

COLLECTIVE BARGAINING AGREEMENT

between

EAST HAMPTON BOARD OF EDUCATION

and

**MUNICIPAL EMPLOYEES UNION INDEPENDENT
LOCAL 506, SEIU, AFL-CIO**

for

SCHOOL NURSES

JULY 1, 2021- JUNE 30, 2024

TABLE OF CONTENTS

Preamble.....1

Article 1 Recognition1

Article 2 Union Security1

Article 3 Hours of Work and Overtime3

Article 4 Payment for Services3

Article 5 Payroll Deductions.....3

Article 6 Seniority.....4

Article 7 Probationary Period.....4

Article 8 Vacancy4

Article 9 Layoff, Recall & Reduction of Hours.....5

Article 10 Leave Provisions5

Article 11 Pregnancy Leave7

Article 12 Insurance and Pension Benefits7

Article 13 Disciplinary Action10

Article 14 Grievance Procedure10

Article 15 Personnel Records.....12

Article 16 Employee Expenses13

Article 17 Job Descriptions.....13

Article 18 Professional Development13

Article 19 Longevity14

Article 20 Extended Work Year.....14

Article 21 Savings Clause.....14

Article 22 Wages.....15

Article 23 Duration15

Preamble

The 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 1 Recognition

1. The Board recognizes the Union as the exclusive bargaining agent for the purposes of bargaining over hours, wages and all other conditions of employment for all full-time building, registered nurses employed by the Board who are in charge of the general school population.
2. It is recognized that the Board has and continues to retain, whether exercised or not, the sole unquestioned right, responsibility and prerogative to direct the operation of the East Hampton school system in all aspects. Such operation shall include the right to establish policies, practices and procedures for the conduct of Board business, and from time to time, to change and abolish such policies, practices or procedures.
3. The Board's right, responsibility and prerogative are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of the specific terms and provisions of this agreement. All past practices and understandings between the parties are void and of no force and effect unless specifically incorporated herein.

Article 2 Union Security

1. During the terms of this contract or extension thereof, all employees in the collective bargaining unit may elect either 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.
2. The deduction of Union dues for any month shall be made 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 remittances to the Union will be accompanied by a list of names of employees from whose wages dues deductions have been made. 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

3. No dues will be deducted from an employee on sick leave who has exhausted her/his accumulated sick leave or while collecting Workers' Compensation.
4. 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.
5. The Board shall post a copy of the contract by making it available on the Board's website within thirty (30) days after the signing of this Agreement.
6. Union representatives and stewards shall be permitted to enter any of the schools with approval of the building principal for the purpose of discussing, processing, or investigating grievances or fulfilling the Union's role as bargaining agent as long as school operations, including the flow of work with the building, are not disrupted.
7. The Board shall provide space on a bulletin board in each building under its supervision in which a member of the bargaining unit works.
9. Upon request through the principal in a timely manner, the Union will have the right to use school buildings at reasonable times at no cost as long as school operations are not disrupted and the health and safety of the students and staff are not placed at risk.

Article 3
Hours of Work and Overtime

1. The work schedule for nurses shall be Monday through Friday, seven (7) hours and twenty (20) minutes per day, one hundred and eighty-five (185) days per year.
2. Employees shall be notified of schedule changes or transfer between work sites at least two (2) weeks in advance, subject to unexpected events.
3. All assigned work for field trips, flu clinics, Board-sponsored vaccination clinics, and other activities beyond normal school functions in excess of eight (8) hours in one day will be paid at time and one half.

Article 4
Payment for Services

1. All employees shall be paid on a biweekly basis on the same day of every other week. In the event the scheduled payday falls on a holiday or other non-work day, paychecks shall be distributed on the workday immediately preceding the scheduled payday.
2. Employees (10-month) shall have the option of receiving their paychecks in the following manner:
 - a. yearly salary divided by twenty-two (22) pay dates
 - b. balloon check - yearly salary divided by 26 with last 4 checks paid in one balloon check, separate from the last paycheck.

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 on the same day of every other week.

