

## Employees Retirement Board

Seat	Name	Position	Party	Term Start	Term End
1	Herman, Sanford		D	11/12	11/17
2	Mears, Michael		R	11/13	11/18
3	Mullen, Geoffrey		R	11/09	11/14
4	Vahey, Brian P		R	11/10	11/15
5	[VACANT]		*	11/11	11/16
EMP1	Kiraly, Susan				
EMP2	Rubano, Ken				
EMPB OE	Byrnes, Nancy				
FSEL	Tetreau, Michael C				

Full	
Party	Count
N/A	4
Vacant	1
Democrats	1
Republicans	3
Total Full	9

The Employees Retirement Board, which is comprised of the First Selectman, two town employees, a Board of Education employee and five volunteer residents, is responsible for the general management and direction of the pension fund for town employees and ensuring the effective operation of the retirement system.

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**Geoffrey G. Mullen, CFA, *Managing Director***

Mr. Mullen is a Managing Director of Oppenheimer Capital, primarily responsible for global distribution and business development.. Since joining the firm in 1994, he has held line and management positions in various areas, including sales, marketing, account management, product development, and consultant relations. He has worked in several market channels, with public fund, corporate, sub-advisory and non-US investment clients. He is currently a member of the firm's Management Committee and Product Development Committee. For 10 years prior, Mr. Mullen served as a Vice President in the client advisory group at Bankers Trust Company, assisting institutional investors with strategic investment, employee benefit and risk management issues. He held management positions in Bankers Trust's Defined Contribution and Asset Services Division. Mr. Mullen earned a BS in Economics from Miami University, Oxford, Ohio, an MBA in Finance from New York University's Stern School of Business, and was awarded membership in the Beta Gamma Sigma honor society. He is a CFA charterholder and a member of both the Association of Investment Management and Research and the New York Society of Security Analysts

# Greater Bridgeport Transit Authority

Seat	Name	Position	Party	Term Start	Term End
1	Fuchs, Mitchell		D	11/10	11/14
2	[VACANT]		*	11/12	11/16

Full	
Party	Count
Vacant	1
Democrats	1
Total Full	2

Greater Bridgeport Transit Authority (GBT) was created in 1971 under Chapter 103A of the State regulations and directly serves the cities of Bridgeport, Fairfield, Stratford and Trumbull, with extended services provided to Shelton, Monroe and Derby. GBT partners with Milford and Norwalk Transit districts on the Coastal Link, which provides service from Milford to Norwalk.

GBT is governed by a 10 member Board of Commissioners who meet at 6:30 p.m. on the second Wednesday of each month, or as required. Bridgeport has 4 representatives on the Board and the other member towns have 2 representatives. Board membership, as well as meeting agendas and minutes are posted on its website, [www.gogbt.com](http://www.gogbt.com).

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917-217-3360 (cell)  
mfuchs86@aol.com

431 Jeniford Road  
Fairfield, CT 06430

203 368-1275

## Mitchell Fuchs

### Objective

To Volunteer my services to the town of Fairfield.

### Experience

1988-1998 Wellesley Corp. New York, NY  
**President**  
Property Management company responsible for  
for 1200 rental units in 30 Apartment Buildings.

1986-1988 Stellar Management New York, NY  
**Senior Managing Agent**  
Overall responsibility for 1200+ units and 75 Stores.  
Supervised 4 office staff and 2 field agents.  
Negotiated and contracted with vendors.  
Supervised rehabilitation of apartments.

1984-1986 Friedman-Roth Realty Corp. New York, NY  
**Real Estate Salesman/Asst Managing Agent**  
Negotiated Sales of apartment buildings.  
Assisted in managing 300 Units.

### Education

B.A., Psychology. Point Park College, Pittsburgh, Pa.

### Interests

Coaching Recreation Basketball & Baseball, computers.

# Solid Waste & Recycling Commission

Seat	Name	Position	Party	Term Start	Term End
1	Pistilli, Sharon B	CHAIR	D	11/12	11/16
2	[VACANT]		*	11/12	11/16
3	Martinenas, Wendy Brandt		U	11/12	11/16
4	[VACANT]		*	11/10	11/14
5	Stilson, Robert M		R	11/10	11/14
6	Krumins, Paul R		R	11/10	11/14
7	Shoaf, William P		U	11/11	11/15

Full	
Party	Count
Vacant	2
Democrats	1
Republicans	2
Unaffiliated	2
Total Full	7

The Solid Waste & Recycling Commission, established in 1990, consists of six volunteer residents who oversee the town's Department of Solid Waste & Recycling and the town Transfer Station, where private haulers and town residents bring garbage, recyclables and yard waste.

