



FILE COPY

MONTVILLE BOARD OF EDUCATION
Employee

The Montville Board of Education ("Board") hereby agrees to employ **Nicholas J. Savoie** ("Employee") and Employee hereby agrees to serve as Director of Technology for the public schools of said town for the ~~2023-2027~~ school years, subject to the conditions stated below.

2024

Section I: Contract Term

This contract begins **July 1, 2024**, and ends **June 30, 2027**, subject to Section II below, Termination.

Section II: Termination

This contract may be terminated at any time by mutual consent of the parties. It may also be terminated by the Board for cause. The Employee may resign or retire by submitting at least sixty (60) days written notice to the Superintendent.

Section III: Duties and Responsibilities

The duties and responsibilities of the Employee shall be in accordance with the Board of Education or its designee's directive or as set forth by Board policy.

Section IV: Work Year

The Employee shall be employed under a twelve (12) month contract with the following provisions:

A. Vacation

The Employee shall be entitled to twenty-seven (27) vacation days annually, to be scheduled by mutual agreement with the Superintendent.

A maximum of five (5) vacation days may be carried from one contract year to the next, for a maximum starting balance of your annual accrual plus five (5) vacation days. If not used remaining time will be forfeited.

B. Legal Holidays

All legal holidays observed by the Board of Education for which the schools are closed as well as July 4th, Labor Day and the day after Thanksgiving shall be considered paid, non-work days for the Employee.

Section V: Sick Leave

The Employee shall be entitled to twenty (20) days sick leave with full pay annually. Such leave, if unused, shall accumulate for leave purposes only to a maximum of two hundred (200) days.

Upon the severance of the employment relationship, the Employee shall not be entitled to pay for any

unused sick days.

Section VI: Personal Days

- A. The Employee shall be allowed eight (8) days leave, non-cumulative, with no pay deduction for any one of the following reasons:
 - 1. Death or illness in the immediate family.
 - 2. Religious requirements.
 - 3. Legal requirements, including one day for marriage of self.
 - 4. Birth of a child.
 - 5. College graduation of self, or the spouse or children of self, or college visitation for the child of the employee.
- B. Immediate family consists of spouse, father, mother, son, daughter, grandparents, grandchildren, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparents-in-law, sisters-in-law, brothers-in-law, step-children, step-parents, step grandparents, aunts and uncles, nieces and nephews.
- C. Upon request, the superintendent is authorized to grant additional days leave for any reason he believes meritorious.
- B. Upon the severance of the employment relationship, the Employee shall not be entitled to any unused personal days.

Sick and personal time balances will not be considered for payout upon separation or retirement.

Section VII: Professional Leave

The Employee shall be allowed to attend local, state, and national meetings, workshops and conferences that are designed for professional purposes, subject to approval of the Superintendent of Schools.

Section X: Salary

2024-25, \$118,529

Reopen for salary for the remaining two years of the contract.

Section XI: Pay Dates

The Employee will be paid via direct deposit on the dates specified on the district pay calendar.

Section XII: Insurance Benefits

- 1. Insurance

The Board shall provide the following insurance benefits or their equivalent:

A. Insurance Waiver

- 1) Notwithstanding the above, effective with the execution of this agreement, the Employee may voluntarily elect to waive in writing all health insurance coverages outlined below and, in lieu thereof, shall receive an annual payment of three thousand dollars (\$3,000) for family or member plus one election or eighteen hundred (\$1,500) for individual coverage. Payment to the Employee waiving such coverage shall be made at the conclusion of the fiscal year during which insurance was waived.
- 2) Where a change in the Employee's status prompts the Employee to resume Board-provided insurance coverage, the waiver may, on written notice to the Board, be revoked. Upon receipt of revocation of the waiver, insurance coverage shall be reinstated as soon as possible; subject, however, to any regulations or restrictions, including waiting periods, which may then be prescribed by the appropriate insurance carriers. Depending upon the effective date of such reinstated coverage appropriate financial adjustments shall be made between the Employee and the Board to ensure that the Employee has been compensated, but not overcompensated, for any waiver elected in this section.
- 3) Notice of intention to waive insurance coverage must be sent to the Superintendent no later than April 1, to be effective in the following contract year.
- 4) Waiver of premium procedures must be acceptable to the applicable insurance carrier.

C. Benefit Coverage

A. High Deductible Plan (Primary Plan).

The Board shall offer a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) as an alternative to the PPO Plan. The key features of the HDHP/HSA Plan shall be as follows:

- Deductible: \$2,000 individual/\$4,000 family combined for in-network and out-of-network (OON) services. In-network out-of-pocket maximum of \$3,000/\$6,000.
- Co-insurance: 100% after deductible in-network/80% of maximum allowable amount after deductible OON up to out-of-pocket maximum of \$4,000 individual/\$8,000 family

Lifetime

Maximum: Unlimited in-network/\$1,000,000 OON

Preventive

Services: 100% (deductible does not apply)

Other:

100% after deductible in-network
80% after deductible OON

Prescription

Drugs: In network, after deductible, co-pays of:

- \$10 for generic
- \$30 for brand name preferred or formulary drugs
- \$40 for brand name non-preferred or non-formulary drugs
- Twice the above co-payments for a 90-day supply by mail order
OON, 80% after deductible

The prescription drug program shall be the same MP4 plan subject to Exclusive Specialty Program as for the PPO.

