



Excellence in Education

Collective Bargaining Agreement

Between the
Capitol Region Education Council
and the
AFT – CT LOCAL 06595
CREC HEALTH PROFESSIONALS
(RN, APRN & LPN)

July 1, 2017- June 30, 2020

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This agreement is entered into by and between the CAPITOL REGION EDUCATION COUNCIL (hereinafter referred to as "CREC" or "Employer") and the AMERICAN FEDERATION OF TEACHERS-CONNECTICUT (hereinafter referred to as the "UNION" or "AFT").

ARTICLE 1
RECOGNITION

- 1.0 The Capitol Region Education Council ("CREC") (hereinafter referred to as the "Employer") recognizes the American Federation of Teachers - Connecticut (hereinafter referred to as the "Union") as the exclusive collective bargaining representative of all those employed by CREC in the positions of registered nurse (hereinafter referred to as RN), licensed practical nurse (hereinafter referred to as LPN) and advanced practice registered nurse (hereinafter referred to as APRN), excluding supervisors, per diem employees, temporary and substitute employees and other employees excluded by the Municipal Employee Relations Act, Conn. Gen. Stat. 7-467 et. seq. (the "Act").

ARTICLE 2
COMPLETE AGREEMENT/SAVINGS CLAUSE

- 2.0 It is understood and agreed that this Agreement contains the complete agreement of the parties and that it may be amended or altered only by mutual agreement in writing signed by the parties. CREC and the Union agree that each had a full opportunity to raise issues, and that all matters to be included in this Agreement have been presented, discussed and incorporated herein or rejected.
- 2.1 In the event that any provision of this Agreement is or becomes contrary to law, then such provision shall not be applicable, performed or enforced, except to the extent permitted by law. All other articles and sections not invalidated by law shall remain in full force and effect.

ARTICLE 3
PERSONNEL FILES

- 3.0 A bargaining unit member shall, upon request to the Director of Human Resources or his/her designee, be given the opportunity outside the bargaining unit member's work day to review the contents of his/her personnel file.
- 3.1 The bargaining unit member has the right to reply to any document with a formal letter addressed to the Employer. This letter will be placed in the file.

ARTICLE 4
MANAGEMENT RIGHTS

- 4.0 Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this Agreement, CREC has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it and it shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of CREC and direction of the working forces, including but not limited to the following:
- a. To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of CREC;
 - b. To establish or continue policies, practices and procedures for the conduct of Board business and, from time to time, to change or abolish such policies, practices or procedures;
 - c. To discontinue processes or operations or to discontinue their performance by employees;
 - d. To select and to determine the number and types of employees required to perform CREC's operations;
 - e. To employ, transfer, promote or demote employees, or to lay off, discipline, suspend, terminate, furlough or otherwise relieve employees from duty for lack of work or other legitimate reasons;
 - f. To prescribe and enforce reasonable rules and regulations provided such rules and regulations are made known to employees affected by them, including but not limited to prescribing rules for the maintenance of discipline and for the performance of work in accordance with the requirements of CREC;
 - g. To establish contracts or subcontracts for any of CREC's operations, provided that this right shall not be used for the purpose or intention of undermining the Union or of discriminating against its members.
 - h. To create job specifications and revise existing job specifications as deemed necessary and to ensure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees provided that, upon request, CREC agrees to negotiate with the Union regarding any significant impact which any such change may have on employees' wages, hours or other terms of employment;
 - i. To take any action which CREC reasonably believes is necessary to comply with any legal requirement regardless of the restrictions imposed by any terms and conditions of this Agreement.

