

PROFESSIONAL AGREEMENT

BETWEEN

THE WESTPORT BOARD OF EDUCATION

AND

**THE WESTPORT INTERMEDIATE
ADMINISTRATORS ASSOCIATION**

JULY 1, 2014 - JUNE 30, 2017

205015 v.09
February 20, 2014

TABLE OF CONTENTS

ARTICLE I	RECOGNITION	1
ARTICLE II	DURATION	1
ARTICLE III	MEDICAL INSURANCE AND DISABILITY INSURANCE	1
ARTICLE IV	SICK LEAVE	4
ARTICLE V	TRAVEL INSURANCE	4
ARTICLE VI	HOLIDAYS	4
ARTICLE VII	VACATIONS	4
ARTICLE VIII	PROFESSIONAL PROGRESS	5
ARTICLE IX	TRAVEL EXPENSES	5
ARTICLE X	WAGE SCALES	5
ARTICLE XI	DUES DEDUCTION	5
ARTICLE XII	EXTENDED LEAVES OF ABSENCES	6
ARTICLE XIII	GRIEVANCE PROCEDURES	7
ARTICLE XIV	OTHER POLICIES	10
ARTICLE XV	REDUCTION IN FORCE	10
ARTICLE XVI	STATE STATUTES AND TOWN CHARTER	13
ARTICLE XVII	SEVERABILITY	13
ARTICLE XVIII	JUST CAUSE	13
	SIGNATURE PAGE.....	14
SCHEDULE A	IAA SALARY SCHEDULES	15
APPENDICES A-C	DESCRIPTION OF HEALTH BENEFITS	17

ARTICLE I RECOGNITION

A. This agreement is made and entered into by and between the WESTPORT BOARD OF EDUCATION (hereinafter referred to as the "BOARD") and the WESTPORT INTERMEDIATE ADMINISTRATORS' ASSOCIATION (hereinafter referred to as the "Association").

B. The Board hereby recognizes the Association as the exclusive bargaining representative of all members of the administrator's unit, as defined by the Connecticut General Statutes, Section 10-153b(a). The Association recognizes the local responsibility of the Board to have charge of the Westport public schools as defined in the General Statutes.

C. In the event that additional administrative categories are created or become represented by the Association during the term of this agreement, the parties shall negotiate an addendum hereto confined solely to salaries, work year and placement in the reduction in force procedure.

ARTICLE II DURATION

The provisions of this agreement shall be effective as of July 1, 2014, and, except as specifically provided otherwise, shall continue in full force and effect until June 30, 2017, and thereafter unless terminated by either party on or after such date.

ARTICLE III MEDICAL INSURANCE AND DISABILITY INSURANCE

A. The terms of this Article as set forth in the prior collective bargaining agreement shall continue for the period July 1, 2014 through August 31, 2014. Effective September 1, 2014, a program of benefits shall be provided on a contributory basis to each eligible employee and their eligible dependents. Health benefits shall be in the form of a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) (as described in Appendix A). The deductible for such HDHP shall be \$2000 for individuals and \$4000 for families. The Board will contribute 50% of the deductible for active employees participating in the HDHP. Employees may choose to "buy-up" to a Preferred Provider Organization (PPO) plan (as described in Appendix B) by paying the cost difference between what the Board would have contributed to the applicable HDHP premium equivalent and the cost of the PPO. Any employee ineligible for the HDHP may participate in a Health Reimbursement Arrangement (HRA) with the same terms as the HDHP. Board funding to the HRA shall include a rollover feature allowing any unused HRA deductible funds to be rolled over up to the amount legally allowed.

The Board's deposit toward the HDHP deductible will be made as follows:

September 1, 2014: 50%

November 1, 2014: 25%

February 1, 2015: 25%

Starting September 1, 2015, 25% at the beginning of each quarter

There will be no cost for preventative care. Once the HDHP deductible is met, benefits will be covered at 100% for in-network. Out-of-network services will be subject to an 80%/20% co-insurance after the deductible is met with an out-of-pocket maximum of \$4,000/\$8,000 (including satisfying the deductible). The out-of-pocket maximum will be cross accumulative between in-network, out-of-network and prescription drug cost.

The PPO "buy-up" plan design, administered by CIGNA shall include a \$25.00 doctor visit co-payment, \$50 urgent care co-payment, \$100 emergency room co-payment, \$150 out-patient hospital services co-payment, \$200 in-patient hospital services co-payment, shall permit annual mammography without age restrictions. For out-of-network services, the administrator will be responsible for a \$300 individual deductible, with 80% co-insurance for the first \$6,000 of expenses and 100% thereafter.