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Robert M. Stilson

103 Orchard Hill Drive  
Fairfield, CT 06824  
203-259-6912

Objective:

Part time consulting work in setting up, improving and maintaining accounting systems using Peachtree or QuickBooks software packages for non-profits, small service businesses, trusts and securities and/or fund of funds

Acting as a "surrogate" controller to small companies

Teaching elementary and intermediate accounting

Professional Profile:

Problem solver, decision-maker, practical, communicator, and people oriented.

A past CPA for over 35 years licensed to practice in both Connecticut and New York.

Twenty five years with an accounting and tax compliance and planning firm as Director of Finance/Controller serving small and start-up business, non-profits, funds of funds, real estate companies and wealthy individuals; responsible for the set up of general ledger systems for all new clients, performing due diligence work for potential new acquisitions and acting as a surrogate controller for these entities when needed.

Nine years of successful financial management as a treasurer and/or controller of companies involved in finance, real estate, broadcasting and paper converting. Responsible for all accounting functions, taxes, budgeting, credit and data processing.

Thirty five years as a practicing sole practitioner CPA performing attestation work for real estate, non-profit, advertising, investment and commodity funds and individual, partnership and company tax compliance work.

Nine years of varied experience as a partner in a local firm and as a manager and staff accountant in regional and then "Big Eight" firms with responsibility for a wide range of clients in manufacturing, finance, retailing and non-profit organizations. Duties consisted of conducting audits, evaluation effectiveness of internal control systems and preparation of corporate, partnership and individual tax returns.

#### Employment History:

Director of Finance/Controller, Montrose Accounting Company, New York, NY, November 1985 – November 2010 (retired)

Treasurer/Controller, Nutmeg Financial Company (tax shelter financing and real estate development), Norwalk, CT, October 1982 – October 1985

Partner, Stern & Stern CPAs, Bridgeport, CT, March 1982 – October 1982

Audit Manager, Milton H. Friedberg, Smith & Co., Bridgeport, CT, February 1978 – March 1982

Controller, Paper sales Corp. (paper merchandising, converting and warehousing), Darien, CT, September 1976 – January 1978

Controller, Turnkey Systems, Inc. (software products and consulting), Norwalk, CT, June 1974 – September 1976

Controller, Broadstreet Communications Corp. (radio and cable TV stations), Hamden, CT April 1972 – June 1974

Other 1967 – 1972, Assistant Production Control Manager, Risdon Manufacturing (notions), Waterbury, CT and Senior Accountant, Coopers & Lybrand, New Haven, CT

US Navy June 1964 – September 1967, Communications Officer, NAVCOMSTA, Norfolk, VA and Operations Officer, USS Gannet (a coastal minesweeper) Sasebo, Japan

#### Education:

MBA in Accounting, University of Bridgeport 1975

B.S. in Industrial Administration, Yale University 1964

#### Volunteer Organization Positions:

Current Treasurer of Friends of Christ in India

Past Treasurer of Greenfield Hill Congregational Church, Habitat for Humanity of Greater Bridgeport, and Community Sailing of Fairfield.

103 Orchard Hill Drive  
Fairfield, CT 06824  
December 10, 2010

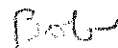
Mr. Kenneth Flatto  
First Selectman  
Town of Fairfield  
725 Old Post Road  
Fairfield, CT 06824

RECEIVED  
DEC 10 2010  
FIRST SELECTMAN'S OFFICE

Dear Ken,

I dropped by your office earlier this week to see what positions on various town boards I may be able to serve on now that I am retired. She suggested I send you a letter and attach a resume of my experience and interests. I was born in Fairfield in 1941, went to Grasmere School and the old Roger Ludlow High School for 1 year (1954-1955) when I left for boarding school since at that time only 48% of the graduates went on to higher education. I came back to Fairfield in 1975 and served on the RTM for 4 years from the 4<sup>th</sup> District in the late 1970s and on the Board of Finance for 4 years in the early 1980s. As you know from my passion for sailing, I am especially interest in the Sound and our coast. If I can be of use to other boards because of my experience, please consider those possibilities also.