ARTICLE 5
UNION SECURITY

- 5.0 **Union Membership:** All employees in the bargaining unit shall, thirty (30) days from the date of the execution of this Agreement, or from the date of their employment by the Employer, become and remain members of the Union in good standing in accordance with the Constitution and by-laws of the Union, during the terms of this Agreement or extension thereof, as a condition of continued employment.
- 5.1 The Union shall notify CREC in writing regarding the rates for fees and dues. Further, the Union shall supply CREC with written notice provided at least thirty (30) days prior to the effective date of any change in such rates for fees and dues.
- 5.2 **Dues Deductions:** CREC agrees to deduct via payroll dues for all members of the bargaining unit, unless an individual member gives notice to the Director of Human Resources, in writing, that he or she wishes to have deducted the service fee only. Such deduction shall continue for the duration of this Agreement or by any extension thereof.
- 5.3 **Notification of Union Representatives:** The Union shall notify CREC in writing of the names of all officers, stewards, and staff representatives.
- 5.4 **Posting of Agreement:** A copy of this Agreement shall be posted on the CREC Intranet.
- 5.5 **Union Communications:** The Union shall have the use of bulletin board space at an accessible place in each school building or the electronic equivalent for Union notices.
- 5.6 **Union Orientation for New Employees:** CREC shall notify the Union's President when an employee is hired into the bargaining unit. CREC shall also provide the Union with notice of the dates for CREC's new employee orientation meetings for all newly hired employees. At the new employee orientation, CREC will provide the employee with a union membership enrollment application, a copy of the collective bargaining agreement and the contact information for the Union President so that the new employee may schedule a time outside of work hours to meet with the Union President. In addition, CREC will allow for the Union President or another Union officer to introduce him/herself to the new employee at the monthly nurse staff meeting.

ARTICLE 6
NON-DISCRIMINATION

- 6.0 The Employer agrees not to unlawfully discriminate in the application of the terms of this contract against any bargaining unit member on the basis of race, religious creed, color, national origin, ancestry, age, sex, sexual orientation, present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to, blindness, or marital status.

- 6.1 The Union agrees not to unlawfully discriminate in the application of the terms of this contract against any bargaining unit member on the basis of race, religious creed, color, national origin, ancestry, age, sex, sexual orientation, present or past history of mental disorder, mental retardation, learning disability or physical disability, including, but not limited to, blindness, or marital status.
- 6.2 The provisions of this Article are informational only and are not subject to the grievance procedure.

ARTICLE 7
HOURS OF WORK

- 7.0 CREC hereby agrees that for a full time nurse, a seven hour day inclusive of lunch, shall be the base. When a nurse (or nurses) in an existing program or in a newly created program is scheduled to work more than the seven (7) hour base day, an adjusted salary or salaries shall be determined by dividing the hours of the extended work day by seven (7) and multiplying the salary at the appropriate step and lane of the attached salary schedules by the resulting factor.
- 7.1 It is mutually understood and agreed that the normal workday/workweek for any employee will vary from time to time subject to the requirements of the job as directed by the Director or Assistant Director of Health Services. It is also mutually understood that nurses may be required to provide coverage in buildings or programs other than those where they are normally assigned.
- 7.2 APRNs and RNs are salaried employees, exempt from eligibility for overtime.
- 7.3 LPNs are hourly employees. Time and one-half shall be paid to LPNs, in those cases required by law, for all hours worked beyond forty (40) hours per week.
- 7.4 There shall be two types of employment years:
- (a) The SCHOOL YEAR (also called academic year employees) which shall follow the school calendar, plus an additional five (5) days during the summer prior to the first day of school which shall be scheduled by mutual agreement between the nurse, the assistant director of health services and the building principal/program director. Salaried academic year employees will have the option of being paid in either 22 or 26 pay period installments.
 - (b) EXTENDED YEAR. Nurses assigned to work an extended year at River Street shall be paid for the actual number of days worked times their individual per diem rate. For such nurses, twenty (20) paid days are to be scheduled in addition to legal holidays. Of the twenty (20) paid days, up to fifteen (15) shall be scheduled by management during program shutdown times or times of low student census (which shall be identified by July 1 each year) and any remaining paid days may be taken, at the employees'

discretion, during days when the program would otherwise be in session. When there is a conflict among employees, the senior employee shall have first choice of time periods.

- 7.5 If summer school programs outside of River Street programs resume at any point during the duration of this Agreement, the summer programs will be filled in order of seniority.

