

AGREEMENT BETWEEN

THE
EAST WINDSOR
BOARD OF EDUCATION

AND

THE
EAST WINDSOR ADMINISTRATORS'
ASSOCIATION

Covering the Period
July 1, 2025 to June 30, 2028

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ARTICLE I
RECOGNITION

- 1.1 EWAA-Exclusive Representative. Subject to and in accordance with the law, the Board recognizes that East Windsor Administrators' Association for purposes of professional negotiation as the exclusive representative of the Administrators' Association as defined by the General Statutes of Connecticut consisting of all Professional employees of the Board other than substitutes who are employed in position requiring intermediate administrator of supervisory certificate or the equivalent thereof and who are not excluded by Section 10-153b to 10-153f of the General Statutes of Connecticut, (hereinafter referred to as "administrators") pursuant to and with all the rights and privileges as provided by law.

ARTICLE II
SABBATICAL LEAVE

Administrators who have served for ten (10) years may, upon the recommendation of the Superintendent and with approval of the Board, be granted leave of absence for study or travel upon the following conditions:

- 2.1 Applicants must file with the Superintendent of Schools a statement of the definite purpose for which such leave of absence is desired. In case of sabbatical leave for study, this statement must include the institution at which the individual is to study and the courses to be pursued. In case of sabbatical leave for travel, a plan of the travels must be submitted, stating specific objectives which are to be sought, through such travel, and indicating the school system or institute which will be studied.
- 2.2 Applicants must file with the Board a written agreement to remain in the service of the Board for two (2) years after the expiration of such leave. In the event the Administrator does not return to work when sabbatical expires or does not complete two years following sabbatical leave, the Administrator will be required to reimburse the East Windsor Board of Education for contributions to the plan made on their behalf prorated for the unexpired portion of the two (2) year period.
- 2.3 Such leave shall not be granted for less than one (1) full semester nor more than one (1) year. Administrators taking leave shall not be eligible for such leave again until ten (10) years have expired after return.
- 2.4 At any time not more than one (1) administrator regularly employed shall be on leave of absence. In case the number of applications shall exceed one (1), selection shall be made in accordance with the following principles:

- a. Length of service; preference being given to those longest in the service
 - b. Distribution of schools, care being taken that the number from any school shall not be comparatively excessive
 - c. Nature of service, provision being made that the benefits of such leave of absence shall be distributed as fairly as possible among all elementary, secondary, and supervisory positions.
- 2.5 An administrator on sabbatical leave will receive no salary for that period of time. During the period of the leave, the Board will pay for the cost of health insurance as specified in Article VIII.
- 2.6 Regular annual salary increments shall be given for the time on leave, the same as for regular services in the school.
- 2.7 Applications for such leave of absence for any school year shall be acted on by the Board of Education at its first regular meeting in January of the preceding year. Deviations from the above may be recommended by the Superintendent.
- 2.8 An Administrator who has been granted sabbatical leave shall return to the administrative position in which he/she was employed when the leave became effective or to a comparable administrative assignment in status and pay, unless mutually agreed otherwise.

ARTICLE III
LEAVE OF ABSENCE

- 3.1 Administrators may be absent without the loss of pay (time not chargeable to sick leave) because of, but not limited to, the following reasons:
- a. Death in the immediate family - up to five (5) days per occurrence.
 - b. Special requests other than immediate family, may be granted at the Superintendent's discretion.
 - c. Definition of "immediate family" includes:

Husband	Father-in-law
Wife	Sister
Domestic Partner	Brother
Children	Sister-in-law
Mother	Brother-in-law
Father	Grandmother
Mother-in-law	Grandfather

Any other person who is domiciled in such Administrator's house

- 3.2 Each 12 month administrator shall receive leave of absence with full pay for sickness at the rate of eighteen (18) days per year. These days are accumulative to two hundred fifteen (215) days.
- 3.3 Each 10-month Administrator shall receive leave of absence with full pay for sickness at the rate of fifteen (15) days per year. These days are accumulative to two hundred (200) days.
- 3.4 Subject to the approval of the Superintendent, one (1) Administrator shall be allowed to attend a national professional meeting each year.
- 3.5 In the event of a catastrophic illness, special consideration or extension of sick leave may be given by application to the Board of Education.
- 3.6 Association Leave. If negotiation meetings between the Board and the Association are scheduled during normal working hours of a school day, not more than two (2) representatives of the Association shall be relieved from all regular duties without loss of pay, as necessary, in order to permit their attendance at such meetings.
- 3.7 Parenthood Leave. When an Administrator has been on parenthood leave, upon return to duties, the Administrator shall be assigned to his/her original position or to another professional position, if one is available, consistent with the Administrator's certification and qualifications.

ARTICLE IV
PERSONAL BUSINESS

- 4.1 In the event an Administrator has personal business which cannot be transacted other than during the school day, an annual maximum of three (3) days of leave will be granted at full pay. Such days may be taken on a half-day basis.
- 4.2 Such leave is not cumulative from year to year.
- 4.3 In order to use personal leave days, the Administrator must submit his/her request to the Superintendent for approval at least forty-eight (48) hours prior to taking the leave, where possible.
- 4.4 In the event an administrator needs leave for the observance of a religious holy day, the Superintendent shall grant the administrator up to two and one half (2 ½) personal days, provided that the request or approval is submitted at least five (5) school days prior to the date of the leave.

- 4.5 Personal leave may be used to extend periods or holidays with prior notice to the Superintendent or his/her designee so long as the holiday does not land on a day school is in session.

ARTICLE V
EMERGENCY LEAVE

- 5.1 In cases of emergency which must be attended to during the school day, an annual maximum of one (1) day of leave will be granted at full pay.
- 5.2 Such leave is not cumulative.
- 5.3 Prior notification to the Superintendent is required where applicable.

ARTICLE VI
RETIREMENT/SEPARATION OF SERVICE

- 6.1 An administrator who intends to terminate his/her individual contract must give at least thirty (30) days written notice.
- 6.2 Upon the retirement or impending retirement of the administrator who has served in the school system for at least ten (10) consecutive years, he/she will elect one of the following options:
- a. Subject to any restrictions or limitations imposed by the State Teachers' Retirement Board or other agencies, if the Administrator gives one year's prior written notice of his/her retirement, he/she shall receive additional salary in the last year of his/her employment equal to the amount equivalent to one (1) day's compensation established by the Administrator's current daily wage at the time of written notification for each year of service to the town of East Windsor provided the Administrator has served a minimum of ten (10) years in the East Windsor School System.
 - b. The amount above set forth may be made payable to a Section 403(b) plan at the administrator's discretion. Over a one (1) to five (5) year payment schedule, except as otherwise provided by law.
- 6.3 If the retiring administrator does not receive the benefits listed above in 6.2, the Board will pay fifty dollars (\$50.00) per year for each year in the system provided the Administrator has served a minimum of ten (10) years in the system without interruption. In the event of retirement, the Administrator who has served a minimum of fifteen (15) years in the system without interruption will receive one hundred twenty-five dollars (\$125) per year for each year

of service. Military, maternity, and sabbatical leave will not be considered an interruption in service. Payment will be made upon verification of eligibility of the state retirement benefits in the case of the administrator's retirement from the Connecticut State Teachers' System. Payments shall be made at the time of severance.