Article 5
Payroll Deductions

1. In addition to those payroll deductions required by law, the following agencies are eligible for payroll deductions:
 - a. Insurance premium (if any),
 - b. Union dues or fees,
 - c. Disability insurance,
 - d. Tax Sheltered Annuity plans,
 - e. Credit Union,

- f. Town Pension plan,
- g. United Way, and
- h. Health Savings Account

Article 6 Seniority

1. Seniority shall be defined as status for specific purposes based on an employee's uninterrupted service with the Board, from date of last hire including all authorized paid leave providing the employee returns to work immediately at the conclusion of such leave.
2. The Board shall prepare a list of all employees covered by this Agreement showing their seniority and length of service with the Board and deliver the same to the Union office on October 1 of each year.
3. Seniority shall not be broken by any authorized leave, but seniority will not accrue during an unpaid leave. Seniority shall be held in abeyance during a period of layoff. Seniority will accrue while an employee is receiving Worker's Compensation benefits.

Article 7 Probationary Period

1. All newly hired employees shall serve a ninety (90) school-day probationary period. During such probationary period, newly hired employees may be discharged without recourse to the grievance procedure.
2. Seniority shall accrue from the date of hire if the probationary period is successfully completed.

Article 8 Vacancy

1. Job vacancy is defined as an opening brought about by death, retirement, resignation, dismissal or the creation of a new position that the Board intends to fill on a permanent basis.
2. All job openings covered by this Agreement shall be posted within five (5) working days of the vacancy so created. Postings shall be in each school and at the office of the Board for five (5) working days and the Union shall be notified of the vacancy by e-mail.

3. Employees desiring to transfer to a vacancy shall file a desire to transfer in writing within the posted time limit.
4. Vacancies shall be filled in one of the following ways:
 - a. by transfer of employees within the bargaining unit;
 - b. by qualified new applicants.
5. In filling vacancies, consideration shall first be given to the present staff on the basis of seniority.

An employee with a transfer request on file may be considered first to fill a vacancy.

6. When an employee is temporarily retained in a vacancy or new position for a period of thirty (30) calendar days, she/he will be considered during the selection process for permanent retention in the position.

Article 9 Layoff, Recall & Reduction of Hours

1. No employee shall be laid off as a result of contracting out bargaining unit work.
2. In the event of a layoff or reduction of work hours, the employee affected shall be allowed to bump the least senior employee in the bargaining unit provided the replacing employee has more overall seniority than the employee she/he replaces.
3. A laid off individual's name shall be placed on a recall list for a period of two (2) calendar years, subject to recall in order of seniority (from highest to lowest).
4. All laid off employees shall be given four (4) weeks notice prior to layoff. Prior to any layoff taking place, the Superintendent shall meet with the Union to discuss any possible alternatives to the layoffs being implemented.

Article 10 Leave Provisions

1. All employees shall receive sick leave with full pay for fifteen (15) working days per year with an accumulation of one hundred sixty-five (165) days of unused sick leave. Each employee shall be notified in writing of her/his accumulated sick leave by November of each year. Sick leave may be used in increments of half or full days.

2. Each nurse shall receive a total of five (5) personal leave days per year. Personal leave days may be used in increments of half or full days. These days may be taken only for business that cannot otherwise be transacted or scheduled outside school hours but is necessary to be performed on a work day. Advance notice of the personal leave day shall be given to the immediate supervisor as soon as possible.
3. Personal days may not be taken just prior to or the day after a paid school holiday. In the case of extenuating circumstances, personal leave time may be used in conjunction with other leave with the approval of the Superintendent of Schools.
4. The Superintendent of Schools may grant additional personal days and extend the maximum allowance of personal days per year after all days have been used or are about to be used.
5. Military Leave shall be granted in accordance with Connecticut State Statute and the Federal Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA).
6. 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. Employees who are dismissed from jury duty during the first half of their workday shall return to work. Employees are encouraged to exercise their option to initially postpone jury duty to the summer non-school months.
7. 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 Board. An employee may also request a leave of absence with position held for other reasons subject to the Board's approval. Upon written request by an employee for continuation of paid insurance coverage, the Board will consider and act upon such request based on the reasons given for the request or leave of absence.
8. 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 her/his duties. The Board shall cover all employees with Workers' Compensation insurance that pays an eligible employee a percentage of her/his earnings during the period of absence.