ARTICLE 8 **LEAVE PROVISIONS**

- 8.0 **Sick Leave:** Annual and academic employees shall have fifteen (15) paid sick leave days per year. Employees who are hired after the start of the work year shall have sick leave pro-rated. Unused sick leave may be accumulated to a maximum of one hundred sixty-five (165) days.
- 8.1 Sick leave is defined as the authorized absence from duty with pay for any of the following reasons:
- Personal illness or physical incapacity of the employee which is not determined to be a work-related injury or illness for which benefits are provided under the Workers' Compensation statutes.
- 8.2 A medical certificate acceptable to CREC may be required for any absence of three (3) consecutive working days or more or in the event of frequent or habitual absences as determined by the Director or Assistant Director of Health Services.
- 8.3 An employee's annual sick time allotment of 15 days may be used for illness of an immediate family member. Immediate family includes parents, children, siblings, spouse, grandparents, grandchildren, step relations in the preceding five relationships, or any other person who resides in the employee's household.
- 8.4 **Personal Leave:** Annual and Academic employees shall be entitled to up to two (2) days of personal leave annually (non-accumulative), but such leave must be approved by the Director of Nursing or his/her designee.
- 8.5 Paid time shall not normally be granted immediately prior to or following a school holiday or vacation.
- 8.6 Personal leave shall be prorated for employees who begin employment after the start of the work year (August 1 for extended year employees or the first day of the academic year for academic employees).
- 8.7 **Bereavement Leave:** CREC shall allow up to a total of five (5) days per year paid bereavement leave for an employee who loses a member of his/her immediate family or his/her spouse's immediate family. Immediate family is defined in Section 8.3 above.

Time taken for bereavement of someone other than those listed above may be listed on time sheets as excused absence (unpaid) or personal day upon prior approval of Director of Health Services or his/her designee.

- 8.8 **FMLA:** CREC shall allow eligible employees leaves of absence without pay as required by the federal Family and Medical Leave Act of 1993. Employees shall first exhaust all applicable paid leave benefits (e.g. personal and sick leave). Such paid leave will be credited against the employee's eligible leave under the Family and Medical Leave Act of 1993. After applicable paid leave is exhausted, any remaining FMLA leave shall be unpaid leave.
- 8.9 **Child Rearing:** Any employee who has completed three (3) continuous years of employment with CREC shall be entitled, upon written request submitted to the Executive Director, to a leave without pay or benefits, for purposes of child rearing, apart from any period of child birth disability leave. Such employee shall be entitled to such leave for any school year, or a reasonable portion thereof, in which the child is born, adopted, or fostered.
- A. A nurse on child-rearing leave shall be entitled to purchase insurance fringe benefits at group rates during the duration of the leave in accordance with the terms of the insurance carriers.
 - B. Employees requesting such leave shall submit not less than thirty (30) days written notice of the anticipated date of commencing such leave or returning to work.
- 8.10 **General Leave:** Unpaid leave of absence for up to one (1) year may be granted by the Board of Directors to an employee for medical or educational purposes, if, in its determination, the leave will benefit CREC. CREC may set conditions to any such leave.
- 8.11 All employees shall retain but not accrue seniority and sick leave accumulation during the period of any approved, unpaid leave. An employee is not entitled to personal days while on an extended leave of absence (child-rearing or general).

ARTICLE 9 **PROFESSIONAL DEVELOPMENT**

- 9.0 Employees may apply for and receive tuition reimbursement up to \$2,000 per approved year under the following conditions:
- (a) The employee must have completed at least two years continuous employment at CREC
 - (b) The employee must have passed the first open enrollment period following the completion of two years of actual employment
 - (c) The employee must be scheduled to work twenty (20) hours a week or more
 - (d) A grade of "B" or better must be achieved
 - (e) Overall evaluation must be on or above target

- (f) Attendance must be on or above target
 - (g) Reimbursement is for tuition only, not books or other related expenses
 - (h) The course must be job related
- 9.1 CREC shall allocate a maximum of \$10,000 per year for course reimbursement for employees in this bargaining unit.
- 9.2 CREC shall pay the reasonable expenses (including fees, meals, lodging and transportation) incurred by members of the bargaining unit who attend workshops, seminars, conferences, conventions or other professional improvement sessions at the direction of the supervisor and the Superintendent. A written report may be required of any employee attending such a session.
- 9.3 An employee may request leave to attend workshops, conferences, conventions or other professional development sessions at their own expense. Such leave may be granted if the supervisor determines the employee's participation in the requested workshop, conference, convention or other professional development session would benefit CREC and the employee's absence would not cause a hardship to CREC or CREC's students.