- 6.4 Any Administrator who retires from the Connecticut Teachers' Retirement System shall be entitled to purchase any health insurance plan in force at the time of retirement.

ARTICLE VII

FRINGE BENEFITS

- 7.1 In each year of the contract, the Board shall offer employees one (1) option for health insurance, which is a Point of Service Plan (POS) offered by the State of Connecticut's State Partnership 2.0 Plan ("Partnership Plan"), including the State vision plan rider at no additional cost to employees. Summaries are attached in Appendix A and E, detailing a comprehensive listing of benefits for health and vision guaranteed to teachers (including dependent coverage to age 26). The Board will pay the following cost of the annual premium cost share for employees:

- a. The Board shall pay:
 - 78.5% of the cost of the health plan for full time employees, their spouses, and dependent children for the 2025-2026 school year.
 - 78% of the cost of the health plan for full-time employees, their spouses, and dependent children for the 2026-2027 school year.
 - 77.5% of the cost of the health plan for full-time employees, their spouses, and dependent children for the 2027-2028 school year.
- b. The Board will pay the pro rata portion of the above amounts for the health insurance for part-time employees, their spouses, and dependent children.

The State Partnership Plan contains a Health Enhancement Plan (HEP) wellness component, a summary of which is included in Appendix B. All employees participating in the Partnership Plan are subject to the terms and provision of HEP. Within eighteen (18) months of joining the plan (or other period of time established by the Partnership Plan), all employees and dependents must meet the minimum requirements of HEP or may be subject to a non-participation or noncompliance monetary fee (NCMF) per month premium cost increase or deductible fee increase, paid by the non-participating or non-compliant employee. No portion or percentage shall be paid by the Board. NCMF per month premium cost increase shall be implemented through claims administration.

Premium rates are established by the State Partnership Plan for the relevant periods, and shall be inclusive of medical, prescription drug (RX), vision, and dental. Based on such rates, the Board and Association shall agree on a blending methodology and establish a blended rate to provide the same rate to active and retired teachers in accordance with State Statute.

7.2 In each year of the contract, the Board of Education shall offer employees two (2) dental plans through the State Partnership Plan (which shall be equal to or better than the dental options available to Board employees upon the transition to the State Partnership Plan). The Partnership Plan tracks HEP compliance for these plans. Summaries with a comprehensive listing of benefits guaranteed to administrators are attached in Appendix D and the two (2) plans are further detailed as follows:

1. State Partnership Plan (Customized) Dental Plan 1 with Rider A (“Full A”) (unlimited annual maximum, enhanced benefits as detailed in Rider A, no Orthodontia) which is outlined in Appendix D. The following annual premium cost share(s) paid by the Board and teachers shall apply.
 - a. The Board shall pay 75% of the cost of Dental Plan 1 for full-time employees, their spouses and dependent children.
 - b. The Board will pay the pro rata portion of the above amounts for dental insurance for part-time employees, their spouses, and dependent children.
2. State Partnership Plan (Customized) Dental Plan 2 with Riders A, B, C, D (“Full ABCD”) (unlimited annual maximum, enhanced benefits as detailed in Riders A, B, C, and D, \$600 Lifetime Orthodontia Max) which is outlined in Appendix D. The following annual premium cost share(s) paid by the Board and teachers shall apply:
 - a. The Board shall pay 75% of the cost of Dental Plan 1 for full time employees, their spouses, and dependent children. Employees will be responsible for paying to “buy-up” to Dental Plan 2 (paying the difference between the costs of Dental Plan 1 and Dental Plan 2).
 - b. The Board will pay the pro rata portion of the above amounts for dental insurance for part-time employees, their spouses, and dependent children. Employees will be responsible for paying to “buy-up” to Dental Plan 2 (paying the difference between the costs of Dental Plan 1 and Dental Plan 2).

The administration of the two dental plan options, including open enrollment, beneficiary eligibility and changes, and other administration provision shall be as established by the

Partnership Plan. If either dental plan is subsequently amended or modified by the State and its employee representatives, the Board and Association shall negotiate to maintain such plan(s) or the Board shall offer alternative plan(s) to maintain equal to or better level of benefits.

- 7.3 Employees shall notify the East Windsor School Business Office, in writing, of their choice for health insurance by the first day of June each year or during the district Open Enrollment Period, if later.
- 7.4 The Board and the Association agree to maintain the I.R.S. Section 125 for premium costs.
- 7.5 All administrators who retire during the term of this Agreement may participate at their own expense in a package of insurance to the extent permitted by law.
- 7.6 The Board of Education shall offer a full flex benefits plan Section 125 pre-tax premium conversion account to all administrators for the purpose of allowing administrators to meet their insurance premium share contribution and to cover medical expenses and dependent care, on a tax-free basis to the extent permitted by law. The Board shall pay the set-up fee for such account and teachers shall pay the monthly service fee.
- 7.7 During the life of this Agreement, the Board may elect to change the insurance carrier(s) or third-party administrator(s) for any of the benefits specified in this article. The base plans used for comparison would be the insurance plans in effect during the 2019-2020 Collective Bargaining Agreement for the health insurance and dental plans. For all other insurance plans, the base plans used for comparison are the insurance plans in effect as of the current collective bargaining agreement. Prior to changing carriers (or third-party administrator) under this section, the Board shall notify the President of the Association at least sixty (60) days in advance of the nature of the change and the reasons for the change, and no less than thirty (30) days in advance if agreement with the carrier has not been reached before. Any changes in carrier (or third-party administrator) must provide comparable benefits, administration and network to the members of the bargaining unit and their dependents, considering the plan as a whole. If during the thirty-day period set forth above, the parties cannot agree that this is the case, either the Board or the Association may invoke arbitration as provided under this Agreement for the purpose of determining whether the proposed change or changes will result in comparable benefits, administration and network considering the plan as a whole. Any arbitration under this clause will be final and binding as provided by the contract, preferably before an arbitrator experienced in insurance matters.
- 7.8 Any administrator in the school system prior to July 1, 2020, may elect to waive health insurance coverage and Major Medical and in lieu thereof receive a yearly sum of fifteen hundred dollars (\$1,500) for an individual plan and three thousand dollars (\$3,000) for a

family plan. Administrators who elect to make such waiver shall notify the Board in writing by July 1 of any year of this Agreement that he/she is canceling his/her participation and coverage and the participation and coverage of his/her dependent(s) in the insurance plans.