The difference between her/his Workers' Compensation and her/his current 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 her/his sick leave pay while awaiting Workers' Compensation payments. When the Compensation check is paid, it will be sent to the Board who will audit the time and make the necessary adjustments.

Article 11 Pregnancy Leave

Pregnancy disability leave shall be granted in accordance with law.

Article 12 Insurance and Pension Benefits

1. Bargaining unit employees may participate in health and dental insurance plans provided by the Board of Education as set forth in this Article.
2. Subject to law, including the rules and regulations of the Internal Revenue Service, 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.
3. 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.
4. 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, in order to provide insurance coverage as set forth in this Article, provided that the plans which result from change in carriers or third-party administrators are substantially equivalent to the HDHP/HSA plan set forth in the parties' 2018-2021 collective bargaining agreement 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.

5. Employees hired on or before June 30, 2018 and presently enrolled in such plan shall continue to be eligible to participate in the Master Pension Plan of the Town of East Hampton.

Employees hired or after July 1, 2018 and those employees hired on or before June 30, 2018 who are not enrolled in the Master Pension Plan of the Town of East Hampton as of June 30, 2018 shall 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. Employees hired on or after July 1, 2018 shall receive Plan information upon hire. Such employees hired on or after July 1, 2018 shall not be eligible for participation in any other pension or retirement plan.

The Board shall notify the Union of anticipated changes to the Master Pension Plan or the Money Purchase Plan & Trust retirement plan as it becomes aware of such anticipated changes. This provision of the Agreement is included for informational purposes only and shall not be subject to the grievance procedure.

6. As of May 1, 2017 the only medical, Rx and dental insurance plan offered by the Board shall be the Connecticut State Partnership Plan 2.0 ("SP2.0"). The administration of the SP2.0, including open enrollment, beneficiary eligibility and changes, and other administration provisions shall be as established by the SP2.0.
7. The premium cost share percentages for medical and Rx benefits and associated administrative fees under the SP2.0 shall be as follows:
 - Effective July 1, 2021, eligible employees shall pay 19% of the premium cost share for medical and Rx coverage.
 - Effective July 1, 2022, eligible employees shall pay 19.5% of the premium cost share for medical and Rx coverage.
 - Effective July 1, 2023, eligible employees shall pay 20.5% of the premium cost share for medical and Rx coverage.
8. Effective July 1, 2021, eligible employees shall pay 13% of the premium cost share for dental coverage and associated administrative fees under the SP2.0. The SP2.0 Plan 5 shall be offered.

9. Premium rates for single, employee + one and family coverage will be established by the State of Connecticut for the relevant periods, and shall be inclusive of medical, Rx, dental and all administrative fees.
10. SP2.0 design and co-payments shall be as specified in the attached medical, Rx and dental benefit summary documents, attached hereto as Appendix A. In the event that the SP2.0 design or co-payment structure is amended any subsequent SP 2.0 summary document shall supersede Appendix A.
11. The SP2.0 Cigna Vision Rider (lenses and frames) will be offered. However, medical based vision issues and checkups are provided through SP2.0. Premium cost-sharing percentages for vision coverage will be at the same percentage rates as premium cost-sharing for medical and Rx coverage as set-forth above.
12. The Board shall retain its rights under Section 4 of this Article to change insurance plans or carriers (including a change in third-party administrators) in whole or in part, provided that the change in plans, carrier or third-party administrator is substantially equivalent to the HDHP/I plan as set forth in the parties' 2018-2021 collective bargaining agreement in terms of coverage, benefits, and administration. Such HDHP/I plan shall be the baseline for determining whether any change to plan, carrier or third-party administrator results in a change that is not substantially equivalent to the HDHP/I plan offering as set forth above in the parties' 2018-2021 collective bargaining agreement. The Board will not be required to use the SP2.0 as such baseline.
13. In the event SP2.0 is amended by the State, such amendments shall be in full force and effect for the term of the collective bargaining agreement, without the necessity of any action by either the Board or the Union, but shall not limit or curtail the Board's rights to leave SP2.0 for a substantially equivalent plan as set forth above in Section 4 of this Article.
14. The SP2.0 contains a Health Enhancement Plan ("HEP") component. All employees participating in the SP2.0 will be required to join the HEP and will be subject to its terms and provisions. Details of the HEP are addressed in the HEP program description as set forth in Appendix A.
15. Participation in the SP2.0 and the HEP are conditioned upon the employee completing and submitting necessary enrollment forms (written or electronic as determined by the administrator) during the specified enrollment period, and also