ARTICLE 10
HIRING COMMITTEE

- 10.0 A Hiring Committee will be established consisting of Employer representatives and at least one but not more than three bargaining unit employees, if available. Bargaining unit members may volunteer to serve on the hiring committee and there shall be no additional compensation for serving on the committee. A bargaining unit member nurse from each appropriate school level (elementary, secondary, special education) shall serve on the hiring committee if willing and available. The Hiring Committee members shall be involved in the interview process of applicants and shall provide input on qualified candidates for vacancies.

ARTICLE 11
VACANCIES

- 11.0 Any job vacancies (openings or new positions) shall be posted at all schools, for five (5) workdays. Employees desiring to apply for a vacancy shall apply in accordance with the posted notice. All internal candidates for job postings will be offered an interview. The most qualified candidate, as determined by CREC, will be given the job.

ARTICLE 12
DISCIPLINARY PROCEDURES AND DISCHARGE

- 12.0 No employee shall receive written discipline or be discharged except for just cause. Under normal circumstances, discipline shall be applied in progressive order (i.e. warning, then suspension or demotion, then discharge). In cases of serious employee misconduct, this progression need not be followed, and employees involved may be discharged, suspended or demoted for the first offense.
- 12.1 All suspensions and discharges must be stated in writing, with reason given and a copy given to the employee at the time of such discipline. Simultaneous notification shall be given to the Union, unless the employee declines union representation.

ARTICLE 13
LAYOFFS AND RECALL

- 13.0 Seniority shall be defined as an employee's length of continuous service in his/her classification in the school system. The classifications in this bargaining unit are nurses, licensed practical nurses, or advanced practice nurse positions. No employee shall accrue seniority until he/she has completed his/her probationary period of employment. The probationary period for all new employees shall be ninety (90) calendar days which may be extended up to an additional ninety (90) calendar days in CREC's sole discretion, during which time the employees shall have no seniority rights. An employee may be disciplined up to and including termination of employment during the probationary period for any reason and shall have no recourse to the grievance procedure provided for in this Agreement. Upon satisfactory completion of the probationary period, the employee's seniority shall become effective from the date of hire. An employee shall serve a new probationary period in accordance with the terms and conditions set forth above in the event the employee is promoted to a different classification.
- 13.1 In the event of elimination of positions, employees shall be laid off in the reverse order of system-wide seniority within the classification of LPN, RN and APRN.
- 13.2 Employees on layoff shall retain recall rights within their classification for a period equal to their length of continuous service, up to a maximum of one (1) year from the date of layoff. Recall shall be in order of seniority within classification. An employee who is recalled shall be notified by certified mail, return receipt requested or by email (method of notification shall be selected by employee) and shall be expected to respond to the Director of Human Resources no more than ten calendar (10) days after receipt of such notification. This time limit may be waived by agreement of the parties for good cause. Employees must keep CREC informed of any address changes. Recalled employees shall return to the same status they held on the date of layoff in terms of pay rate within classification, vacation and sick leave accumulation, if any, seniority, and all other benefits.

However, no seniority, leave time, or other benefits shall accrue during the period of layoff. If an employee who was laid off from a full time position refuses recall to a part time position, he/she shall not forfeit recall rights.

- 13.3 Seniority shall continue to accrue during all authorized leaves of absence with pay, including paid sick leave.
- 13.4 Upon request, an updated seniority list of the affected unit shall be furnished to the Union prior to any layoff.

ARTICLE 14 **GRIEVANCE PROCEDURE**

14.0 Definition: A grievance is hereby defined to be a complaint by an employee that his/her rights under the specific language of this Agreement have been violated and that, as to him/her, there has been a misinterpretation or misapplication of any provision of this Agreement. All grievances must advise the employer of the specific provisions claimed to have been violated, of the nature of the grievance, and the remedy requested. For the purposes of this article, the term "employee" shall mean either (1) an individual employee or (2) a group of employees having the same grievance. The term "days" shall mean calendar days, unless otherwise stated.