- 7.9 Any administrator who has not notified the Board in accordance with Section 7.3 of this Article, and whose insurance coverage and participation has been canceled or any administrator not now participating in the insurance plan(s) who had a change in circumstances, may apply in writing to the Board to be included in the insurance plan(s). Upon such request and subject to any regulations, restrictions or waiting periods which may be in effect by the insurance carrier, the administrator shall be reinstated.
- 7.10 Any administrator who enrolls in the insurance plan(s) in accordance with Section 8.6 above shall receive pro rata payment for those months during which he/she was not participating in or covered by the insurance plan(s) at no expense to the administrator.
- 7.11 The administrators shall be eligible to participate in a tax-sheltered annuity plan through payroll deduction.

ARTICLE VIII

SALARIES

- 8.1 The salary schedule for the period from July 1, 2025 to June 30, 2028 is set forth in Appendix A attached hereto and hereby made a part of this Agreement.
- 8.2 Twelve-month Administrators shall be paid for 29 vacation days and 14 paid holidays, prorated for administrators starting after July 1st. Ten-month administrators shall work 195 days per year.
- 8.3 The salaries set forth herein are based on a 220 day work year. The Board will not alter the work year for any member of the Association employed by the Board on July 1, 2022. The Board reserves the right to establish a 195-day work year for Assistant Principals hired after July 1, 2022. In the event of such change, the existing salary shall be divided by 220 to obtain a per diem, which shall then be multiplied by 195 to establish the new salary.
- 8.4 Assistant Principals or Special Ed Supervisor who are assigned 10 months (195 to 205 workdays) shall be permitted to utilize time off (non-working days) during the school year in order to provide coverage for Principals' or Director of Special Education's summer vacations and assist them with summer duties.
- 8.5 Any additional days beyond the 185 days of the school year will be scheduled under the direction of the immediate supervisor (e.g., building principal, director of special education).

If the Superintendent requires any administrator to work more than the number of days specified in the contract, the administrator will be compensated at his/her per diem rate of pay.

- 8.6 The Superintendent of Schools shall establish the work year of administrators. Administrators may take at least three (3) consecutive weeks off during the summer. Up to five (5) consecutive days' vacation may be taken during the school year when school is in session, subject to the prior written approval of the Superintendent.
- 8.7 Any Administrator appointed to the position of TEAM District Facilitator shall receive a stipend in the amount of \$4000.
- 8.8 An annual stipend for overseeing the Family Resource Program shall be \$4000 for the building principal and \$2000 for the assistant principal.
- 8.9 Longevity clause - Any building principal hired prior to July 1, 2015, shall receive longevity payment of \$3,5000. Any assistant principal hired prior to July 1, 2015, shall receive longevity payment of \$1,400.
- 8.10 An Administrator may carry-over a maximum of five (5) unused vacation days to be used in the month of July. An administrator may request to carry over an additional three (3) days to the Superintendent of schools by May 15 of that year. These vacation days are not cumulative.
- 8.11 12-month administrators may request the “buy-back” of up to five unused vacation days. Superintendent may approve at his/her discretion. Requests need to be submitted to the Superintendent no later than April 1st. The employer shall notify the employee by May 1st as to whether the request has been approved. In the event that a payout is made for a minimum of 3 days, administrators are limited to a maximum carry-over of 5 days. Per diem rate is calculated based on 260 work day year.
- 8.12 Subject to prior approval by the Superintendent, any administrator who fills at least 50% of a stipended role that can/would be filled by a teacher (eg. PLC leader) will be paid the budgeted stipend on a pro rata basis for the time served in that role. This does not include Teacher in Charge.

ARTICLE IX

LEGAL HOLIDAYS

- 9.1 Administrative personnel will not be required to work on the following days:

- | | |
|-------------------------------|-----------------|
| 1. New Year's Day | 8. Labor Day |
| 2. Martin Luther King Jr. Day | 9. Columbus Day |

- | | |
|---------------------|----------------------------|
| 3. President's Day | 10. Veteran's Day |
| 4. Good Friday | 11. Thanksgiving Day |
| 5. Memorial Day | 12. Day after Thanksgiving |
| 6. Juneteenth | 13. Christmas Day |
| 7. Independence Day | 14. Christmas Eve |

9.2 If teachers are required to work on any of the days listed above, administrators will also be required to work and shall receive a "floating holiday" in lieu thereof to be scheduled by mutual agreement of the individual administrator and the superintendent.

ARTICLE X
GRIEVANCE PROCEDURE

10.1 Purpose

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to a problem which may arise affecting the welfare of Administrators. Both parties agree that proceeding shall be kept confidential as is appropriate.

10.2 Definitions

- a. "Grievance" shall mean a dispute between an administrator and/or the Association with the Board or administration over the violation of evaluation procedures, interpretations or application of a specific provision of this Agreement. An evaluation of an administrator's performance is not subject to grievance. Notwithstanding the foregoing, a procedural violation of the evaluation program is subject to the grievance procedure commencing at the Superintendent level. If the aggrieved administrator is not satisfied with the Superintendent's disposition of his/her grievance, involving a procedural violation of the school district's evaluation program, he/she shall request of the President of the Association, in writing within five (5) days of receipt of the Superintendent's decision, that his/her grievance be submitted to arbitration. The parties shall then proceed in accordance with "level three - Arbitration," subsections b-e, inclusive.
- b. "Administrator" shall mean a certified professional employee covered by this Agreement.
- c. "Party in interest" shall mean the aggrieved person or persons or their designated representative as provided herein or the Association, at the administrator's request.
- d. "Days" shall mean days when the Central Office is open for business.

10.3 Time Limits

- a. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limit specified may, however, be extended by written agreement of the parties in interest, at which time new evidence may be introduced by written agreement of the parties.
- b. If an Administrator does not file a grievance in writing within twenty (20) days after which he/she knew or should have known of the act on which the grievance is based, then the grievance shall be considered to have been waived.
- c. Failure by the aggrieved Administrator to appeal a grievance to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.
- d. Failure by the superintendent or Board to render a decision within the specified time limits shall be deemed to be a denial of the grievance submitted.