Prescription benefits under the HDHP and the PPO "buy-up" plan shall be provided through a prescription benefits manager (PBM), designated by the Board through a formulary established by the Board. The co-payments under the PPO shall be the same as for the HDHP, except that for the HDHP, co-payments under the formulary plan will apply after the deductible is met up to an additional out-of-pocket maximum of \$1000/\$2000. The co-payments shall be \$10.00 for generic, \$30.00 for preferred brand, and \$45.00 for non-preferred brand, with mail order of two and one-half (2.5) times these retail co-payments for a ninety day supply. A participant shall pay the difference between the brand name drug cost and the generic drug cost when a generic is available and the individual elects to take the brand name drug without a physician's specification, "Dispense As Written" ("DAW") provided for medical reasons.

A summary of the benefits of these plans shall be set forth for informational purposes in Appendices A (HDHP plan), B (PPO "buy-up" plan) and C (dental plan), provided that the actual benefit shall be determined in accordance with the insurance contract(s).

The Board will also provide life insurance for each eligible employee in an amount equal to two and one-half (2.5) times annual salary rounded upward to the next highest thousand. Upon resignation or retirement, unit members will be offered the opportunity to convert life insurance previously available under the Board group plan to an individual policy at their own expense, carrier permitting. Upon retirement from the Westport Public Schools, each retiree shall receive from the Board an explanation of benefits booklet, which shall describe the retiree's option for benefits and continuing benefits, (e.g. life insurance, medical and dental insurance). The Board shall notify retirees in writing of any changes to those benefits, and the Board and the Association may provide information to retirees about the advantages of participation in the TRB insurance plan for teachers eligible to participate in Medicare A and B.

- B. 1. Effective September 1, 2014, the Board will pay for all full-time employees eighty-three percent (83%) of the cost of all premiums and the employee shall pay seventeen percent (17%) of such costs. Effective September 1, 2015, the Board will pay for all full-time employees eighty-two percent (82%) of the cost of all premiums and the employee shall pay eighteen percent (18%) of such costs. Effective September 1, 2016, the Board will pay for all full-time employees eighty-one percent (81%) of the cost of all premiums and the employee shall pay nineteen percent (19%) of such costs.

Employee premium share contributions shall be made pursuant to an I.R.C. Section 125 Plan (pre-tax contribution) implemented by the Board. The Board will pay for part-time employees, seventy percent (70%) of the cost of all premiums and the employee shall pay thirty (30%) of such cost. Contributions will be based upon the cost of coverage elected by the administrator, i.e. individual, individual plus one, family (the employee premium share contributions shall be computed on the basis of actual expenditures in the prior year).

2. Dental benefits shall reimburse preventive expenses at 100% co-insurance. A \$50.00 annual deductible (\$150 family maximum) is applied to general and major services. General services shall be reimbursed at an eighty percent (80%) co-insurance and major services at fifty percent (50%) co-insurance. This benefit is subject to a \$2,500 calendar year maximum per covered individual.

3. A program of long-term disability insurance is available at Board expense to each eligible administrator in accordance with the provisions of an insurance policy obtained by the Board, which provides a maximum benefit of seven thousand five hundred (\$7,500) per month after a waiting period of 180 days.

C. Insurance Carriers

The Board of Education at its sole discretion may change the identity of carriers identified in the contract to provide medical, prescription drug, dental, vision and/or life insurance in whole or in part. Prior to changing vendors under this section, the Board shall notify the President of the Association at least thirty (30) days in advance of the nature of the proposed change and the reasons therefore.

During the next ensuing thirty (30) day period, the parties shall meet and the reasons for the proposed change shall be more fully explained. Any changes in carrier identification must provide substantially equal benefits and service to the members of the bargaining unit and their dependents at no additional cost, and any claims then or thereafter that this is not the case may be the subject of a grievance under the controlling grievance procedures. If, during the thirty (30) 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, in fact, provide equal benefits, at no additional cost to covered employees or their dependents. Any arbitration under this clause will be final and binding as provided by the contract, preferably before an arbitrator experienced in insurance matters.

D. Flexible Spending Account

The Board shall make available a flexible spending account as permitted in accordance with federal regulations.

ARTICLE IV
SICK LEAVE

All administrators are eligible for eighteen (18) sick days per year accumulative to a maximum of 180 days. Each administrator will receive his or her regular salary during this period of accumulated sick leave. After expiration of accumulated sick leave, the administrator will receive additional days, with pay, according to the following schedule, however, each administrator will be entitled to the applicable total of such additional days only once during his or her employment by the Board:

4th through 5th year of employment in Westport	30 days
6th through 10th year of employment in Westport	60 days
Over 10 years of employment in Westport	90 days

ARTICLE V
TRAVEL INSURANCE

The Board of Education will obtain group travel accident insurance providing for \$50,000.00 accidental death dismemberment and total disability coverage for certified administrators while traveling on authorized business of the Board.