14.1 Procedure:

A. LEVEL ONE – IMMEDIATE SUPERVISOR.

Employees who have grievances are encouraged to attempt to work the matter out informally with the appropriate administrator. The grievant must file a grievance in writing to the immediate supervisor within ten (10) days from the date he knew or should have known of the event or condition giving rise to the grievance, otherwise the grievance shall be deemed to have been waived. The written grievance must indicate the specific nature of the grievance and the contract provision(s) alleged to be violated. Such immediate supervisor may request a meeting with the employee prior to making a decision, but in any event must render a decision within ten (10) days of receipt of the written grievance. The employee shall be accompanied by a Union representative at the meeting.

B. LEVEL TWO – EXECUTIVE DIRECTOR.

If the grievance is not resolved at level one, the Union shall have the right to present the grievance in writing to the Executive Director, provided such grievance shall be presented within seven (7) days of decision under level one or, if no decision is rendered, within ten (10) days of the date the written grievance was filed with the immediate supervisor under level one. Within fourteen (14) days after receipt of the written grievance, the Executive Director or his/her designee, with the supervisor involved, shall meet with the grievant and union representatives in an effort to resolve the grievance.

The decision of the Executive Director or his/her designee shall be rendered within seven (7) days of this meeting.

C. LEVEL THREE – IMPARTIAL ARBITRATION.

In the event that the response at Level 2 does not resolve the grievance, or in the event no decision has been rendered within ten (10) days after the Level 2 Meeting, then the Union shall have the right to seek arbitration of the grievance before the American Arbitration Association (AAA). The request for arbitration shall be in writing and must be filed with the AAA, with a copy to the Director of Human Resources, no later than fourteen (14) days after the date of issuance of the written decision under Level 2 above. Or, in the event that no written decision is rendered, the Union may file the grievance within twenty days from the meeting held at Level 2.

The Arbitrator designated shall hear and decide only one (1) grievance at a time. His/her award shall be final and binding, except as otherwise provided by law. He/she shall be bound by and must comply with all terms of this Agreement and shall have no power to add to, subtract from, or in any way modify the provisions of this Agreement. The general cost of arbitration shall be borne equally by both parties, including the arbitrator's fee, but each party shall be responsible for bearing their own costs associated with the arbitration process. If a postponement is necessary for one party, that party must pay the postponement fee. If the parties mutually agree to postponement, they shall share equally the costs of any such fee.

- 14.2 General: Any time limits specified within this Article, except for the initial filing of a grievance may be extended in writing by mutual agreement of the Union and the Board or its designate, provided that if a grievance is not submitted to a higher step in the above procedure, it shall be deemed settled on the basis of the answer in the last step considered.

No employee may file for arbitration or appeal to the Employer under this procedure except with the approval and participation of the Union. No employee may file for arbitration as an individual, but only the Union may file any appeal to arbitration hereunder.

ARTICLE 15
EMPLOYEE INSURANCE

15.0 Alternate Health Insurance Carriers

The use of names of particular insurance companies in this Article does not restrict CREC from seeking comparable insurance from other companies. CREC may change insurance carriers or self-insure for any of the medical and/or dental insurance benefits provided below, provided that CREC determines that the overall level of benefits, when considered as a whole, are substantially comparable to the overall level of benefits in existence prior to such change.

Whenever possible, CREC will provide the Union and members of the bargaining unit with at least sixty (60) days advance notice of CREC's intent to change carriers or self-insure.

15.1 Health Insurance for Active Employees

- A. CREC shall provide a program of group health insurance benefits to eligible nurses and their dependents. The benefits of this section shall be available to nurses who hold regular positions of twenty (20) hours per week or more, after completion of 60 days from the date of hire.
- B. CREC will offer health insurance benefits through (1) an HMO/POE option, (2) a Century Preferred Plan available to employees whose legal residence is in another state, (3) a POS plan and (4) an HSA/HDHP plan. Effective January 2019, there shall be no HMO plan available to members of this bargaining unit.
- C. A summary of the co-pays and benefits provided under the HMO and PPO are outlined in Appendix B.
- D. The HSA (Health Savings Account) plan shall have the following components:

	In-Network	Out-of-Network
Annual Deductible (Individual/Aggregate Family)	\$2000/4000 (Shared In/Out)	
Co-insurance	N/A	20% co-insurance after deductible, subject to co-insurance limits
Preventive Care	Deductible not applicable	20% co-insurance after deductible, subject to co-insurance limits
Prescription Drug Coverage	Treated as any other medical expense subject to deductible. Once deductible is met, then \$10/25/40 copay per prescription.	20% co-insurance after deductible, subject to co-insurance limits
Cost Share Maximum - includes deductible, copays and co-insurance, as applicable (Individual/Aggregate Family)	3,000/6,000	\$5,000/10,000
Lifetime Maximum	Unlimited	Unlimited