10.4 Informal Procedure

- a. If an Administrator feels that he/she may have a grievance, he/she shall first discuss the matter with his/her immediate supervisor or other appropriate Administrator, including the Superintendent, in an effort to resolve the problem informally.
- b. If the Administrator is not satisfied with such disposition of the matter, he/she shall have the right to have the Association assist him/her in further efforts to resolve the problem informally with his/her supervisor or other appropriate Administrator.

10.5 Formal Procedure

A. Level One - Superintendent of Schools

- a. If the aggrieved Administrator is not satisfied with the outcome of informal procedures, he/she shall submit his/her claim as a written grievance to the Superintendent of Schools with a copy to the Association. The written statement of the grievance shall contain a statement of the facts, the remedy requested and a specific reference to the provision of this Agreement which the Administrator claims has been violated.
- b. The Superintendent, or his/her designee, shall within ten (10) days after receipt of the grievance, meet with the aggrieved Administrator and with representatives of the Association (if the Administrator so desires) for the purpose of resolving the grievance.

- c. The Superintendent shall, within ten (1) days after the hearing, render his/her decision and the reasons therefore in writing to the aggrieved Administrator, with a copy to the Association.

B. Level Two - Board of Education

- a. If the aggrieved Administrator is not satisfied with the disposition of his/her grievance at Level One, he/she shall within five (5) days after receipt of the decision, file the grievance with the Board of Education.
- b. The Board of Education shall, within twenty (20) days after receipt of the appeal, meet with the aggrieved and with representatives of the Association (if the Administrator so desires) for the purpose of resolving the grievance.
- c. The Board shall, within ten (10) days after such meeting, render its decision and the reasons therefore in writing to the aggrieved Administrator.

C. Level Three - Arbitration

- a. If the aggrieved administrator is not satisfied with the disposition of his/her grievance at Level Two he/she shall, within three (3) days after the decision, or within six (6) days after the Board meeting, request in writing to the President of the Association that his/her grievance be submitted to arbitration. The decision of the Board shall be final and binding on all other matters.
- b. The Association may, within five (5) days after receipt of such request, submit the grievance to arbitration by notifying the Board in writing.
- c. The Board and the Association or their designated representatives shall, within five (5) days after such written notice, jointly select a single arbitrator who is an experienced and impartial person of recognized competence. If the parties are unable to agree upon an arbitrator within five (5) days, the American Arbitration Association shall immediately be called upon to select the single arbitrator.
- d. The arbitrator selected shall confer promptly with representatives of the Board and the Association, shall review the records of prior hearings, and shall hold such further hearings with the aggrieved administrator and other parties in interest as he/she shall deem requisite. The Arbitrator shall hear and decide only one grievance in each case. He/she shall be bound by and must comply with all of the terms of this Agreement. He/she shall have no power to add to, delete from, or modify in any way any of the

provisions of this Agreement.

- e. The Arbitrator, within twenty (20) days after the close of the hearing, or as otherwise mutually agreed to by the parties, shall render his/her decision in writing to all parties in interest, setting forth his/her findings of fact, reasoning and conclusions on the issues submitted. The decision of the Arbitrator shall be final and binding upon any parties in interest.

10.6 Miscellaneous

- a. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- b. Appropriate forms for filing and processing grievances and other necessary documents shall be prepared by the Association, with the approval of the Superintendent and be made available to the Association so as to facilitate the operation of the grievance procedure.

ARTICLE XI **DURATION CLAUSE**

- 11.1 This Agreement contains the full and complete Agreement between the Board and the Association on all negotiable issues, and neither party shall be required during the term thereof to negotiate upon any issue, whether it is covered or not covered in this Agreement, except pursuant to Section 10-153f(e) of the Connecticut General Statutes.
- 11.2 This Agreement shall bind and inure to the benefit of the Board of Education and the Association.
- 11.3 This Agreement may be modified only by mutual consent of both parties duly executed by an instrument in writing.

ARTICLE XII **WAIVER CLAUSE**

- 12.1 In the event that any portion or portions of this Agreement are found to be illegal, void, or voidable, it is agreed that such findings will have no effect on the remaining portion or portions of this Agreement.

ARTICLE XIII
REDUCTION/INVOLUNTARY TRANSFER

- 13.1 Seniority shall be determined by continuous length of administrative service in the system, including authorized paid or unpaid leaves and is to be established by the date the initial contract of administrative employment was signed by the certified staff member. Seniority shall not be broken by termination from employment due to reduction in force or displacement to a teaching position due to reduction in force and shall accrue while on any recall list if the certified staff member is re-employed within eighteen (18) months from termination of employment or displacement to a teaching position. If the administrative appointment dates are the same, the administrator with the most amount of East Windsor service, including non-administrative service, will have greater seniority. If the total amount of East Windsor service is equal, the administrator with the most amount of teaching and administrative service outside of East Windsor will be deemed to have greater seniority.
- 13.2 The Superintendent shall compile a seniority list of the complete certified staff in accordance with Section 13.1 of this Article as requested and shall furnish the Association with copies of the list by February 1 of each year. If the Association or any staff member shall disagree with any placement on the seniority list, the Association or the staff member shall file a written request for correction no later than the following March 1.
- 13.3 For purposes of reduction in force, should it become necessary, administrative positions will be assigned to the following employee group tiers:

Principal

Assistant Principal

Director of Special Education/Director of Curriculum/Director of Technology

Supervisor of Special Education

If it becomes necessary to reduce the administrative personnel, it shall be on the basis of seniority as defined above, certification and qualifications. The term "qualified" as used herein means recognized and satisfactory experience in the administrative or teaching area into which the administrator seeks to bump or to be recalled. Notwithstanding the foregoing, the superintendent may override the "seniority" criterion and displace a more senior administrator if the less senior administrator is "head and shoulders" above the more senior administrator or possesses unique skills or attributes that are needed for the position. The term "opening" as used herein shall refer to open or vacant positions which include those held by consultants, retirees, DSAP persons (teacher or administrator holding a Durational Shortage Area Permit), temporary assignees, or acting appointees. Notwithstanding the foregoing, temporary or acting appointments, DSAP, consultant, and retiree appointments to vacant administrative positions

may be made during the posting, application, and interview process or when the incumbent is on an authorized leave of absence. Except for extraordinary circumstances, temporary or acting appointments shall not be made for a period greater than one (1) school year.