ARTICLE VI
HOLIDAYS

Holidays shall include such holidays as shall be prescribed by the Superintendent.

ARTICLE VII
VACATIONS

A. All administrators except Department Chairs, Coordinators and Assistant Elementary Principals, shall also be entitled to twenty-five vacation days in addition to the normally scheduled holidays.

Each IAA member who is a twelve (12) month employee may carry over up to five (5) unused vacation days into the next year. Any such deferred vacation days that are unused at the end of the next year shall be lost.

B. Coordinators and one (1) Assistant Elementary Principal at each elementary school shall have a work year consisting of 208 days. One (1) Assistant Elementary Principal at each elementary school shall have a work year consisting of 198 days.

ARTICLE VIII PROFESSIONAL PROGRESS

Each administrator may receive up to \$600 for professional development activities, including graduate study, seminars, workshops, conferences and the purchase of professional materials. Notice of the intent to claim this expenditure and an estimate of the amount of the expenditure must be received by the Superintendent by March 1 of the current school year.

ARTICLE IX TRAVEL EXPENSES

Personnel covered by this contract who have positions as administrators requiring part time location in two or more building facilities within the Town of Westport shall be reimbursed for travel between said facilities at the current IRS rate. Reimbursement shall be made on a monthly basis based on a written voucher for reimbursement submitted by the administrator to the Controller of the Board of Education.

ARTICLE X WAGE SCALES

All administrators shall receive salaries in accordance with Schedule A attached hereto and shall reflect the following:

- A. IAA members who are not at the top step of their respective salary schedules shall receive the appropriate step increment.
- B. For administrators who hold the Ed.D. or Ph.D. degrees, \$1,000 shall be added to their appropriate salary.
- C. Any administrator initially appointed to an administrative position included under this agreement shall be placed on the step of the appropriate salary schedule which will result in an increase of no less than \$500 more than he/she would have received in his/her previous position for the new fiscal year.

ARTICLE XI DUES DEDUCTION

- A. Within thirty (30) days after employment, or the execution of this Agreement, whichever is later, all members of the bargaining unit shall have the opportunity to join the Association and execute an authorization permitting the deduction of union dues and assessments.
- B. Any member of the bargaining unit who has not joined the Association during such period, or having joined, has not remained a member, shall immediately execute an authorization permitting deduction of a service fee which shall be no greater than the

proportion of union dues uniformly required of members to underwrite the costs of collective bargaining, contract administration and grievance adjustment. The Association shall be required to notify the Board sufficiently in advance of issuance of the first employee paychecks of the amount of such service fee. It is understood that the payment of such sums shall not constitute an agreement to become a member of the Association.

- C. In the event that a member of the bargaining unit does not join the Association or pay the required service fee by the thirtieth (30) day as required, that member shall be terminated. The Personnel Office shall institute the necessary procedures for termination provided the Association has complied with the following:
 - 1. Sending written notice to the employee (copy to the Superintendent) that he/she has not fulfilled his/her obligation by the requisite day or reasonable period of time thereafter, and that a request for his/her termination is being made to the Board.
 - 2. By stating the request for termination that such request is in conformance with the provisions of this Article, that the employee has not complied with his/her obligations and that it is an official request of the Association.
- D. As a condition of the provisions of this Article be effective, the Association agrees to indemnify and save the Board harmless against any and all claims, demands, costs, suits or other forms of liability and all court or administrative agency costs that may arise out of, or by reason of, action taken by the Board for the purpose of complying with this Article.
- E. The Board shall deduct the service fee from the salary of non-members of the Association bi-weekly and remit the same to the Association.

ARTICLE XII EXTENDED LEAVES OF ABSENCES

- A. Requests for leaves of absence having a duration of more than six (6) months shall be submitted to the Superintendent. The Superintendent shall act upon all such requests.
- B. At least ninety (90) calendar days prior to the expiration of such extended leave, the Administrator shall be required to indicate in writing his/her intention to return.
- C. It is the ethical responsibility of the Administrator to make written application for reassignment accompanied by appropriate statements at least ninety (90) days to indicate his/her intention to return by the time the extended leave terminates and should the Administrator not respond within thirty (30) days to a written request from the Personnel Office sent at least thirty (30) days before the termination of extended leave, the contract shall be considered terminated.

ARTICLE XIII
GRIEVANCE PROCEDURES

A. Definition

1. A "grievance" shall mean a complaint that (1) involving the misinterpretation, violation or misapplication of any provision of this agreement or (2) a complaint that the established procedures of the evaluation and support program have not been followed in one or more respects.

2. "Administrator" shall mean any certified professional employee occupying a position represented by the IAA and may include a group of administrators similarly affected by a grievance or the IAA itself.