CREC will fund fifty percent (50%) of the applicable HSA deductible amount for each full-time employee who elects coverage under the high

deductible/HSA plan (with pro-rated funding of the deductible for part-time employees). CREC's contribution toward the HSA deductible will be deposited in two equal installments in January and July of the plan year. The parties acknowledge that CREC's contribution toward the funding of the HSA plan is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The CREC shall have no obligation to fund any portion of the HSA deductible for retirees or other individuals upon their separation from employment. For any plan year in which an employee is enrolled in the high deductible/HSA plan for only a portion of the plan year, CREC's contribution toward the funding of the deductible shall be pro-rated.

15.2 If CREC determines that the total cost of a group health plan or plans offered under this contract may trigger an excise tax under Internal Revenue Code Section 4980I, or any other local, state or federal statute or regulation, during the term of this contract, the CREC and the Union will, upon the request of the CREC, engage in mid-term negotiations regarding the impact of such excise tax, in accordance with the Municipal Employees Relations Act (MERA). Only Article 7 (Insurance) of the collective bargaining agreement would be subject to the reopener and no other provisions of the collective bargaining agreement would be opened for the mid-term negotiations referenced in this paragraph.

15.3 Premium Cost Share

Plan	1/2017- 12/31/17	1/2018- 12/31/18	1/2019- 12/31/19
HMO Option	21.0%		
PPO Option	19.5%	20.5%	21.5%
POS Option	19.5%	20.5%	21.5%
HSA Option	16.5%	17.5%	18.5%

Health insurance premium share for the months of July and August will be deducted from employees' paychecks that are issued between the months of February and June of the school year preceding the July and August. For employees who become eligible for benefits after January, deductions for health insurance premiums for the months of July and August will be divided among the paychecks that are issued between the month that the employee becomes eligible and June of that same year.

15.4 Other Benefits

- A. For full time employees: Life insurance equal to twice the employee's annual salary to the nearest \$1,000; CREC pays 100% of the life insurance premiums for eligible employees. (Annual period employees who work under thirty (30) hours per week shall not be entitled to this benefit)
- B. Disability income insurance, providing for a six month waiting period and fifty percent (50%) of Basic Monthly Earnings not to exceed a Maximum Monthly Benefit of \$1,000 less Other Income Benefits and Other Income Earnings. Employees may also choose to purchase the opt up plan that provides for sixty

percent (60%) of Basic Monthly Earnings not to exceed a Maximum Monthly Benefit of \$8,000 less Other Income Benefits and Other Income Earnings. CREC pays half the premium for the basic disability income insurance. CREC shall pay the full premium for the basic coverage to employees who have begun their second continuous contracted month with CREC. Employees must pay to receive the opt up plan instead of the basic plan.

- C. CREC shall offer Blue Cross Flex Dental Plan with a \$2,000 annual maximum. CREC shall pay the total cost of the premium for eligible employees.
- D. CREC shall offer Vision Care Coverage.
- E. CREC shall offer participation in the CREC savings and pension fund to employees who work twenty hours or more and who have completed two continuous years of service as a nurse at CREC. CREC will match employee contributions as follows:

Employee Contribution	CREC Match
6%	5%
5%	4.2%
4%	3.6%
3%	3%
2%	2%
1%	1%

ARTICLE 16
COMPENSATION

- 16.0 Employees shall be paid in accordance with the schedules set forth in Appendix A.
- 16.1 Initial salary placement shall be at the discretion of the Superintendent or his/her designee. In determining the initial placement on the salary schedule, credit may be granted for similar experience in other communities and the employee will be placed on the appropriate step of the salary schedule. No new employee shall be placed on the top step unless the employee has relevant work experience.
- 16.2 Nurses shall be paid via electronic direct deposit into a designated bank account of the nurse's choice. Such bank account number shall be provided to CREC prior to the commencement of each school year.
- 16.3 Nurses who are directed by CREC to teach CPR outside of their normal work schedule shall be paid their hourly rate for time spent teaching CPR.
- 16.4 Nurses who are directed by CREC to attend evening/after school events outside of their normal work schedule (such as open house or school registration) shall be paid \$35/per hour.