- 13.4 Should an administrator lose all or part of his/her position due to elimination or reduction of that position, he/she:
- a. Will be offered an administrative opening (if one exists) in his/her employee group tier for which he/she is certified and qualified.
 - b. If there are no administrative openings within the same employee group tier, the affected administrator will be able to bump the least senior administrator within the same employee group tier as listed in section 13.3, provided that the affected administrator is senior to the administrator to be bumped and is certified and qualified for that position.
 - c. If there is no opening within his/her employee group tier for which he/she is certified and qualified, and the affected administrator has the least amount of seniority in his/her employee group tier, then he/she will be offered an administrative opening, if one exists, for which he/she is certified and qualified (if one exists) in a lower employee group tier (i.e. Principal may move to Assistant Principal)
 - d. If there are no administrative openings, and the affected administrator has the least amount of seniority in his/her group tier, then the affected administrator will be able to bump the least senior administrator in any lower employee group tier; as listed in Section 13.3, provided that the affected administrator is senior to the administrator to be bumped and is certified and qualified for that position.
 - e. If there are no administrative openings or positions as aforementioned, the administrator will be offered a teaching opening, if one exists, for which he/she is certified and qualified.
 - f. If there are no teaching openings for which the affected administrator is certified and qualified, then the affected administrator will be offered a teaching position for which he/she is certified and qualified and which is held by a teacher with fewer years of service in the East Windsor School System, subject to the law appertaining and the relevant terms, if any, of the collective bargaining agreement between the Board and the East Windsor Education Association.
 - g. Any administrator relieved of his/her duties and employed as a teacher will be given the experience credit on the salary schedule according to the teacher contract for his/her administrative and teacher experience within the East Windsor School System and elsewhere, if applicable, and shall retain all accumulated sick leave.
 - h. Any administrator who has been displaced as aforesaid or terminated from employment, due to a reduction in force, shall be placed on a reappointment list for his/her former administrative position, or another similar position of comparable pay and status and shall

remain thereon until reappointed or for one year from the effective date of displacement or termination, whichever occurs first, provided such administrator does not refuse a reappointment. Administrators shall be recalled to positions for which they are certified and qualified and in which they have had previous acceptable experience, according to their administrative seniority in the East Windsor Public School System, as defined in Section 13.1. If reappointment is offered consistent with the above and is refused by the administrator, he/she shall thereupon be removed from the reappointment list.

- 13.5 In order to be eligible for recall, an administrator must:
- a. Submit his/her request to be placed on the recall list, in writing, to the Superintendent within thirty (30) days of termination or displacement; such request must include the administrator's address.
 - b. Advise the Board, in writing, within ten (10) days of any change in address.
 - c. Advise the Superintendent, in writing, of acceptance of recall within two (2) weeks after notification of recall; or be removed from the recall list.
 - d. All notices provided for in this section must be in writing and transmitted by certified mail.
 - e. The Board's obligation will be limited to sending notice of recall to the administrator's last address in the Board's files.
- 13.6 Administrators may be reassigned to any position within the bargaining unit for which they are certified and qualified if the Superintendent, in his or her sole discretion, determines that such a reassignment is in the best interests of the East Windsor Public Schools. If the Superintendent exercises his or her authority under this provision or, in accordance with 13.4 of this Article, an administrator is reassigned to a position within the bargaining unit with a salary lower than that applicable to his or her prior position, he or she shall be paid the salary he or she was last paid in his or her prior position until the salary for the position into which he or she was reassigned reached the level of the last salary paid to the administrator in his or her prior position. Thereafter, he or she shall be paid the salary applicable to his or her new position. Notwithstanding the foregoing, no administrator shall be displaced to a teaching position by way of involuntary transfer except for just cause.
- 13.7 Any administrator who is displaced or reassigned to a teacher position shall be paid the salary he or she was last paid in his or her prior position for one year. Thereafter, he or she shall be paid in accordance with the teachers' collective bargaining agreement.

ARTICLE XIV
AGENCY SHOP

- 14.1 All administrators employed by the East Windsor Board of Education may join the Association.
- 14.2 The Association agrees to indemnify and hold the Board of Education harmless against any and all claims, demands, suits, or other forms of liability including attorneys' fees and the cost of administrative hearings that shall or may arise out of, or by reason of, action taken by the Board of Education for the purpose of complying with the provisions of this Article.

ARTICLE XV
JUST CAUSE

No Administrator shall be disciplined (i.e., written reprimand or suspended without pay or demoted) without just cause. The provisions of this Article shall not apply to a demotion caused by a reduction in force.

ARTICLE XVI
ADMINISTRATOR PROTECTION

Administrators shall be subject to all applicable legal protections in accordance with applicable state and federal law.

- 16.1 Administrators shall report immediately in writing to their immediate supervisors, cases of assault and/or battery suffered by them in connection with their employment.
- 16.2 When an administrator is absent from his/her regular assignment in the event of a disability caused by an accident that has been deemed compensable under Workers Compensation, the Board shall pay the administrator the difference between the compensation payment and his/her regular salary to a maximum of ninety (90) days without reduction to sick leave. Thereafter, the Board shall pay the administrator the difference between the compensation payment and his/her regular salary by proportionate reduction to sick leave, except that an administrator on workers' compensation due to an assault occurring in the line of duty shall not have such absence charged against the administrator's sick leave, vacation, or personal leave days.
- 16.3 If criminal proceedings are brought against an administrator, alleging that he/she committed an assault in connection with his/her employment, the Board shall, upon request from the administrator, retain legal counsel acceptable to both parties, to defend him/her in such criminal proceedings. However, if the administrator pleads guilty or is found guilty, or invokes the "Alford Doctrine" with respect to the original or substitute criminal charges, then the cost of legal counsel must be borne, and paid for in full, by the administrator.

ARTICLE XVII
TRAVEL ALLOWANCE

All administrators shall be paid a flat annual stipend of one thousand two hundred dollars (\$1200) for building administrators and one thousand eight hundred dollars (\$1,800) for K-12 Directors and the Supervisor of Special Education to reimburse them for travel by automobile on school business. School business shall include, but not be limited to, travel between buildings in East Windsor during the school day and travel to and from East Windsor for conferences and workshops within the state of Connecticut.

Additional mileage costs will be reimbursed for attending special projects or conferences outside of the state.

WAGE SCALE

Year 1 of the contract reflects a negotiated market adjustment based on comparable school districts administrator contracts. There is no step advancement for returning school administrators for year 1 of the contract.