Sincerely,



Robert M. Stilson



# Solid Waste & Recycling Commission

Seat	Name	Position	Party	Term Start	Term End
1	Pistilli, Sharon B	CHAIR	D	11/12	11/16
2	[VACANT]		*	11/12	11/16
3	Martinenas, Wendy Brandt		U	11/12	11/16
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7	Shoaf, William P		U	11/11	11/15

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## Town of Fairfield

Office of the First Selectman  
Fairfield, Connecticut 06824

### BOARDS AND COMMISSIONS QUESTIONNAIRE

*To be considered for appointment to a Board or Commission please fill out this form, save a copy and email the saved copy, along with a copy of your resume, to the First Selectman's office at [firstselectmanffld@town.fairfield.ct.us](mailto:firstselectmanffld@town.fairfield.ct.us). Please note that your resume and completed questionnaire are public documents. If you have any questions please contact Kathleen Griffin at 203-256-3030 or [kgriffin@town.fairfield.ct.us](mailto:kgriffin@town.fairfield.ct.us).*

Board/Commission: Solid Waste & Recycling Commission

Date: 08/18/14

Name: Charlie MacDonald

Email: charliemac0824@yahoo.com

Address: 320 Old Mill Road

Home Phone: 203-254-2124

Fairfield CT 06824

Work Phone : 203-876-4722

Cell Phone: 203-913-5813

1. How did you learn about this position?

Through the Fairfield Patch, e-mail and Facebook

2. Why are you interested in serving and how can you contribute to this board / commission?

I believe everybody should give back in some way to the community they live in. I can contribute to this commission by attending scheduled meetings and by researching each agenda item and by offering informed solutions to issues the commission faces.

3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.

I have not attended any meetings. I have reviewed recent meeting minutes

4. Have you spoken with the chair, any members, or the appropriate Department Head?

No

5. Have you read the written description of the board's role?

Yes

6. Do you have any potential conflict of interest?

No. (full disclosure-some of the haulers are related to my wife.)

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

Yes

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8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

Yes/ Unaffiliated

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9. Use this space to ask any questions you may have or to provide additional information you'd like to share.

Thank you in advance for considering me for this open position. Please feel free to contact me with any questions you have of me. I look forward to hearing back from you!

**Charles P. MacDonald, CAC, SCCD**  
**320 Old Mill Road**  
**Fairfield CT 06824**  
**H- (203) 254-2124 C-(203) 913-5813**  
[charliemac0824@yahoo.com](mailto:charliemac0824@yahoo.com)

**Education:**

**Gateway Community College, New Haven, CT** 2003 to 2006  
DARC program graduate – certificate program 2006  
3.9 GPA  
Deans list each semester  
Phi Theta Kappa  
National Honor Society

**Certifications:**

Co-Occurring Disorders Certification 2007 to Present  
CAC/IC&RC, 2007 to Present  
CAC/CCB, 2007 to Present  
First Aid/ CPR-2006 to Present

**Experience:**

**Forensic Health Services, Inc., Milford, CT**  
Position: AIC Supervising Director 2001 to Present

**Forensic Health Services, Inc., New Haven, CT**  
Position: YES Program Director 2009 to 2010

**Forensic Health Services, Inc., Waterbury, CT.**  
Position: JRRC Program Director 2007 to 2009  
Duties: Attend to administrative duties outlined in the CSSD contract. Develop and implement policies and procedures to assure successful client outcomes, confidential documentation and maintenance of all client records. To foster positive working relationships with our funding and referring sources.

**Forensic Health Services, Inc., New Haven, CT**  
Position: Intern, May 2005 to August 2005  
Case Manager, August 2005 to July 2006  
Clinician, July 2006 to May 2007  
Duties: individual & group counseling, clinical evaluations, assessments, networking, developed community resources and contacts for clients

**Evergreen Counseling Center, Milford CT**  
Position: Intern, May 2005 to May 2006  
Substance Abuse Counselor May 2006 to June 2007

Duties: Individual & group counseling, clinical evaluations, SASSI assessments, referrals, monitor urine collections for the Dept of Public Health & CSSD clients

Resume

MacDonald, Charles

Page 2

**Liberation Programs Inc.**, Stamford, CT

Position: Volunteer, May 2002- August 2004

Detoxification Technician, September 2004 to September 2005

Residential Counselor- Per Diem, September 2004 to present.

Duties: Random urine collections, individual & group counseling, complete mini physicals, administering client medications, develop community resources for clients, networking

**Brescome Barton Inc.** North Haven, CT

Position: Truck Driver/Warehouseman/Shop Steward, September 1973 to August 2004.

Duties: EAP administrator, represented employees in contract negotiations, mediated employer/employee disputes, managed employee vacation/time off requests.

**Teamsters Union**, New Haven, CT.

Position: Shop Steward, August 1986 to January 2002

Duties: Process and handle employee grievances. Negotiate contracts.

Position: Human Rights Commissioner May 1987 to January 2002

Duties: Addressing employee human rights complaints.