3. "Party in interest" shall mean either party to this agreement or their designated representatives.

4. "Days" shall mean calendar days except weekends and school holidays.

B. Time Limits

1. The number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties in interest and such agreement shall not unreasonably be withheld.

2. If a grievance is not filed in writing within thirty (30) days from the date on which the event or condition giving rise to the grievance was known, or should have been known, then the grievance shall be considered waived.

3. Failure to appeal a grievance from any level to the next level within the specified time limits shall be deemed to be acceptance of the decision rendered at that level.

4. If the party to whom the grievance is appealed fails to act on the grievance within the specified time limits, the grievant or grievant(s) may appeal immediately to the next higher level.

C. Representation

1. Any grievant may be represented by a person of the grievant's own choosing at all appropriate levels of this procedure, except that the grievant may not be represented by a representative of any administrators' organization other than the association.

2. When a grievant is not represented by the association, the association reserves the right to be represented and to participate in the proceedings at all levels of the procedure.

D. Records and Files

1. The processing of all grievance documents, communications and records shall be filed separately from the personnel files of the participants and shall be accessible only to the parties in interest and the aggrieved administrator or administrators.

2. Suggested forms for filing and processing grievances and other necessary documents shall be prepared by the Superintendent or the Superintendent's designee with the approval of the Association and made available through the Association's building representative, the Superintendent's office or the school office.

3. All grievances and decisions with reasons therefor shall be in writing.

E. Miscellaneous

1. The sole remedy available to any administrator for any alleged breach of this agreement or any alleged violation of the administrator's rights hereunder shall be pursuant to this grievance procedure, provided however, that nothing contained herein shall deprive any administrator of any legal right which he/she may have under statutes applicable to such professional employees or persons in general.

2. Any decision, course or conduct or other action which becomes the subject of a grievance shall not be stayed pending the processing of the grievance except upon the written consent of the Superintendent or the Board, which consent shall not be unreasonably withheld. A decision at any level of the procedure in favor of the aggrieved party, however, may provide appropriate restitution or other remedy for the period during which the grievance was suffered.

F. Grievance Procedure Levels

The following shall be the procedure for processing grievances:

1. Level One - Referral to Director of Human Resources

The grievance of any administrator of the Westport Board of Education shall be brought in writing to the attention of the Director of Human Resources.

2. Level Two - Referral to Superintendent of Schools

Where resolution of the grievance has not been secured at Level One, the grievance of any administrator of the Westport Board of Education shall be brought in writing to the attention of the Superintendent of Schools.

3. Level Three - Referral to the Board of Education

Where resolution of the grievance has not been secured at Level Two, the grievance shall be brought in writing to the Board of Education. At this time, the persons to whom the grievance was brought in Level One and Level Two shall be notified by the grievant. Where the Board alleges a breach of this agreement, then the parties shall meet thereon as a Level Three issue.

4. Level Four - Arbitration

a. Either party may within ten (10) days following a Level Three decision, if the grievance as defined in A.1. is not resolved by such decision, apply to the American Arbitration Association for the designation of an arbitrator pursuant to the then applicable rules of that Association. Nothing herein, however, is intended to preclude the parties during said ten (10) day period from mutually agreeing upon an arbitrator on their own.

b. The arbitrator shall render a decision in writing to both parties setting forth the findings of fact, reasoning and conclusions only on the issues submitted. Such decision shall be rendered as promptly as possible. However, the arbitrator shall limit his decision strictly as to the misinterpretation, violation and misapplication of the specific provisions of this agreement which may be in issue and shall be without power or authority to make any decision:

1. contrary to or inconsistent with or modifying, altering, amending or varying in any way any of the terms, conditions or provisions of this agreement or of applicable law or rules or regulations having the force and effect of law; or

2. involving Board discretion or Board policy not covered by the terms of this agreement or Board actions under all applicable statutes or rules or regulations of the State Board of Education or matters as to which the Board is without authority to act; or

3. limiting or interfering in any way with the powers, duties and responsibilities of the Board under policies not covered by the agreement, applicable statute and/or rules and regulations having the force and effect of law.

The decisions of the arbitrator rendered in accordance with his/her jurisdiction and authority hereunder shall be accepted as final and binding and shall be enforceable under applicable statutes.

c. The cost for the services of the arbitrator shall be borne equally by both parties.

d. In the event of conflict between a Board policy or regulation and the provisions of this agreement, the provisions of this agreement shall prevail.