2025-2026 (Fiscal 26)						
	Position	Adjustment GWI	Step 1	Step 2	Step 3	Step 4
12 Month Admins	Principal BBES	4.37%	\$151,127.00	\$155,660.00	\$160,330.00	\$165,140.00
	Principal EWMS	5.40%	\$155,990.00	\$160,670.00	\$165,490.00	\$170,455.00
	Principal EWHS	4.51%	\$164,865.00	\$169,811.00	\$174,905.00	\$180,152.00
	AP BBES	3.00%	\$135,580.00	\$139,648.00	\$143,838.00	\$148,153.00
	AP EWMS	4.00%	\$140,204.00	\$144,410.00	\$148,723.00	\$153,205.00
	AP EWHS	3.00%	\$147,175.00	\$151,590.00	\$156,137.00	\$160,822.00
	Director of Special Education	4.51%	\$164,865.00	\$169,811.00	\$174,905.00	\$180,152.00
	Director of Curriculum	4.51%	\$164,865.00	\$169,811.00	\$174,905.00	\$180,152.00
10 Month Admins	Special Education Supervisor	3.00%	\$120,515.00	\$121,723.00	\$123,279.00	\$124,623.00
	Safe School Climate & Equity Director	3.00%	\$138,396.00	\$139,905.00	\$141,371.00	\$142,548.00
	Assist. Principal BBES	3.00%	\$123,101.48	\$125,531.25	\$128,628.46	\$131,317.79

	Assist. Principal EWMS	4.00%	\$126,705.45	\$129,242.34	\$132,085.14	\$134,468.56
	Assist. Principal EWHS	3.00%	\$133,517.87	\$136,186.60	\$139,591.78	\$142,547.88

In addition, to the amounts set forth above, any administrator with a Ph.D., Ed.D., or J.D. shall receive a stipend of \$2,000 annually.

2026-2027 (Fiscal 27)					
		3% Increase			
	Position	Step 1	Step 2	Step 3	Step 4
12 Month Admins	Principal BBES	\$155,660.81	\$160,329.80	\$165,139.90	\$170,094.20
	Principal EWMS	\$160,669.70	\$165,490.10	\$170,454.70	\$175,568.65
	Principal EWHS	\$169,810.95	\$174,905.33	\$180,152.15	\$185,556.56
	AP BBES	\$139,647.40	\$143,837.44	\$148,153.14	\$152,597.59
	AP EWMS	\$144,410.12	\$148,742.30	\$153,184.63	\$157,801.15
	AP EWHS	\$151,590.25	\$156,137.70	\$160,821.11	\$165,646.66
	Director of Special Education	\$169,810.95	\$174,905.33	\$180,152.15	\$185,556.56
	Director of Curriculum	\$169,810.95	\$174,905.33	\$180,152.15	\$185,556.56
10 Month Admins	Special Education Supervisor	\$124,130.45	\$125,374.69	\$126,977.37	\$128,361.69
	Safe School Climate & Equity Director	\$142,547.88	\$144,102.15	\$145,612.13	\$146,824.44
	Assist. Principal BBES	\$126,794.52	\$129,297.19	\$132,487.31	\$135,257.32
	Assist. Principal EWMS	\$130,506.61	\$133,119.61	\$136,047.69	\$138,502.62
	Assist. Principal EWHS	\$137,523.41	\$140,272.20	\$143,779.53	\$146,824.32

Each individual not on maximum step shall advance one step.

In addition to the amounts set forth above, any administrator with a Ph.D., Ed.D., or J.D. shall receive a stipend of \$2,000 annually.


2027-2028 (Fiscal 28)					
		3% Increase			
	Position	Step 1	Step 2	Step 3	Step 4
12 Month Admins	Principal BBES	\$160,330.63	\$165,139.69	\$170,095.10	\$175,197.03
	Principal EWMS	\$165,489.79	\$170,454.80	\$175,568.34	\$180,835.71
	Principal EWHS	\$174,905.28	\$180,152.49	\$185,556.71	\$191,123.26

	AP BBES	\$143,836.82	\$148,152.56	\$152,597.73	\$157,175.52
	AP EWMS	\$148,742.42	\$153,204.57	\$157,780.23	\$162,535.18
	AP EWHS	\$156,137.96	\$160,821.83	\$165,645.74	\$170,616.06
	Director of Special Education	\$174,905.28	\$180,152.49	\$185,556.71	\$191,123.26
	Director of Curriculum	\$174,905.28	\$180,152.49	\$185,556.71	\$191,123.26
10 Month Admins	Special Education Supervisor	\$127,854.36	\$129,135.93	\$130,786.69	\$132,212.54
	Safe School Climate & Equity Director	\$146,824.32	\$148,425.21	\$149,980.49	\$151,229.17
	Assist. Principal BBES	\$130,598.36	\$133,176.10	\$136,461.93	\$139,315.04
	Assist. Principal EWMS	\$134,421.81	\$137,113.20	\$140,129.13	\$142,657.70
	Assist. Principal EWHS	\$141,649.11	\$144,480.36	\$148,092.92	\$151,229.05

Each individual not on maximum step shall advance one step.

In addition to the amounts set forth above, any administrator with a Ph.D., Ed.D., or J.D. shall receive a stipend of \$2,000 annually.

APPENDIX A
Connecticut Partnership Plan 2.0
Summary of Benefits and Coverage



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) Waived for HEP-compliant members	Individual: \$300 Family: \$900
Coinsurance (the percentage of a covered expense you pay after 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	\$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.

(continued on next page)

BENEFIT FEATURE	IN-NETWORK	OUT-OF-NETWORK
Emergency Room Care	\$250 copay (waived if admitted)	\$250 copay (waived if admitted)
Eye Exam (one per year)	\$15 copay	50% of allowable UCR* charges
**Infertility (based on medical necessity)		
Office Visit	\$15 copay	20% of allowable UCR* charges
Outpatient or Inpatient Hospital Care	\$0	20% of allowable UCR* charges
**Inpatient Hospital Stay	\$0	20% of allowable UCR* charges
Mental Healthcare/Substance Abuse Treatment	\$0	20% of allowable UCR* charges (you may need to get prior authorization)
**Inpatient		
Outpatient	\$15 copay	20% of allowable UCR* charges
Nutritional Counseling (Maximum of 3 visits per Covered Person per Calendar Year)	\$0	20% of allowable UCR* charges
**Outpatient Surgery	\$0	20% of allowable UCR* charges
**Physical/Occupational Therapy	\$0	20% of allowable UCR* charges, up to 60 inpatient days and 30 outpatient days per condition per year
Foot Orthotics	\$0 (your doctor may need to get prior authorization)	20% of allowable UCR* charges (you may need to get prior authorization)
Speech therapy: Covered for treatment resulting from autism, stroke, tumor removal, injury or congenital anomalies of the oropharynx	\$0	Deductible plus Coinsurance (30 visits per Calendar Year)
Medically necessary treatment resulting from other causes is subject to Prior Authorization	\$0 (30 visits per Covered Person per Calendar Year)	Deductible plus Coinsurance (30 visits per Calendar Year)

*Usual, Customary and Reasonable. You pay 20% coinsurance based on UCR, plus you pay 100% of amount provider bills you over UCR.