signing an authorization for the deductions of premium cost shares through payroll deductions.

16. In the event SP2.0 Plan administrators impose HEP non-participation or non-compliance premium cost share increases or deductibles (including individual and family deductibles), those sums shall be paid in their entirety by the non-participating or non-compliant employee. No portion or percentage of such premium cost increase or deductible shall be paid by the Board. Non-HEP compliant premium cost increases shall be implemented through payroll deduction, and non-HEP compliant annual deductibles shall be implemented through claims administration. Notwithstanding the above, any amendments to the terms of the HEP shall be applicable to employees participating in the SP2.0.
17. If the total cost of the SP2.0 plan offered pursuant to this agreement triggers an excise tax under the Patient Protection and Affordable Care Act (Internal Revenue Code Section 4980I), or any local, state or federal statute or regulation, or the Board reasonably anticipates that such a tax will apply for a future coverage period, the Board shall have discretion to reopen negotiations with respect to health insurance plan design and funding, premium cost share and/or introduction of an additional optional or alternative health insurance plan.

Article 13 Disciplinary Action

1. No nurse shall be disciplined without reasonable and just cause. This provision shall not apply to termination, transfers or assignment.
2. The Board shall send copies of notices of such disciplinary action to the Union, unless an employee objects, in writing, to the Union.
3. Written reasons for all suspensions and discharges must be given to the employee at the time of suspension or discharge, except in cases of emergency suspension or discharge, in which case written reasons will be supplied as soon as possible.

Article 14 Grievance Procedure

1. The purpose of this procedure is to secure, at the lowest possible administrative level, solutions to grievances regarding misapplication and misinterpretation of the contract agreement.

2. "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 this Agreement have been violated or, that there has been a misinterpretation or misapplication of this Agreement. "Grievant" shall mean the Union, any member of the bargaining unit or a group of bargaining unit members similarly affected by a grievance, seeking recourse under the terms of this Article. "Days" shall mean days when school is in session, except during summer recess when days shall be business days.
3. If a grievance is not filed, in writing at Step II, within twenty (20) working days after the grievant knows 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.

The time limits specified within this Article, except for the initial filing, may be extended by mutual agreement of the Union and the Board 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.

Failure by an administrator or the Board to hold a meeting or render his/her/its 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.

In case of dismissal, suspension, and demotion, the grievance shall be submitted directly to Step III.

4. **Step I - School Principal.** If an employee feels that she/he may have a grievance, she/he and/or her/his Union Steward or Representative may first discuss the matter with her/his principal or other appropriate administrator in an effort to resolve the problem informally. If unable to do so, it may be submitted to the next step by stating the grievance in writing and giving a copy to the building principal.

Step II - Director of Support Services. The Director of Support Services shall meet and answer the grievance in writing within ten (10) days of receipt.

Step III - Superintendent of Schools. If the grievant is not satisfied with the Step II answer, the grievance may be submitted within five (5) days of receipt of that answer to the Superintendent who shall meet and answer the grievance in writing within ten (10) working days.

Step IV - Board of Education. If the grievant is not satisfied with the Step III answer, the grievance may be submitted within seven (7) days of receipt of that answer to the Board which shall meet or appoint a committee to meet and answer the grievance in writing within thirty (30) days of receipt of the grievance.