G. Timetable for Handling Grievances:

<u>Level</u>	<u>Deadline for Submitting Grievances</u>	<u>Deadline for Meeting</u>	<u>Deadline for Reaching Decision</u>
1. Director of Human Resources	30 days	7 days	3 days
2. Superintendent	10 days after		

	prior decision	7 days	3 days
3. Board of Education	10 days after prior decision	15 days	10 days
4. Arbitration	Notice to other party 10 days after prior decision		As promptly as possible

In the event of an emergency, act of God, or other situation beyond the control of the parties, any aggrieved person, the Superintendent or Board of Education, the aforesaid time limits shall be suspended during the pendency of the said condition or conditions. Nothing herein shall preclude the parties in interest from agreeing to extend the aforesaid time limits. Pursuant to Section B(4), in the event a decision is not rendered within the deadline prescribed, the grievant shall have an additional three (3) days from the date of the deadline to submit the grievance to the next level.

ARTICLE XIV OTHER POLICIES

Previously adopted policies and policies adopted subsequent to the effective date of this agreement, which are in conflict with this agreement are hereby superseded by this agreement. All new policies shall be distributed by the Superintendent for inclusion in the policy handbook.

ARTICLE XV REDUCTION IN FORCE

In case of a school closing, grade restructuring, reorganization, or the elimination of position(s) as a result of which a unit member is displaced from his or her position, the following principles shall apply:

A. If any elementary school is closed or restructured and an elementary principal position is thus eliminated or lost during the life of this contract, the Superintendent shall assign the elementary school principal affected to any one of the following positions held by a non-tenure administrator or vacancies, if such positions or vacancies exist:

An elementary principalship at another school;

An elementary vice principalship or elementary associate principalship;

In addition, if he or she is as qualified or more qualified in the opinion of the Superintendent (which shall not be arbitrary or capricious), the elementary principal affected may (a) be assigned to displace a less senior elementary principal, or (b) be assigned to any other elementary or middle school administrative position which is vacant or held by the least senior unit member in those classifications, for which the displaced

administrator is certified, and for which he or she has had appropriate or comparable experience provided that such assignment does not constitute a promotion. "Seniority" as used in this Article shall refer to service as an administrator for the Westport Public Schools.

An administrator who is displaced by another administrator by operation of this section shall then be entitled to exercise his or her rights under this section, if any.

B. If a middle school is closed or restructured and a middle school principal position is thus eliminated or lost during the life of this contract, the Superintendent shall assign the middle school principal affected to any one of the following positions held by a non-tenure administrator or vacancies, if such positions or vacancies exist:

Another middle school principalship;

A middle school vice principalship;

In addition, if he or she is as qualified or more qualified in the opinion of the Superintendent (which shall not be arbitrary or capricious), the middle school principal affected may (a) be assigned to displace the least senior middle school principal (if less senior), or (b) be assigned to any other elementary or middle school administrative position which is vacant or held by the least senior unit member in those classifications for which the displaced administrator is certified, and for which he or she has had appropriate or comparable experience, provided that such assignment does not constitute a promotion.

An administrator who is displaced by another administrator by operation of this section shall then be entitled to exercise his or her rights under this section, if any.

C. If the position held by a middle school vice principal is eliminated or lost, the Superintendent will assign the affected middle school principal to a vacant vice principalship, or to any other elementary or middle school administrative position which is vacant or held by the least senior unit member in those classifications for which in the opinion of the Superintendent (which judgment shall not be arbitrary or capricious) he or she has had appropriate or comparable experience, provided that such assignment does not constitute a promotion. An administrator who is displaced in accordance with this section shall then be entitled to exercise his or her rights under this section in the same manner.

D. If the position held by a high school vice principal is eliminated or lost, the Superintendent shall assign the affected high school vice principal to a vacant high school vice principal position, or to any other elementary or middle school administrative position which is vacant or held by the least senior unit member in those classifications for which in the opinion of the Superintendent (which judgment shall not be arbitrary or capricious) he or she has had appropriate or comparable experience, provided that such assignment does not constitute a promotion. An administrator who is displaced by another administrator by operation of this section shall then be entitled to exercise his or her rights under this section, if any.

E. In the event any other administrative position is eliminated or lost (including the high school principalship), the Superintendent shall assign the affected administrator to another vacant administrative position or, at the option of the Superintendent, a position held by a less senior unit member, for which he or she has had appropriate or comparable experience in the judgment of the Superintendent (which shall not be arbitrary or capricious), provided that such assignment does not constitute a promotion. An administrator who is displaced by another administrator by operation of this section shall then be entitled to exercise his or her rights under this section, if any.

F. If there are two administrators whose administrative positions are eliminated or lost and both are eligible for transfer into the same position, both will be screened and the Superintendent will assign the most qualified to the position. Administrators who are displaced and for whom no other administrative assignment is available in accordance with the provisions of this Article shall be assigned to a teaching position subject to the provisions of the applicable collective bargaining agreement.