** Prior authorization required: If you use in-network providers, your provider is responsible for obtaining prior authorization from Anthem. If you use out-of-network providers, you are responsible for obtaining prior authorization from Anthem.

Office of the State Comptroller, Healthcare Policy & Benefit Services Division

www.osc.ct.gov/ctpartner
860-702-3560

General benefit questions, Medical, and Health Enhancement Program (HEP)

Quantum Health
CareCompass.CT.gov or login to your benefits portal from Care Compass
833-740-3258

Prescription drug benefits

CVS Caremark
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-318-2572

Dental and Vision Rider benefits (if applicable)

Cigna
CareCompass.CT.gov/state/pharmacy or login to your benefits portal from Care Compass
1-800-244-6224

For details about specific plan benefits and network providers, contact the insurance carrier. If you have questions about eligibility, enrolling in the plans or payroll deductions, contact your Payroll/Human Resources office.

APPENDIX B

Prescription Coverage



Prescription Drugs	Maintenance* (31-to-90-day supply)	Non-Maintenance (up to 30-day supply)	HEP Chronic Conditions
Generic (preferred/non-preferred)**	\$5/\$10	\$5/\$10	\$0
Preferred/Listed Brand Name Drugs	\$25	\$25	\$5
Non-Preferred/Non-Listed Brand Name Drugs	\$40	\$40	\$12.50
Annual Out-of-Pocket Maximum	\$4,600 Individual/\$9,200 Family		

+ Initial 30-day supply at retail pharmacy is permitted. Thereafter, 90-day supply is required—through mail-order or at a retail pharmacy participating in the State of Connecticut Maintenance Drug Network.

** Prescriptions are filled automatically with a generic drug if one is available, unless the prescribing physician submits a Coverage Exception Request attesting that the brand name drug is medically necessary.

Preferred and Non-Preferred Brand-Name Drugs

A drug's tier placement is determined by Caremark's Pharmacy and Therapeutics Committee, which reviews tier placement each quarter. If new generics have become available, new clinical studies have been released, new brand-name drugs have become available, etc., the Pharmacy and Therapeutics Committee may change the tier placement of a drug.

If your doctor believes a non-preferred brand-name drug is medically necessary for you, they will need to complete the Coverage Exception Request form (available at www.osc.ct.gov/ctpartner) and fax it to Caremark. If approved, you will pay the preferred brand co-pay amount.

If You Choose a Brand Name When a Generic Is Available

Prescriptions will be automatically filled with a generic drug if one is available, unless your doctor completes Caremark's Coverage Exception Request form and it is approved. (It

is not enough for your doctor to note "dispense as written" on your prescription; a separate form is required.) If you request a brand-name drug over a generic alternative without obtaining a coverage exception, you will pay the generic drug co-pay PLUS the difference in cost between the brand and generic drug.

Mandatory 90-day Supply for Maintenance Medications

If you or your family member takes a maintenance medication, you are required to get your maintenance prescriptions as 90-day fills. You will be able to get your first 30-day fill of that medication at any participating pharmacy. After that your two choices are:

- Receive your medication through the Caremark mail-order pharmacy, or
- Fill your medication at a pharmacy that participates in the State's Maintenance Drug Network (see the list of participating pharmacies on www.osc.ct.gov/ctpartner) and scroll down to Pharmacy under Benefit Summaries.)

APPENDIX C HEP Program



The Health Enhancement Program (HEP) is a component of the medical plan and has several important benefits. First, it helps you and your family work with your medical providers to get and stay healthy. Second, it saves you money on your healthcare. Third, it will save money for the Partnership Plan long term by focusing healthcare dollars on prevention.

Health Enhancement Program Requirements

You and your enrolled family members must get age-appropriate wellness exams, early diagnosis screenings (such as colorectal cancer screenings, Pap tests, mammograms, and vision exams). **Here are the 2024 HEP Requirements:**

2024 PREVENTIVE SCREENINGS	Dependent Requirements	Employee and Spouse Requirements				
	6-26 years	18-29 years	30-39 years	40-49 years	50-64 years	65+ years
Preventive Visit <small>(Changing to every 2 years for all ages in 2025)</small>		Every 3 years		Every 2 years		
Dental Cleaning	At least 1 per year	At least 1 per year				
Cholesterol Screening		Every 5 years (age 20+)				
Breast Cancer Screening <small>(for women) (Changing to every 2 years for women age 40+ in 2025)</small>		N/A		1 mammogram between ages 45-49	As recommended by your doctor	
Cervical Cancer Screening <small>(for women)</small>		Pap every 3 years (age 21+)	Pap only every 3 years or Pap/HPV combo every 5 years			N/A
Colorectal Cancer Screening		N/A		Colonoscopy every 10 years (45+), Cologuard screening every 3 years, or Annual FIT/FOBT to age 75		

To check your Health Enhancement Program compliance status, visit CareCompass.CT.gov, then [sign in](#) or [register](#) for your Quantum Health benefits portal. To view your status, click the [My Health](#) tab in your portal.

You can also download the MyQHealth app on the App Store or Google Play.

Additional Requirements for Those With Certain Conditions

If you or any enrolled family member has 1) Diabetes (Type 1 or 2), 2) asthma or COPD, 3) heart disease/heart failure, 4) hyperlipidemia (high cholesterol), or 5) hypertension (high blood pressure), you and/or that family member will be required to participate in a disease education and counseling program for that particular condition. You will receive free office visits and reduced pharmacy copays for treatments related to your condition.

These particular conditions are targeted because they account for a large part of our total healthcare costs and have been shown to respond particularly well to education and counseling programs. By participating in these programs, affected employees and family members will be given additional resources to improve their health.

If You Do Not Comply with the requirements of HEP

If you or any enrolled dependent becomes non-compliant in HEP, your premiums will be \$100 per month higher and you will have an annual \$350 per individual (\$1,400 per family) in-network medical deductible.