16.5 Field trip rate (for trips outside of school day and nurse's normal work schedule) will be a \$100 stipend for any overnight; hourly rate for during the day.

16.6 Nurses are eligible for a longevity bonus as follows:

10 - 14 years of service:	\$500 each year
15+ years of service:	\$750 each year

Nurses hired in the months of January to June, the payment will be made in July.
Nurses hired in the months of July to December, the payment will be made in January.

ARTICLE 17
DURATION

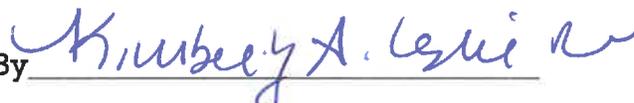
17.0 This Agreement shall become effective July 1, 2017, except as provided herein and shall remain in full force and effect through June 30, 2020, and shall continue in effect thereafter until either party serves written notice to the other in accordance with law to commence negotiations for a successor agreement prior to the termination of this Agreement.

CAPITOL REGION EDUCATION COUNCIL

By 
Executive Director

Date: 12/6/18

CREC Health Professionals

By 
President

Date: 11/29/18

AFT-CT Local 06595

By 

Date: 11/29/18

APPENDIX A
WAGE SCHEDULES

RN

Step	2017-2018	2018-2019	2019-2020
1	47,050	47,521	47,996
2	48,231	48,713	49,200
3	49,412	49,906	50,405
4	50,593	51,099	51,610
5	51,774	52,292	52,815
6	52,955	53,485	54,020
7	54,137	54,678	55,225
8	55,318	55,871	56,430
9	56,499	57,064	57,635
10	57,680	58,257	58,840
11	58,861	59,450	60,045
12	60,042	60,642	61,248
13	61,223	61,835	62,453
14	62,405	63,029	63,659
15	63,586	64,222	64,864
16	64,767	65,415	66,396

APRN

Step	2017-2018	2018-2019	2019-2020
1	72,038	72,758	73,486
2	73,348	74,081	74,822
3	74,664	75,411	76,165
4	75,970	76,730	77,497
5	77,275	78,048	79,219

LPN

Step	2017-2018	2018-2019	2019-2020
1	27.54	27.82	28.10
2	28.56	28.85	29.14
3	29.58	29.88	30.33

APPENDIX B
CREC MEDICAL BENEFIT PLAN DESIGN
FOR NURSES
Effective January 1, 2018

Plan Design Coverage Period: Calendar Year 2018 and 2019

Health Maintenance Organization (HMO) / Bluecare Point of Enrollment (POE) – Option not available effective 01/01/2018

Primary Care Physician Required – No Referrals Required

IN Network

- \$25 Co-pay Dr. Visits
- \$35 Co-pay Specialists (IN Network Only)
- \$150 Emergency Room
- \$50 Urgent Care
- \$150 In-Patient Hospital
- \$150 Out-Patient Surgery Services
- \$150 Ambulatory Hospital
- \$50 to \$300 maximum per year- High End Imaging

Prescription Drug Max - **Unlimited**

Prescription Drug Co-pays: **Please note:** copays listed below are Retail co-pays.

Mail Order (for maintenance drugs ONLY) 2x's copay for Generic, Listed Brand, or Non-listed Brand for a 90-day supply.

Generic	=	\$5
Listed Brand	=	\$20
Non-listed Brand	=	\$40

OUT of Network Emergency ONLY

Dental \$2,000 per covered member. All Plans include BC&BS Flexible Dental (Includes Orthodonture – Category 4)

Vision \$10 copayment for eye exams every 12 months with up to \$48 for reimbursement In/Out of Network.

\$10 copayment for lenses and frames with up to \$48 reimbursement In/Out of Network.

\$10 basic copayment for frames and contact lenses with a benefit allowance and a varied reimbursement allowance Out of Network.