G. Any administrator who has been displaced from an administrative position, shall be placed on a reappointment list. His or her name shall remain on such reappointment list until reappointment to an administrative position for a period of two (2) years from the date of displacement, whichever shall first occur. If an administrator on the reappointment list refuses an appointment to an administrative position for which he or she is eligible, he or she shall be immediately removed from the reappointment list. Administrators on the reappointment list will only be eligible to take positions for which they are certified and qualified in the opinion of the Superintendent (which shall not be arbitrary or capricious), and shall not be eligible for any job which is a promotion. No administrator shall be eligible for reappointment unless he or she remains in the continuous employment of the Board between the date of displacement as an administrator, and the date of reappointment, unless there was no teaching position available for such administrator at the time of displacement.

H. If the Board of Education is enjoined by a court or administrative agency from implementing any aspect of this article, the procedures contained in this article will not be implemented.

I. For purposes of this Article, a "promotion" shall be a reassignment to a salary classification with a higher salary, as set forth on Schedule A.

J. Any administrator whose work year is reduced or who is displaced because of a reduction in force or who is involuntarily transferred for reasons other than unsatisfactory performance to a lower paying administrative or teaching position shall receive the pay for the new position plus a supplement of 2/3rds the difference from previous year's salary for the first year following reassignment, and shall receive the pay for the new position plus a supplement of 1/3rd the difference from previous year's salary for the second year following reassignment, and such payments shall be considered a severance benefit. This provision shall not affect administrator rights under Article XVIII.

ARTICLE XVI

STATE STATUTES AND TOWN CHARTER

This agreement is subject to and shall operate within the framework of the statutes of the State of Connecticut and Charter of the Town of Westport.

ARTICLE XVII SEVERABILITY

In the event that any provision or portion of this agreement is ultimately ruled invalid for any reason by an authority of established and competent legal jurisdiction, the balance and remainder of this agreement shall remain in full force and effect.

ARTICLE XVIII JUST CAUSE

Except for matters covered exclusively by Conn. Gen. Stat. Section 10-151, other applicable statutory provisions, or the provisions of Article XV, no administrator shall be disciplined or reduced in pay without just cause.

Executed this 2nd day of April 2014.

WESTPORT INTERMEDIATE ADMINISTRATORS ASSOCIATION

BY 
Its President

WESTPORT BOARD OF EDUCATION

BY 
Chairman

205015 v.09

SCHEDULE A
IAA SALARY SCHEDULES

2014-2015

Grade	Grade Name	Days	Step			
			1	2	3	4
1	Pre-School Coordinator	261	135,079	138,424	141,765	144,233
2	Coordinator (1)	208	126,232	129,351	132,771	136,374
3	Elementary Assistant Principal	198	127,342	130,686	134,027	136,494
4	Coordinator (2)	208	132,774	136,288	139,795	142,326
5	Elementary Assistant Principal	208	133,678	137,191	140,701	143,291
6	Athletic Director	261	134,992	137,256	139,838	143,250
7	Secondary Assistant Principal	261	142,328	146,082	149,832	152,602
8	Elementary Principal	261	152,022	155,775	159,169	162,910
9	Middle School Principal, Dir. of Pupil Services	261	155,390	159,149	162,912	167,376
10	High School Principal, Dir of Elementary Education, Dir of Secondary Education	261	170,827	174,962	179,096	185,210
11	Adult & Continuing Education Dir.	225	129,001	132,348	135,688	138,156

Administrators not yet at the maximum step will advance one step each year.

2015-2016

Grade	Grade Name	Days	Step			
			1	2	3	4
1	Pre-School Coordinator	261	138,051	141,469	144,884	147,406
2	Coordinator (1)	208	129,009	132,197	135,692	139,374
3	Elementary Assistant Principal	198	130,144	133,561	136,976	139,497
4	Coordinator (2)	208	135,695	139,286	142,870	145,457
5	Elementary Assistant Principal	208	136,619	140,209	143,796	146,443
6	Athletic Director	261	137,962	140,276	142,914	146,402
7	Secondary Assistant Principal	261	145,459	149,296	153,128	155,959
8	Elementary Principal	261	155,366	159,202	162,671	166,494
9	Middle School Principal, Dir. of Pupil Services	261	158,809	162,650	166,496	171,058
10	High School Principal, Dir of Elementary Education, Dir of Secondary Education	261	174,585	178,811	183,036	189,285
11	Adult & Continuing Education Dir.	225	131,839	135,260	138,673	141,195

Administrators not yet at the maximum step will advance one step each year.