**Affiliations:**

Board of Directors-Fairfield Theater Company, March 2013 to Present

Advisory Committee Co-Chair-Operation Hope of Fairfield, October 2012 to Present

Chairman of the Board- Operation Hope of Fairfield, October 2010 to September 2012

Executive Board 2<sup>nd</sup> Vice-Chair Operation Hope of Fairfield, October 2008 to September 2010

President- Connecticut Association of Addiction Professionals, 2010 to 2011

Board of Directors – Connecticut Association of Addiction Professionals, 2007 to 2011

Board of Directors - Operation Hope of Fairfield, Board member, 2005 to 2012

Board of Directors - Micah Housing Secretary, 2002 to 2005

**References available upon request**



## Town of Fairfield

Office of the First Selectman  
725 Old Post Road  
Fairfield, CT 06824

### BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: **Solid Waste and Recycling Committee**

Date: **January 17, 2014**

Name: **Patty Palmer**

Address: **357 South Street  
Fairfield, CT 06824**

Party: **Unaffiliated**

email: **palmer.patty@gmail.com**

home phone: **203-521-2772**

work phone: **203-521-2772**

cell phone: **203-521-2772**

1. How did you learn about this position?

**Paige Herman**

2. Why are you interested in serving and how can you contribute to this board / commission?

**I work for a company in Stamford, Starwood Hotels that partakes in green initiatives. Additionally, I've always felt it imperative to reduce, reuse, recycle our resources as they are inevitably limited and precious.**

3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.

**No, but I would like to attend asap. I've read through some of the minutes and agendas as of 2013.**

4. Have you spoken with the chair, any members, or the appropriate Department Head?

**Not at this time.**

5. Have you read the written description of the board's role?

**Yes.**

6. Do you have any potential conflict of interest?

**No.**

7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?

**Yes.**

8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation?

**I am registered as an unaffiliated partisan.**

9. Please use this space to ask any questions you may have or to provide additional information you'd like to share.

**None at this time, thank you.**

**PATTY PALMER** <> Fairfield, CT 06824 <> palmer.patty@gmail.com <> (203) 521-2772

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**OBJECTIVE:** Seeking an opportunity to learn more about recycling and the town of Fairfield.

**SKILLS:** Microsoft Office, Word Press, InDesign, Adobe (Photoshop, Dreamweaver), MRI, Kantar Media, comScore, Salesforce, Lyris, Commission Junction, Google Affiliate Network, LinkShare, Social Media Marketing (Twitter, Facebook, LinkedIn, HootSuite etc.) Basic HTML, e-mail marketing, campaign management, project management, web content management, Member of Sales & Marketing Executives International, Member of the Junior League of Fairfield County, Member of Starwood Cares for the Community

**EDUCATION: Fairfield University**

MBA - GPA: 3.8

**May 2012**

BA - Political Science, Minor in International Studies - GPA: 3.5

**May 2006**

Cum Laude, Alpha Sigma Lambda, National Honor Society

**EXPERIENCE:**

**Starwood Hotels and Resorts Worldwide, Inc. Stamford, CT** (Hospitality and Lodging) **3/2012 - Present**  
Specialist, Development Marketing

- Enhance relationships with key developers, investors and lenders
- Collaborate with PR, marketing and global systems teams to elicit and create compelling and strategic messaging
- Research and analyze case studies backed by Smith Travel Research (STR) data, to support and enhance the exceptional value of Starwood's nine brands and positioning
- Develop Response for Proposals (RFPs), Response for Quotations (RFQs), Response for Information (RFIs), and presentations for North America deal VPs and global executives to leverage and position Starwood
- Promote Starwood's presence at industry leading real estate and hospitality events, including trade shows, conferences, events, advertising, brand collateral, etc.
- Organize and execute monthly educational webinars for our global development team, helping them stay current
- Assist in the organization and execution of large owner/developer events with a high level of personalization and detail
- Update the Starwood Development website with quarterly reported earnings of global portfolio

**Awareness Technologies, Inc. Westport, CT** (Computer Software) **11/2010 – 3/2012**  
Manager, Online Marketing

- Managed and tracked all e-mail marketing efforts: newsletters, promotional campaigns and PR updates using trends and analytical tools in Lyris and Excel
- Developed and executed social media brand building and awareness, promotions and marketing campaigns
- Tracked and analyzed sales results and leads from online banner ads and marketing efforts using Salesforce
- Wrote and disseminated press releases using PRWeb and PRNewswire and weekly blog articles on both our B2C and B2B websites using WordPress
- Conducted weekly reports for marketing efforts, budget and expenses with Excel and various reporting tools
- Hosted product-focused webinars to generate prospects and leads using Go-To-Meetings and Salesforce
- Managed affiliate marketing efforts, and over 8,000 affiliates who made up over 12% of sales revenue
- Handled corporate event planning, registration, attendance and logistics

