any applicable copay)
Retinal Imaging - at member's option, can be performed at time of eye exam		Not More Than \$39
Eyeglass lens upgrades When obtaining eyewear from a Blue View Vision provider, you may choose to upgrade your new eyeglass lenses at a discounted cost. Eyeglass lens copayment applies.	<ul style="list-style-type: none"> Transitions lenses (Adults) 	\$75
	<ul style="list-style-type: none"> Standard Polycarbonate (Adults) 	\$40
	<ul style="list-style-type: none"> Tint (Solid and Gradient) 	\$15
	<ul style="list-style-type: none"> UV Coating 	\$15
	<ul style="list-style-type: none"> Progressive Lenses¹ <ul style="list-style-type: none"> Standard Premium Tier 1 Premium Tier 2 Premium Tier 3 	\$65 \$85 \$95 \$110
	<ul style="list-style-type: none"> Anti-Reflective Coating² <ul style="list-style-type: none"> Standard Premium Tier 1 Premium Tier 2 	\$45 \$57 \$68
	<ul style="list-style-type: none"> Other Add-ons (i.e. high index lenses, anti-fog coating) 	20% off retail price
	<ul style="list-style-type: none"> Complete Pair 	40% off retail price
	<ul style="list-style-type: none"> Eyeglass materials purchased separately 	20% off retail price
	<ul style="list-style-type: none"> Items such as non-prescription sunglasses, lens cleaning supplies, contact lens solutions, eyeglass cases, etc. 	20% off retail
Conventional Contact Lenses (non-disposable type)	<ul style="list-style-type: none"> Discount applies to materials only 	15% off retail price
Contact lens fit and follow-up A contact lens fitting and up to two follow-up visits are available to you once a comprehensive eye exam has been completed.	<ul style="list-style-type: none"> Standard contact lens fitting³ Premium contact lens fitting⁴ 	Up to \$55 10% off retail price

¹ Please ask your provider for his/her recommendation as well as the available progressive brands by tier.

² Please ask your provider for his/her recommendation as well as the available anti-reflective brands by tier.

³ Standard fitting includes spherical clear lenses for conventional wear and planned replacement. Examples include but are not limited to disposable and frequent replacement.

⁴ Premium fitting includes all lens designs, materials and specialty fittings other than standard contact lenses. Examples include but are not limited to toric and multifocal.

Cannot be combined with any other offer. Discounts are subject to change without notice. Discounts are not covered benefits under your vision plan and will not be listed in your certificate of coverage. Discounts will be offered from in-network providers except where State law prevents discounting of products and services that are not covered benefits under this plan. Discounts on frames will not apply if the manufacturer has imposed a no discount on sales at retail and independent provider locations. Some of our in-network providers include:

INDEPENDENT
PROVIDER
NETWORK



LENSCRAFTERS

PEARLE
VISION

OPTICAL

Online stores:

GLASSES contactsdirect
glasses.com contactsdirect.com

1800contacts
1800contacts.com

LENSCRAFTERS
lenscrafters.com

OPTICAL
targetoptical.com

Ray-Ban
ray-ban.com/insurance

Savings on items like additional eyewear after your benefits have been used, non-prescription sunglasses, hearing aids and even LASIK laser vision correction surgery are available through a variety of vendors. Just log in at anthem.com, select discounts, then Vision, Hearing & Dental. * Discounts cannot be used in conjunction with your covered benefits.

OUT-OF-NETWORK

If you choose to receive covered services or purchase covered eyewear from an out-of-network provider, network discounts will not apply and you will be responsible for payment of services and/or eyewear materials at the time of service. Please complete an out-of-network claim form and submit it along with your itemized receipt to the fax number, email address, or mailing address below. To download a claim form, log in at anthem.com, or from the home page menu under Support select Forms, click Change State to choose your state, and then scroll down to Claims and select the Blue View Vision Out-of-Network Claim Form. You may instead call member services at 1-866-723-0515 to request a claim form.

TO FAX: 866-293-7373
 TO EMAIL: oonclaims@eyewearspecialoffers.com
 TO MAIL: Blue View Vision
 Attn: OON Claims
 P.O. Box 8504
 Mason, OH 45040-7111

Get Help in Your Language

Curious to know what all this says? We would be too. Here's the English version:

You have the right to get this information and help in your language for free. Call the Member Services number on your ID card for help. (TTY/TDD: 711)

Separate from our language assistance program, we make documents available in alternate formats for members with visual impairments. If you need a copy of this document in an alternate format, please call the customer service telephone number on the back of your ID card.