SCHEDULE A
IAA SALARY SCHEDULES

2016-2017

Grade	Grade Name	Days	Step			
			1	2	3	4
1	Pre-School Coordinator	261	141,330	144,829	148,325	150,907
2	Coordinator (1)	208	132,073	135,337	138,915	142,684
3	Elementary Assistant Principal	198	133,235	136,733	140,229	142,810
4	Coordinator (2)	208	138,918	142,594	146,263	148,912
5	Elementary Assistant Principal	208	139,864	143,539	147,211	149,921
6	Athletic Director	261	141,239	143,608	146,308	149,879
7	Secondary Assistant Principal	261	148,914	152,842	156,765	159,663
8	Elementary Principal	261	159,056	162,983	166,534	170,448
9	Middle School Principal, Dir. of Pupil Services	261	162,581	166,513	170,450	175,121
10	High School Principal, Dir of Elementary Education, Dir of Secondary Education	261	178,731	183,058	187,383	193,781
11	Adult & Continuing Education Dir.	225	134,970	138,472	141,966	144,548

Administrators not yet at the maximum step will advance one step each year.

APPENDIX A

WESTPORT BOARD OF EDUCATION

DESCRIPTION OF HEALTH BENEFITS

for

THE WESTPORT INTERMEDIATE ADMINISTRATORS ASSOCIATION

Effective September 1, 2014

Administered by CIGNA

High Deductible Health Plan

Plan Features	In-Network	Out-of-Network
Deductible (September 1 through August 31st)	\$2,000 Individual \$4,000 Family	Same Deductible as In-Network
Co-insurance Limit	100%	80%
Out-of-Pocket Maximum Cross accumulation between in and out-of-network and prescription drugs. The amount you pay for any services counts towards both your in-network and out-of-network out-of-pocket maximums.	N/A	\$4,000 individual \$8,000 family
Lifetime Maximum	Unlimited	Unlimited
Preventative Care	Paid in full	Paid in full
Prescription Drug Participating Retail Pharmacy	Participating Retail Pharmacy \$10 co-payment – generic \$30 co-payment – preferred brand name \$45 co-payment - non-preferred brand name Maximum 30 day supply or 100 doses, whichever is less Subject to substitution unless DAW	N/A
Mail Order	\$25 co-payment – generic \$75 co-payment – preferred brand name \$112.50 co-payment – non-preferred brand name Maximum 90-day supply Subject to substitution unless DAW	N/A
Prescription Drug Out of Pocket Maximum After Deductible	Drugs at employee expense until deductible of \$2,000 individual, \$4,000 family is satisfied; then copays apply as set forth above up to additional maximum out-of-pocket costs of \$1,000/\$2,000.	N/A

APPENDIX B

WESTPORT BOARD OF EDUCATION DESCRIPTION OF HEALTH BENEFITS for THE WESTPORT INTERMEDIATE ADMINISTRATORS ASSOCIATION

As of September 1, 2010 - Amended to comply with federal law effective July 1, 2011
Administered by CIGNA

Point of Service Plan Design
Current Network – Open Access Plus

Plan Features	In-Network	Out-of-Network
Deductible (per calendar year)	None	\$300 per individual \$600 family maximum
Co-insurance Limit	N/A	20% first \$6,000 per individual
Out-of-Pocket Maximum	N/A	\$1,500 per individual (\$300 deductible plus 20% co-insurance) Does not include charges in excess of Maximum Allowable Amount determined by CIGNA
Lifetime Maximum	Unlimited	Unlimited
Well-Baby Care (No clinical indication of illness) As recommended by the American Pediatric Association	Paid in full	Subject to deductible and co-insurance Same frequency of visits applied
Routine Physical Exam (no clinical indication of illness) age 3 to age 25 annually age 26 to age 39 every 3 years age 40 to age 49 every 2 years age 50 and older every year	Paid in full	Subject to deductible and co-insurance Same frequency of visits applied
Routine Gynecological Exam (no clinical indication of illness) Permitted Annually	Paid in full	Subject to deductible and co-insurance Same frequency of visit applied
Routine Mammography Annual	Paid in full	Subject to deductible and co-insurance Same frequency of visits applied
Routine Vision Exam Once every 2 years	Paid in full	Subject to deductible and co-insurance Same frequency of visits applied
Eyeglass Benefit	PPO discount network	
Routine Hearing Exam Once every 2 years	Paid in full	Subject to deductible and co-insurance Same frequency of visits applied