**Women's Marketing Inc., Westport, CT** (Advertising Agency) **8/2009 – 11/2010**  
Media Planner/Buyer (cross-media platforms digital, print, out-of-home and mobile)

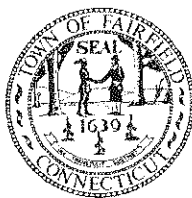
- Assisted the SVP of Advertising in the management of 40-50 accounts, annual sales forecast and pipeline
- Client relations liaison, participated in client meetings and project managed all media plans and marketing projects
- Developed strategic media plans and proposals using MRI, Kantar Media, Excel, and PowerPoint by analyzing brand and competitive consumption of category and industry to drive revenue
- Negotiated daily with media representatives and vendors reducing rate expenses by 5-10% to maximize allocation of funds in the development of strategic marketing plans with budget levels upward of \$1M
- Executed and managed RFPs, presentations sales modules, for integrated media planning and media buying
- Strategized and prospected on leads and up-sold media solutions for existing and new clients

**Fine Life Media, LLC, Fairfield, CT** (International Magazine) **8/2007 – 8/2009**  
Advertisement Traffic Manager

- Liaison for all advertisement clients and facilitated between the creative department, sales team and clients
- Wrote monthly articles and advertorial copy for *International Watch Magazine*



- Processed advertisements to fit within magazine specifications using InDesign, Adobe and Photoshop



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FIRST SELECTMAN'S OFFICE

## Town of Fairfield

Office of the First Selectman  
725 Old Post Road  
Fairfield, CT 06824

### BOARDS AND COMMISSIONS QUESTIONNAIRE

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Board/Commission: **Solid Waste & Recycling Commission**

Date: 9/26/2014

Name: Anthony J. Santacapita

Address: 43 Lakeview Pl.

Party: None

email: [tcapita@sbcglobal.net](mailto:tcapita@sbcglobal.net)

home phone: **203 371 0557**

work phone:

cell phone: 203 209 8468

1. How did you learn about this position? Newspaper (Fairfield Minuteman)
2. Why are you interested in serving and how can you contribute to this board / commission?  
**I was Chairman of the Trumbull Recycling Commission when recycling was mandated by the State of Ct. that towns set up plans to be implemented.**
3. Have you attended any meetings or reviewed past minutes / agendas? If yes, please specify.  
**Yes. I attended on Sept, 8 but meeting was canceled for lack of quorum.**
4. Have you spoken with the chair, any members, or the appropriate Department Head?  
**Yes. I spoke with Michael Zembruski and he seemed interested in my background.**
5. Have you read the written description of the board's role?  
**Not yet but past experience gives me a good handle on its fuctions.**
6. Do you have any potential conflict of interest?  
**No.**
7. Do you know the time, date and location of meetings and will you be able to attend and fulfill the obligations of the position?  
**Yes.**
8. Participation requires that you are registered voter in the town of Fairfield. Additionally, the town charter requires that party balance be maintained on all boards/commissions. Are you registered to vote and what is your party affiliation? Registered voter. No party affiliation.

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SEP 26 2014

FIRST SELECTMAN'S OFFICE

Anthony J. Santacapita  
43 Lakeview Place  
Fairfield Ct.  
06825

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Retired Master Electrician

President of the Trumbull Center Lions Club , 25 Year Member

Former Assistant Scout Master , B.S.A. Troop 65, Trumbull, Ct.

Trumbull Humanitarian Award, 1990

Habitat for Humanity Volunteer, 5 Years, Volunteer of the Year, 2013

Donated electrical work in Habitat panel shop, homes and their Restore store.

Donated the wiring for a Habitat Wounded Warrior house. I will be doing another one soon.

Served on Trumbull Recycling Committee for five years. Co-orientated volunteer groups to supply manpower for our newspaper, can and bottle drives, which received the funds that the town saved on the tipping fees. We turned over \$180,000 to the groups that in turn used the money to help carry out their missions to the people in town. This was like recycling the money for the good of the town.

Served as Chairman of the Trumbull Recycling Commission, 1987 /1992.