Spanish

Tiene el derecho de obtener esta información y ayuda en su idioma en forma gratuita. Llame al número de Servicios para Miembros que figura en su tarjeta de identificación para obtener ayuda. (TTY/TDD: 711)

Albanian

Keni të drejtën të merrni falas ndihmë dhe informacion në gjuhën tuaj. Për ndihmë, telefononi numrin e shërbimeve për anëtarët, të shënuar në kartën tuaj ID. (TTY/TDD: 711)

Arabic

يحق لك الحصول على هذه المعلومات والمساعدة بلغتك مجانًا. اتصل برقم خدمات الأعضاء الموجود على بطاقة التعريف الخاصة بك للمساعدة (TTY/TDD: 711).

Chinese

您有權使用您的語言免費獲得該資訊和協助。請撥打您的 ID 卡上的成員服務號碼尋求協助。(TTY/TDD: 711)

French

Vous avez le droit d'accéder gratuitement à ces informations et à une aide dans votre langue. Pour cela, veuillez appeler le numéro des Services destinés aux membres qui figure sur votre carte d'identification. (TTY/TDD: 711)

Greek

Έχετε το δικαίωμα να λάβετε αυτές τις πληροφορίες και αυτήν τη βοήθεια στη γλώσσα σας δωρεάν. Καλέστε τον αριθμό του Τμήματος Υπηρεσιών Μέλους (Member Services) που αναγράφεται στην ταυτότητά σας (ID card) για βοήθεια. (TTY/TDD: 711)

Haitian

Ou gen dwa pou resevwa enfòmasyon sa a ak asistans nan lang ou pou gratis. Rele nimewo Manm Sèvis la ki sou kat idantifikasyon ou a pou jwenn èd. (TTY/TDD: 711)

Hindi

आपके पास यह जानकारी और मदद अपनी भाषा में मुफ्त में प्राप्त करने का अधिकार है। मदद के लिए अपने ID कार्ड पर सदस्य सेवाएँ नंबर पर कॉल करें। (TTY/TDD: 711)

Italian

Ha il diritto di ricevere queste informazioni ed eventuale assistenza nella sua lingua senza alcun costo aggiuntivo. Per assistenza, chiami il numero dedicato ai Servizi per i membri riportato sul suo libretto. (TTY/TDD: 711)

Korean

귀하에게는 무료로 이 정보를 얻고 귀하의 언어로 도움을 받을 권리가 있습니다. 도움을 얻으려면 귀하의 ID 카드에 있는 회원 서비스 번호로 전화하십시오. (TTY/TDD: 711)

Polish

Masz prawo do bezpłatnego otrzymania niniejszych informacji oraz uzyskania pomocy w swoim języku. W tym celu skontaktuj się z Działem Obsługi Klienta pod numerem telefonu podanym na karcie identyfikacyjnej. (TTY/TDD: 711)

Portuguese-Europe

Tem o direito de receber gratuitamente estas informações e ajuda no seu idioma. Ligue para o número dos Serviços para Membros indicado no seu cartão de identificação para obter ajuda. (TTY/TDD: 711)

Russian

Вы имеете право получить данную информацию и помощь на вашем языке бесплатно. Для получения помощи звоните в отдел обслуживания участников по номеру, указанному на вашей идентификационной карте. (TTY/TDD: 711)

Tagalog

May karapatan kayong makuha ang impormasyon at tulong na ito sa ginagamit ninyong wika nang walang bayad. Tumawag sa numero ng Member Services na nasa inyong ID card para sa tulong. (TTY/TDD: 711)

Vietnamese

Quý vị có quyền nhận miễn phí thông tin này và sự trợ giúp bằng ngôn ngữ của quý vị. Hãy gọi cho số Dịch Vụ Thành Viên trên thẻ ID của quý vị để được giúp đỡ. (TTY/TDD: 711)

It's important we treat you fairly

That's why we follow federal civil rights laws in our health programs and activities. We don't discriminate, exclude people, or treat them differently on the basis of race, color, national origin, sex, age or disability. For people with disabilities, we offer free aids and services. For people whose primary language isn't English, we offer free language assistance services through interpreters and other written languages. Interested in these services? Call the Member Services number on your ID card for help (TTY/TDD: 711). If you think we failed to offer these services or discriminated based on race, color, national origin, age, disability, or sex, you can file a complaint, also known as a grievance. You can file a complaint with our Compliance Coordinator in writing to Compliance Coordinator, P.O. Box 27401, Mail Drop VA2002-N160, Richmond, VA 23279. Or you can file a complaint with the U.S. Department of Health and Human Services, Office for Civil Rights at 200 Independence Avenue, SW; Room 509F, HHH Building; Washington, D.C. 20201 or by calling 1-800-368-1019 (TDD: 1-800-537-7697) or online at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>. Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.