Plan Features	In-Network	Out-of-Network
Physician Services* Office Visits for medical care (clinical indication of illness)	\$25 co-payment, no maximum	Subject to deductible and co-insurance
Allergy Testing	\$25 co-payment, no maximum	Subject to deductible and co-insurance
Allergy Treatment	Paid in-full No co-payment for injectables, treatment plan required	Subject to deductible and co-insurance, treatment plan required
Speech, Occupational and Physical Therapy ** Chiropractic Services	Paid in full 50 combined days maximum and subject to approved treatment plan	Subject to deductible and co-insurance 50 combined days maximum (maximums combined with in-network benefit and subject to approved treatment plan)
Inpatient Hospital Services Semi-private, physician and surgeon charges, maternity charges for mother and child, diagnostic and lab fees, PT and OT, drugs, operating room fees, dialysis, etc. Surgical assistant reimbursement limited to 20% of surgical charge	\$200 co-payment per admission, unlimited days, subject to UR. No co-payment for subsequent admissions within 30 days. Co-payment limited to 4 admissions per individual per calendar year and 8 admissions per family per calendar year	Subject to deductible and co-insurance
Outpatient Hospital Services Operating and recovery room, surgeon's fees, lab and x-ray, dialysis, radiation, and chemotherapy, etc.	\$150 co-payment subject to UR	Subject to deductible and co-insurance
Emergency Room Non-emergency use of emergency room not covered	\$100 co-payment sudden and serious condition (waived if admitted)	\$100 co-payment sudden and serious condition (waived if admitted)
Walk-in Clinic or Urgent Care Facility	\$50 co-payment, no maximum	Subject to deductible and co-insurance
Mental Health Inpatient	\$100 co-payment per admission, subject to UR	Subject to deductible and co-insurance, subject to UR
Substance Abuse Inpatient	\$100 co-payment per admission, subject to UR	Subject to deductible and co-insurance, subject to UR
Mental Health/ Substance Abuse Outpatient	\$25 co-payment, subject to approved treatment plan	Subject to deductible and co-insurance, subject to approved treatment plan

*includes services of naturopath

**Plan will comply with state mandate for the treatment of autism.

Plan Features	In-Network	Out-of-Network
Ambulance	Paid in full for true emergency	Paid in full for true emergency
Skilled Nursing Facility	Paid in full Maximum 120 days per calendar year	Subject to deductible and co-insurance Same maximum combined with in-network benefit
Private Duty Nursing	N/A	Subject to deductible and co-insurance 80% Maximum Allowable Amount, if medically necessary, to a maximum of \$15,000
Home Health Care Nursing and Therapeutic Services Home Health Aide Services	Paid in full Maximum 80 visits	Subject to deductible and co-insurance Same maximum combined with in-network benefit
Durable Medical Equipment, Supplies and Appliances	Paid in full when ordered or prescribed by a physician pursuant to an approved treatment plan	Subject to deductible and co-insurance, when ordered or prescribed by a physician pursuant to an approved treatment plan
Hospice Care	Paid in full Subject to UR	Subject to deductible and co-insurance, subject to approved treatment plan
Prescription Drug Participating Retail Pharmacy	Participating Retail Pharmacy \$10 co-payment – generic \$30 co-payment– preferred brand name \$45 co-payment - non-preferred brand name Maximum 30 day supply or 100 doses, whichever is less Subject to substitution unless DAW	N/A
Mail Order	\$25 co-payment – generic \$75 co-payment – preferred brand name \$112.50 co-payment – non-preferred brand name Maximum 90-day supply Subject to substitution unless DAW	N/A
Non-Compliance Penalties	20% co-insurance subject to maximum \$500 per admission or episode of care	20% co-insurance subject to maximum \$500 per admission or episode of care

APPENDIX C
WESTPORT BOARD OF EDUCATION

DENTAL BENEFITS

As of July 1, 2008
Administered by Delta Dental

Deductible Per calendar year	\$50 deductible applies to Basic and Major Services Maximum family deductible per calendar year is \$150
Individual Maximum Benefit	Individual maximum benefit paid per calendar year is \$2,500
Covered Charges	If utilizing a Delta Dental participating dentist, the dentist has accepted the reimbursement level. Non-participating dentist outside Delta Dental's network can charge amounts greater than the covered allowance for any procedure and the patient is liable for the balance.
Preventive & Diagnostic (Type A Services) Exams, Cleanings, Bitewing X-Rays (2 per calendar year per person); Fluoride Treatment (for children to age 9)	100% reimbursement of usual, customary and reasonable charges Not subject to deductible
Remaining Basic (Type B Services) Fillings, Extractions & Root Canals (Endodontics); Periodontal & Oral Surgery; Sealants (to age 16)	80% reimbursement of usual, customary and reasonable charges Subject to deductible
Crowns & Prosthodontics (Type C Services) Crowns & Gold Restorations; Repair of Dentures & Removable Prosthodontics; Bridgework, Full & Partial Dentures	50% reimbursement of usual, customary and reasonable charges Subject to deductible
Orthodontia (Adults & Dependent Children) Coinsurance Lifetime Maximum	50% \$2,000

Dependent children are covered to age 25 if enrolled as a full time student in an accredited school or university or living at home with parents and primarily financially dependent upon the employee for support.)