Step V - Mediation. If the grievance is not resolved to the satisfaction of the Union, the Union may submit the matter to a mediator appointed by the State Board of Mediation and Arbitration for the purpose of helping to resolve the grievance within ten (10) days after receipt of the Step IV answer. A copy shall be sent to all parties. The Union may bypass this Step and process the grievance directly to Step VI within ten (10) days after receipt of the Step IV answer.

Step VI - Arbitration. If the grievance is processed to Step V and is not resolved to the Union's satisfaction, or, when Step V is bypassed, the Union may at its option submit the grievance for arbitration within fourteen (14) days after the mediation session or, when mediation is bypassed, within fourteen (14) days of receipt of the Step IV answer. The submission of the grievance shall state the provision of the contract allegedly violated and the remedy sought. Grievances shall be submitted to the American Arbitration Association (AAA) in accordance with applicable AAA rules.

The arbitrator designated shall hear and decide only one (1) grievance at a time. The arbitrator shall have no power to add to, subtract from, alter or modify this Agreement. The arbitrator shall render his/her decision in accordance with AAA rules. The decision of the arbitrator shall be final and binding. The cost of the arbitrator and court reporter shall be borne equally by the parties.

Article 15 Personnel Records

1. An employee covered hereunder shall, upon request, be permitted to examine and copy any and all materials in her/his personnel file. The Union may have access to any employee's records upon presentation of written authorization of the said employee.
2. No new, derogatory material shall be placed in an employee's personnel file unless she/he 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 (upon the employee's request) shall have the opportunity to explain and/or rebut materials contained in her/his file.

Article 16 Employee Expenses

Nurses 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 her/his car, except between school job assignments, for training or professional development activities within the district or during an extreme emergency. Employees will not be obligated to use their cars to transport children.

Article 17 Job Descriptions

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

Article 18 Professional Development

1. Time for participation in educational institutes, seminars (e.g., First Aid, CPR), workshops or meetings which will improve the individual's on-the-job performance may be granted by the Superintendent. Upon the written approval of the Superintendent, the Board will reimburse the individual the cost of participation in educational institutes, seminars, workshops or meetings. Employees will be reimbursed for all approved professional development activities (even if taken during the summer).
2. If a nurse is required by the Superintendent to attend a professional training course designed to improve her/his job performance and promote professional growth, the Board shall pay the full cost (in advance) of said course, as well as all supplies, books, etc. that are required. Attendance during the regular work day shall result in no loss of pay. Attendance outside the regular work day shall be compensated at the regular per diem rate of pay. The Superintendent may grant the employee early dismissal from work with no loss of pay.
3. The Board shall reimburse each nurse up to \$150 each year for membership dues in a related professional organization approved by the administration.
4. Employees will be reimbursed up to \$150 per year for professional expenses (including Connecticut licensing renewal fees).

Article 19
Longevity

1. Employees hired on or before June 30, 2020 shall be eligible for longevity compensation as set forth in this section. Employees hired on or after July 1, 2020 shall not be eligible for longevity compensation.
2. Each year, longevity payments shall be awarded to employees based on years of completed employment service with the Board as of November 1 of that year. Longevity payments shall be made based on the following schedule:

5 years of completed service	\$500.00
10 years of completed service	\$650.00
15 years of completed service	\$800.00
20 years of completed service	\$950.00
25 years of completed service	\$1075.00

2. 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 their pension benefits.

Article 20
Extended Work Year

For all days worked beyond the regular work year, a nurse shall be paid pro rata at one and one-half of her/his per diem rate, provided that all such days must be pre-approved by the Superintendent of Schools or designee.

Article 21
Savings Clause

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 they would have 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 22
Wages

1. The salary schedule for school nurses shall be:

	2021-22	2022-23	2023-24
Step 1, 0-4 years	\$51,346.00	\$53,146.00	\$54,209.00
Step 2, 5-8 years	\$52,501.00	\$54,342.00	\$55,429.00
Step 3, 9-13 years	\$53,683.00	\$55,564.00	\$56,676.00
Step 4, 14+ years	\$55,696.00	\$57,649.00	\$58,801.00

2. The Superintendent shall determine step placement of new hires based upon years of verified nursing experience.
4. The Nursing Supervisor shall receive an annual stipend of \$4,000 per school year. Such stipend shall be applied as salary or paid each year in one installment, no later than January 1, whichever the Nursing Supervisor elects.