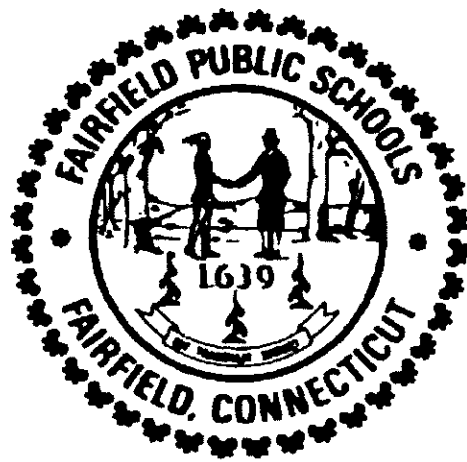
We were decommissioned after setting the goals. We were charged with setting up a recycling program to meet the State of Connecticut mandate for towns to have a plan in place. We worked through the various Boards and Commissions to have our rules and ordinances passed. We had meetings with the trash haulers to receive their input on how the plan affected them and tried to work out problems before the plan went into effect for a successful launch.

FAIRFIELD

SCHOOL

ADMINISTRATORS

ASSOCIATION



JULY 2015 – JUNE 2018

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## **AGREEMENT**

THIS AGREEMENT IS MADE AND ENTERED by and between the Fairfield Board of Education (hereinafter referred to as the "Board") and the Fairfield School Administrators' Association (hereinafter referred to as the "Association").

### **ARTICLE I**

#### **GENERAL**

##### **Section 1**

This Agreement is negotiated under Section 10-153 (a) through 10-153 (g) of the General Statutes of the State of Connecticut, as amended in order:

- (a) To fix for its term the salaries and all other conditions of employment provided herein, and;
- (b) To encourage and provide effective and harmonious working relationships between the Board and the Administrative Staff in order that the cause of public education may best be served.

##### **Section 2**

The Board and the Association recognize the importance of responsible participation by the entire professional staff in the education process, planning, development and growth. To this end both parties agree to maintain communication to inform about programs, to guide in development and to assist planning and growth either by committee, individual consultation or designated representatives.

##### **Section 3**

This Agreement shall constitute the full and only policy of the Board and the Association in the subject areas covered by the specific provisions of this Agreement for the duration of the Agreement unless changed by the mutual consent of both parties or pursuant to ARTICLE XVI hereof. Previously adopted policies, rules or regulations of the Board of Education in conflict with this Agreement are superseded by this Agreement.

### **ARTICLE II**

#### **RECOGNITION**

The Board hereby recognizes the Fairfield School Administrators' Association as the exclusive representative of all those certified professional employees in the Fairfield school district who are not excluded from the purview of Sections 10-153a to 10-153n, inclusive, of the Connecticut General Statutes, who are employed in positions requiring an intermediate administrator or supervisor certificate, or the equivalent thereof, and whose administrative or supervisory duties shall equal at least fifty percent of the assigned time of such employee.

## **ARTICLE III**

### **AGENCY SHOP**

#### **Section 1**

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.

#### **Section 2**

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 school 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.

#### **Section 3**

In the event that a member of the bargaining unit does not join the Association or pay the required service fee by the thirtieth (30th) 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:

- (a) Sending written notice to the employee (copy to the Personnel Office) that he has not fulfilled his obligations by the requisite date or reasonable period of time thereafter, and that a request for his termination was being made to the Board.
- (b) By stating in the request for termination that such request is in conformance with the provisions of this Article that the employee has not complied with his obligations and that it is an official request of the Association.
- (c) As a condition of the effectiveness of this Article, 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.

#### **Section 4**

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 treasurer.

## ARTICLE IV

### TRANSFER & ASSIGNMENTS OF ADMINISTRATORS

#### Section 1

- A. A transfer is a reassignment from one position to another (except a promotion) or from one location (home base) to another, a modification of a position or change or reclassification in the formula for determining position differentials. Any transfer shall be at the discretion of the Superintendent in the best interest of the school system.
- B. Transfers shall be made after staff has been made aware of opportunities which might exist for voluntary transfers and the meeting of requests and/or preferences of the individual staff member. It is recognized that some involuntary transfers are unavoidable and that frequent transfers can be disruptive to both the program and the individual.
- C. Any employee affected by a potential transfer will be provided an opportunity to discuss the transfer with the Superintendent (or designee) in advance of the decision.

#### Section 2

- A. If an involuntary transfer results in the administrator being placed into a lower administrator's category salary then he/she will be placed on that step of the appropriate degree column of the respective new administrator's salary schedule such that if possible one will make no less on a per diem basis than earned in the prior assignment from which reassigned.
- B. When it becomes necessary to transfer an administrator resulting in a diminished salary level, the Superintendent shall make reasonable effort to provide appropriate additional employment for the administrator to help mitigate the salary loss involved.
- C. No person shall be reduced in pay except for cause as set forth in the criteria listed in Section 10-151 of the Connecticut General Statutes.