The Board shall contribute to an employee's Health Savings Account up to \$1,000.00 annually for an individual and up to \$2,000.00 annually for an employee with family coverage. The Board's contribution shall be paid 50% in the first payroll of the school year and 50% in the first payroll in January. An employee may contribute to the Health Savings Account an additional amount provided that total Board and employee contributions may not exceed the amount permitted by law. Each employee shall set up his/her own Health Savings Account and shall execute an authorization for direct deposit of Board contributions to said account.

B. PPO Plan (Optional with Employee Buy-up).

Employees will be provided individual, individual plus one, or family health insurance coverage under a PPO Plan.

- There shall be a \$150 co-payment for outpatient surgery.
- There shall be a \$300 co-payment for any inpatient admission (general/medical surgical and maternity, mental health and substance abuse, rehabilitation facility, skilled nursing facility).
- The Durable Medical Equipment benefit shall be fifty percent (50%) with no annual maximum.
- Infertility benefits shall be limited to those required by State mandate.
- There shall be mandatory generic substitution on all prescriptions. See Appendix VI.
- The primary care physician office visit co-payment shall be \$30 per visit. (*Note that this co-pay does not apply to wellness visits.*)

The co-payments for emergency services shall be as follows:

- Walk-in Center - \$30
- Urgent Care - \$75
- Emergency Room - \$150 (waived if admitted)
- HCD - \$75

Prescription drugs shall be subject to the following co-payments:

- \$10 for generic (Tier 1)

- \$30 for brand name preferred or formulary drugs (Tier 2)
- \$40 for brand name non-preferred or non-formulary drugs (Tier 3)
- Twice the above co-payments for a 90-day supply by mail order
- The existing \$2,000 calendar year maximum for prescription drugs shall remain in effect. The prescription drug program shall be the MP4 plan subject to the Exclusive Specialty Program, which includes the following provisions that modify or add to the existing program:

Quantity Limits:

- Step Therapy.
- Prior Authorization.
- Refill Too Soon - 85% of prescription needs to be completed before refill.

2. Dental Insurance. Blue Cross Full-Service Dental Plan will be provided for the individual and family with the additional Basic Benefits Rider C Periodontics the additional Basic Benefits Rider A.

3. Premium Cost Sharing. Employees shall pay the following percentages of the premium cost for the medical and dental plans.

Effective Date	Medical HDHP	Dental
September 1, 2024	21%	21%

Employees may elect to participate in the PPO plan; however, such employees shall be responsible for the difference in cost between the Board's costs for the HDHP/HSA plan exclusive of the Board's contribution toward the deductible and the PPO plan.

Excise Tax. Should any Federal Statute or Regulation pertaining to §4908I be mandated triggering the imposition of an excise tax with respect to any of the contractually agreed upon insurance plans offered herein, the parties agree to commence mid-term negotiations on the excise tax in accordance with the Employee Negotiation Act, in which the parties agree to open negotiations over an insurance plan(s) that will reduce the cost of the plan(s) to under the excise tax thresholds or reduce the amount of any applicable excise tax and to negotiate over the employee monetary contributions towards the costs of their insurance coverage.

The Board shall pay actively employed employees enrolled in the High Deductible Health Plan who are precluded from participating in an HSA, a cash equivalent in the same amount each year that it contributes into the accounts of employees who do qualify for an HSA.

The parties acknowledge that the Board's contribution toward the funding of the HSA is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for actively employed employees. The Board shall have no obligation to fund any portion of the HDHP deductible for retirees or other individuals upon their separation from employment.

C. Group Life Insurance coverage of three hundred thousand dollars (\$300,000).

- D. Employee Assistance Program: The Montville Board of Education may provide professional assessment, counseling, and referral services for employees experiencing personal problems through special arrangements with a contracted service. This service is extended to all members of the employee's immediate family. Further treatment beyond the basic coverage will be at the employee's expense or may be covered by other insurance benefits.
- E. Change of Insurance Carriers: The Board shall have the right to change insurance carriers and or to self-insure in whole or in part in order to provide the insurance coverages set forth above, provided that there shall be no reduction or diminution in those coverages and no increase in expense to any employees, and provided further that coverages which result from change in carriers and or self-insurance are at least equal to the coverages described above in terms of coverage, benefits, and administration.
- H. Flex Account
1. The Employee will be entitled to participate in the flexible spending account as long as the Board of Education offers the benefit.

Section XIII: Travel Expenses

The Board agrees to pay a travel stipend of \$3,500.00, payable bi-weekly on dates specified on district pay calendar.

Section XIV: Course Reimbursement

The Board agrees to reimburse the Employee up to two 3-credit courses per a year for course work in appropriate subject areas.

An appropriate subject area is defined as one that falls within the scope of the Employee's responsibilities.

The Employee must receive prior approval from the Superintendent of Schools before enrolling in a course if he is to receive reimbursement for said course. In every instance, the Superintendent of Schools shall make the determination as to whether or not the course in question is deemed appropriate.

Section XV: Retirement

The Employee is eligible for participation in the Town Retirement Plan, subject to the provisions of that plan.

Section XVI: Evaluation

The Employee will be evaluated annually, in writing, by the superintendent and/or the superintendent's designee.

XVII: Annuity Plan Section

The Employee shall be eligible to participate in a "tax sheltered" annuity plan established pursuant to U. S.

Public Law #87-370. The Director will make application from the school district's list of participating annuity plans and comply with the requirements established.

SIGNED:


Superintendent of Schools

6-17-24
Date


Employee

6-17-24
Date