Bluecare Point of Service (POS)

Primary Care Physician Required – No Referrals Required

IN Network \$25 Co-pay Dr. Visits
\$35 Co-pay Specialists
\$150 Emergency Room
\$50 Urgent Care
\$150 In-Patient Hospital
\$150 Out-Patient Surgery Services
\$150 Ambulatory Hospital
\$50 to \$300 Maximum per year - High End Imaging

Prescription Drug Max - **Unlimited**
Prescription Drug Co-pays: **Please note:** co-pays listed below are Retail co-pays.

Mail Order (for maintenance drugs ONLY) 2x's copay for Generic, Listed Brand, or Non-listed Brand for a 90-day supply

Generic = \$5
Listed Brand = \$20
Non-listed Brand = \$40

OUT of Network \$200/\$400 deductible
80%/20% co-insurance
\$800/\$1600 co-insurance Maximum
\$1000/\$2000 Out of Pocket
Pre-certification Required

Dental \$2,000 per covered member. All Plans include BC&BS Flexible Dental (Includes Orthodonture – Category 4)

Vision \$10 copayment for eye exams every 12 months with up to \$48 for reimbursement In/Out of Network.

\$10 copayment for lenses and frames with up to \$48 reimbursement In/Out of Network.

\$10 basic copayment for frames and contact lenses with a benefit allowance and a varied reimbursement allowance Out of Network.

Anthem Blue Cross & Blue Shield Century Preferred – Preferred Provider Organization (PPO)

OUT-OF-STATE RESIDENTS ONLY. No Primary Care Physician Required – No Referrals Required

IN Network \$25 Co-pay Dr. Visits
\$35 Co-pay Specialists
\$150 Emergency Room
\$50 Urgent Care
\$150 In-Patient Hospital
\$150 Out-Patient Surgery Services
\$150 Ambulatory Hospital
\$50 to \$300 maximum per year - High End Imaging

Prescription Drug Max – \$4000, per covered member
(after drug maximum exhausted) rolls over to an
80%/20% copayment thereafter.

Mail Order (for maintenance drugs ONLY) 2x's copay for Generic, Listed Brand, or Non-listed Brand for a 90-day supply

Generic = \$5
Listed Brand = \$20
Non-listed Brand = \$40

OUT of Network \$200/\$400/\$500 deductible
80%/20% co-insurance
\$1000/\$2000/\$2500 cost share
Lifetime maximum - \$1,000,000
Pre-certification Required

Dental \$2,000 per covered member. All Plans include BC&BS Flexible Dental (Includes Orthodonture - Category 4)

Vision \$10 copayment for eye exams every 12 months with up to \$48 for reimbursement In/Out of Network.

\$10 copayment for lenses and frames w/up to \$48 reimbursement In/Out of Network.

\$10 basic copayment for frames and contact lenses with a benefit allowance and a varied reimbursement allowance Out of Network.

Lumenos Health Savings Account (HSA) – Preferred Provider Organization (PPO)
\$2,000/\$4,000 In/Out of Network

Health Account Annual Deductible **Bridge**
Annual In-Network: \$2,000 Individual/\$4,000 Family deductible health account with a 50% contribution from CREC in two equal installments in each January and July. CREC reserves the right to set the premium cost shares for the HSA option.

Annual Out-of-Network:

\$2,000 Individual
\$4,000 Family (two or more covered members)

After your bridge, the plan pays:
Rx copays \$10/\$25/\$40 (mail order 2x copay)
100% for In-Network providers
80% for Out-of-Network providers
100% for preventive care services
Preventive services do not come out of Health Savings Account

Cost Share Maximum **In-Network:** \$3,000 Individual/\$6,000 Family (includes deductible, copays and co-insurance, as applicable)

Out-of-Network: \$5,000 Individual/ \$10,000 Family

Employee and employer contribution to your HDHP/Health Savings Account (HSA) cannot exceed:

\$3,450 for Single
\$6,850 for Family (family = two or more covered members)

Dental \$2,000 per covered member. All Plans include BC&BS Flexible Dental (Includes Orthodonture – Category 4)

Vision \$10 copayment for eye exams every 12 months w/up to \$48 for reimbursement In/Out of Network.
\$10 copayment for lenses and frames w/up to \$48 reimbursement In/Out of Network.

\$10 basic copayment for frames and contact lenses with a benefit allowance and a varied reimbursement allowance Out of Network.