## ARTICLE V

### REDUCTION OF ADMINISTRATIVE STAFF/ELIMINATION OF POSITION

It is understood that it is within the discretion of the Board of Education to reduce the educational program, curriculum, or staff. Further, it is understood that the Board of Education is committed to the policy of recruiting and retaining the best-qualified staff. The criteria used for the selection and retention of staff shall be those which permit the employment/retention of the best qualified.

If, in the Board's opinion, it is necessary to reduce the administrative staff within particular Administrative Classifications (Section F below), the following procedures will be followed:



- A. Should reduction be required, staff will be released within categories in the order listed below:
- a. Non-tenured staff
  - b. Tenured staff with Provisional Certificates
  - c. Tenured staff with Professional Certificate and less than ten (10) years of contractual service in the Fairfield Public Schools.
  - d. Tenured staff with Professional Certificate and ten (10) or more years of service in the Fairfield Public Schools.
- B. Where there are more individuals within the category than necessary to reduce, least senior administrators shall be terminated before more senior administrators, provided that those administrators remaining are, in the judgment of the Superintendent, equally or more qualified to perform the work available after the reduction. This shall be based upon the following criteria: education, certification, unique qualifications, salary status, and job description analysis.
- C. In determining those best qualified within a category, the following point system will be used:

Education:

has an undergraduate and graduate major directly related to the classification	10 points
has either an undergraduate or graduate major directly related to the classification	8 points
has a graduate or undergraduate minor directly related to the classification	6 points

Certification:

possesses a certificate valid for assignments other than classroom teaching and administration	5 points
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Unique Qualifications:

within the category, is uniquely qualified by training or experience (i.e., the only person in the category) to perform an existing assignment	20 points
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Salary Status:

Earned Doctorate	10 points
7th Year	8 points
6th Year	6 points
Master's	4 points
Bachelor's	2 points

Job Description Analysis:

- a. The employee's immediate supervisor will complete an analysis of the extent to which the administrator successfully completes the requirements of the job description and the resulting impact on the quality of the instructional or non-instructional program. The Superintendent shall assign points under this Job Description Analysis as follows:

Not up to Fairfield Expectations	20 points
Up to Fairfield Expectation	0 points
Beyond Fairfield Expectations	+20 points
Greatly Beyond Fairfield Expectations	+45 points

- b. The category of "Not Up to Fairfield Expectations" will not be assigned to a staff member under any item in the job description unless the staff member has been previously made aware, formally or informally, of the concern by the immediate supervisor.
- c. Individuals may request a conference prior to the completion of the Job Description Analysis by the immediate supervisor at which at least the following might be accomplished: (a) the individual and the supervisor will discuss those persons to be "consulted" in the preparation of the Job Description Analysis; (b) the individual might provide the immediate supervisor with any information of which the supervisor might not be aware which is appropriate to the Analysis.
- d. Staff members may add comments at the bottom of the Job Description Analysis before it is submitted to the Superintendent if they feel the Job Description Analysis is not fully representative of their qualifications. The immediate supervisor shall review and comment upon any such addition.
- e. Job Description Analyses will be used only for the purpose of Reduction in Force.
- f. Reviews of point assignments will be undertaken by the Superintendent or designee where it is felt that there may have been an error in computation or in the assignment of points.
- g. In the event an administrator is displaced to an administrative classification with a salary lower than that which the displaced administrator previously enjoyed, such administrator's salary shall be 100% of the Administrator's salary in the first year of displacement; 50% of the difference in the salaries in the second year of displacement.

After the second year, the Administrator shall receive the salary of the lower level administrator.

h. In the event an administrator is displaced to a teaching position, then, upon the happening of such event, the displaced administrator shall be paid a separation allowance. The separation allowance will be paid in ten (10) equal installments each year commencing on September 1st of the first school year of displacement and computed annually as follows: 100% of the Administrator's salary in the first year of displacement; 50% of the difference in the salaries in the second year of displacement. After the second year, the Administrator shall receive the salary of the teacher. The staff with the highest accumulation of points awarded will be retained and/or recalled first. In the event of a tie in the total number of accumulated points;

1. The employee with the greatest number of points under the Job Description Analysis shall be retained or recalled first.
2. In the event that there still exists a tie, the employee with the greatest number of years of Fairfield experience under contract in the Classification shall be retained or recalled first.
3. In the event that there still exists a tie, the individual with the greatest number of years under contract in assignments covered by this bargaining unit shall be retained or recalled first.
4. In the event that there still exists a tie, then the individual with the greatest number of years under contract in the Fairfield Public Schools shall be retained or recalled first.
5. In the event that there still exists a tie, then the Superintendent will make a recommendation to the Board of Education whose decision shall be final.