Article 23
Duration

1. This Agreement shall be effective as of the first day of July 2021 and remain in full force and effect until the thirtieth day of June 2024. This Agreement shall remain in full force and be effective during the period of negotiations.
2. Either party may notify the other 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 February 1, 2024.

[SIGNATURE PAGE FOLLOWS]

East Hampton Board of Education

By: _____

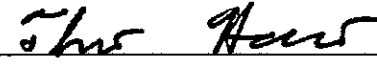


Date: _____

8-23-21

Municipal Employees Union Independent

By: _____



Date: _____

8-26-21

CONNECTICUT PARTNERSHIP PLAN



A Great Opportunity for Very Valuable Healthcare Coverage

Welcome to the Connecticut (CT) Partnership Plan—a low-/no-deductible Point of Service (POS) plan now available to you (and your eligible dependents up to age 26) and other non-state public employees who work for municipalities, boards of education, quasi-public agencies, and public libraries.

The CT Partnership Plan is the same POS plan currently offered to State of Connecticut employees. You get the same great healthcare benefits that state employees get, including \$15 in-network office visits (average actual cost in CT: \$150), free preventive care, and \$5 or \$10 generic drug copays for your maintenance drugs. You can see any provider (e.g., doctors, hospitals, other medical facilities) you want—in- or out-of-network. But, when you see in-network providers, you pay less. That's because they contract with Anthem Blue Cross and Blue Shield (Anthem)—the plan's administrator—to charge lower rates for their services. You have access to Anthem's State Bluecare POS network in Connecticut, and access to doctors and hospitals across the country through the BlueCard® program.*

When you join the CT Partnership Plan, the state's Health Enhancement Program (HEP) is included. HEP encourages you to get preventive care screenings, routine wellness visits, and chronic disease education and counseling. When you remain compliant with the specific HEP requirements on page 5, you get to keep the financial incentives of the HEP program!

Look inside for a summary of medical benefits, and visit www.anthem.com/statect to find out if your doctor, hospital or other medical provider is in Anthem's network. Information about the dental plan offered where you work, and the amount you'll pay for healthcare and dental coverage, will be provided by your employer.

*Source: Healthcare Bluebook: healthcarebluebook.com



BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Preventive Care (Including adult and well-child exams and immunizations, routine gynecologist visits, mammograms, colonoscopy)	\$0	20% of allowable UCR* charges
Annual Deductible (amount you pay before the Plan starts paying benefits)	Individual: \$350 Family: \$350 per member (\$1,400 maximum) <i>Waived for HEP-compliant members</i>	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay <i>after</i> you meet the Plan's annual deductible)	Not applicable	20% of allowable UCR* charges
Annual Out-of-Pocket Maximum (amount you pay before the Plan pays 100% of allowable/UCR* charges)	Individual: \$2,000 Family: 4,000	Individual: \$2,300 (includes deductible) Family: \$4,900 (includes deductible)
Primary Care Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Specialist Office Visits	\$15 copay (\$0 copay for Preferred Providers)	20% of allowable UCR* charges
Urgent Care & Walk-In Center Visits	\$15 copay	20% of allowable UCR* charges
Acupuncture (20 visits per year)	\$15 copay	20% of allowable UCR* charges
Chiropractic Care	\$0 copay	20% of allowable UCR* charges
Diagnostic Labs and X-Rays ¹ ** High Cost Testing (MRI, CAT, etc.)	\$0 copay (your doctor will need to get prior authorization for high-cost testing)	20% of allowable UCR* charges (you will need to get prior authorization for high-cost testing)
Durable Medical Equipment	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)

¹ IN NETWORK: Within your carrier's immediate service area, no co-pay for preferred facility. 20% cost share at non-preferred facility. Outside your carrier's immediate service area: no co-pay.

¹ OUT OF NETWORK: Within your carrier's immediate service area, deductible plus 40% coinsurance. Outside of carrier's immediate service area: deductible plus 20% coinsurance.