Quantum Health is the administrator for the Health Enhancement Program (HEP) and gives you access to your personalized health benefits portal. The HEP participant portal features tips and tools to help you manage your health and your HEP requirements. Login to your personal benefit portal at carecompass.quantum-health.com to:

- View HEP preventive and chronic requirements and download HEP forms
- Check your HEP preventive and chronic compliance status
- Complete your chronic condition education and counseling compliance requirement
- Send a secure message to a Care Coordinator for benefits assistance
- Connect you to your medical, pharmacy, dental and other healthcare services covered in your plan- with just one login.

Quantum Health: (833)740-3258, 8:30 a.m.-10 p.m. ET, Mon.-Fri.

APPENDIX D
Dental Plan A (Plan 1)
Dental Plan ABCD (Plan 2)

Dental Benefit Summary

	<u>Plan 1</u> In/Out Network	<u>Plan 2</u> In/Out Network	<u>Basic</u> In/Out Network	<u>Enhanced</u> In/Out Network	Dental HMO
Network	Any dentist	Any dentist	Any dentist	State of CT DPPO	State of CT DHMO
Out of Network Coverage	Yes	Yes	Yes	Yes, low reimbursement(MAC)	No
Annual Deductible	\$25 indiv/\$75 family	None	None	\$25 individual, \$75 family	None
Annual Maximum per person	\$1,000	\$1,500	Unlimited	\$3,000	Unlimited
Periodontal Care Maximum per person	Annual Max applies. No Annual max for periodontal cleanings, scaling & root planing.	Annual Max applies. No Annual max for periodontal cleanings, scaling & root planing.	\$500 Annual Max except periodontal cleanings, scaling & root planing.	Annual max applies	Covered
Implant Maximum (per calendar year)	Not covered	Not covered	Not covered	\$500	No dollar annual max, frequency max applies
Lifetime Maximum per person	\$1,500	\$1,500	Not covered	\$1,500	None
DEDUCTIBLE WAIVED					
Preventative	Yes	Yes	Yes	Yes	Yes
Perio Cleaning	Yes	Yes	Yes	Yes	Yes
Orthodontia	Yes	N/A	No	Yes	Yes
PREVENTATIVE					
X-Ray	100%	100%	100%	100%	100%
Cleanings	100%	100%	100%	100%	100%
Oral Exam	100%	100%	100%	100%	100%
Fluoride	80%	100%	80%	100%	100%
Sealants	100%	100%	80%	100%	covered

Dental Benefit Summary

	<u>Plan 1</u> In/Out Network	<u>Plan 2</u> In/Out Network	<u>Basic</u> In/Out Network	<u>Enhanced</u> In/Out Network	Dental HMO
BASIC					
Fillings	80%	80%	80%	80%	copay applies
Emergency Care	80%	80%	80%	80%	covered
Endodontics	80%	80%	80%	80%	copay applies
Periodontal Cleaning	80%	80%	100%	100%	copay applies
Periodontal: All Other	50%	80%	50%	80%	copay applies
Denture, Bridge, Crown Repair	80%	80%	80%	80%	copay applies
Simple Extractions	80%	80%	80%	80%	copay applies
General Anesthesia	not covered	80%	not covered	80%	copay applies
MAJOR					
Crown/Inlay/Onlay	50%	67%	67%	67%	copay applies
Dentures	0%	67%	not covered	50%	copay applies
Bridges	0%	67%	not covered	50%	copay applies
Space Maintainers	50%	100%	67%	80%	copay applies
Oral Surgery (non Simple Extractions)	50%	80%	67%	80%	copay applies
Implants	not covered	not covered	not covered	50%	copay applies
ORTHODONTIA					
Braces	50%	50%	not covered	50%	copay applies
Child and Adults	Yes	Child Only	not covered	Yes	Yes

APPENDIX E
Cigna Vision

Vision Rider

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



SIGNATURE BLOCK

IN WITNESS WHEREOF, the parties hereto have caused these presents to be executed by their proper officers, hereto duly authorized, and their seals affixed hereto as of the date and year first above written.

EAST WINDSOR BOARD OF EDUCATION

BY (Print): _____
Superintendent

SIGNATURE: _____

DATE: _____

BY (Print): _____
Board Chair

SIGNATURE: _____

DATE: _____

EAST WINDSOR ADMINISTRATORS' ASSOCIATION

EWAA BY (Print): _____
Union President

SIGNATURE: _____

DATE: _____

MEMORANDUM OF UNDERSTANDING

Between the
East Windsor Board of Education
and the
East Windsor Administrators' Association

This Memorandum of Understanding ("MOU") is entered into by and between the East Windsor Board of Education ("Board") and the East Windsor Administrators' Association ("Association").

Purpose

The purpose of this MOU is to establish a voluntary medical insurance opt-out incentive for eligible members of the bargaining unit represented by the Association.

Agreement

1. **Eligibility**

Any eligible administrator who voluntarily declines medical insurance coverage through the East Windsor Public Schools health insurance plan and provides proof of alternative qualifying medical insurance coverage shall be eligible to receive an annual opt-out payment pursuant to the terms of this MOU.

2. **Opt-Out Incentive Amount**

The Board agrees to provide an annual payment of **Six Thousand Dollars (\$6,000)** to eligible administrators who waive medical insurance coverage for the applicable plan year.

3. **Payment Schedule**

The annual opt-out incentive shall be paid in two equal installments as follows:

- **\$3,000 in December**
- **\$3,000 in June**

4. Payments shall be subject to all applicable taxes and withholdings.

5. **Election and Revocation**

Administrators electing to waive coverage must do so in accordance with the timelines and procedures established by the Board during the annual open enrollment period.

An employee who elects to waive coverage may re-enter the district's health insurance plan only in accordance with applicable plan provisions, qualifying life events, or during the next open enrollment period, unless otherwise required by law.

6. **Proof of Coverage**

Employees electing the opt-out incentive must provide proof of alternative medical insurance coverage acceptable to the Board prior to receiving payment.

7. **Non-Precedent Setting**

This MOU shall not establish a past practice beyond the terms expressly stated herein and shall not modify any other provision of the collective bargaining agreement except as specifically set forth in this document.

8. **Duration**

This MOU shall become effective upon execution by both parties and shall remain in effect through the duration of the current collective bargaining agreement unless extended or modified by mutual written agreement of the parties.

Patrick Tudryn
Patrick Tudryn, Ed.D. Date
For the East Windsor Board of Education

6/15/26 Laura L. Fox 6/15/26
Laura Foxx Date
For the East Windsor Administrator's Association