D. If, through the above process, an Administrator is subject to Reduction In Force, he/she will be offered an administrative opening, if one exists in any other classification firstly of equal salary and secondly of lower salary, for which the individual is qualified. Open or vacant positions shall include those held by consultants, retirees, temporary assignees or acting appointees.

E. Recall:

- a. Any administrator who, through this process, has been reduced in salary or separated from employment, shall be placed on a re-appointment list and shall remain thereon until re-appointment or for two (2) years, whichever shall first occur, provided such administrator does not refuse a re-appointment.
- b. Administrators shall be recalled to positions for which they are qualified based upon the points previously awarded under Paragraph C above. If re-appointment is offered and is refused, the administrator shall be removed from the re-appointment list.

- c. Individuals on the recall list shall be notified by certified mail of the offer of a position. Said notification shall be sent to the last known address of the individual.
  - d. Notice of the acceptance of the offer must be made by certified mail addressed to the Superintendent of Schools and postmarked two weeks from the date of notification identified in Paragraph c. above.
  - e. An administrator's refusal to accept a position under the recall procedures when the position offered is less in full time equivalency (FTE) or lower salary classification than that held by the individual when separated, will not cause the individual's name to be removed from the recall list.
- F. Classifications referred to in Article V have a work year of 225 days and 23 vacation days. Five vacation days may be taken during the student year with the prior approval of the Superintendent or his/her designee:
  - a. Headmaster (Category I)
  - b. Middle School Principal (Category II)
  - c. Elementary Principal (Category III)
  - d. High School Administrator for Pupil & Guidance Services and Secondary Curriculum Administrator (Category IV)
  - e. Housemaster (Category IV)
  - f. Assistant Principal (Category IV)
  - g. Curriculum Leader and Special Education Coordinator (Category V)
  - h. Athletic Director (Category VI)
- G. The work year of administrators must include all of the student and teacher days in each school year. Any exceptions to this policy shall be at the sole discretion of the Superintendent.
- H. Up to five (5) vacation days may be carried over into the next school year with prior approval of the Superintendent or his/her designee. Such days shall not be taken during the student year.

## **ARTICLE VI**

### **VACANCIES**

- A. When vacancies in administrative positions occur, notice will be posted throughout the district. Notice shall contain the qualifications in terms of education and experience necessary.
- B. Candidates are evaluated by the Superintendent. The Superintendent may seek qualified candidates outside the district. Where in the reasonable judgment of the Superintendent the qualifications of both outside and inside candidates are equal, preference shall be given to qualified administrators of the school district.
- C. Any position which may be vacated temporarily by an administrator for a period, not to exceed a year, or where for an example the appointment may not exist beyond one year, then the administration may fill said assignment with an interim appointment.

## **ARTICLE VII**

### **GRIEVANCE AND ARBITRATION PROCEDURE**

#### **Section 1. - Purpose**

The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to problems which may arise from time to time with respect to the provisions of this Agreement. Both parties agree that these proceedings shall be kept as informal and confidential as appropriate at any level of the procedure.

#### **Section 2. - Definitions**

- A. A grievance is a violation of the rights of employment allegedly caused by a misinterpretation, misapplication or inequitable application of the Collective Bargaining Agreement or Board of Education policy and the Memorandum of Understanding regarding "Reduction of Administrative Staff/Elimination of Position" dated December 12, 1989. A grievance may also include a claim of failure to follow the established procedures of evaluation and support programs, per §10-151b(a) of the Connecticut General Statutes.
- B. Administrator shall mean any certified professional employee member of this bargaining unit and may include a group of Administrators similarly affected by a grievance.
- C. "Days" when referred to in the time limits hereof, such shall mean days when schools are in session.

### **Section 3. - Informal**

In an effort to resolve the issue, the individual (and/or representatives of the Association) who is aggrieved may discuss the matter informally with his or her immediate supervisor or the person whose decision or action gave rise to the grievance, who, for the purposes of this grievance procedure, shall be referred to as "supervisor". No formal written records are maintained at Section 3.

It is understood that the grievant has attempted to resolve the problem on his/her own before initiating the formal level.

### **Section 4. - Formal**

Failing a resolution of the issue at the informal level in Section 3, the aggrieved individual shall file a written statement of the grievance within thirty (30) days of when the grievant knew or should have known of the act or acts or circumstances upon which the grievance is based with the Superintendent. The written statement will contain the following:

- A. A statement of the nature of the dispute.
- B. A citation of the specific contract or policy language alleged to have been violated (or past practice, policy, and regulation).
- C. A terse statement of what action has given rise to the grievance.
- D. A statement of what remedy the grievant is seeking.

### **Step 1. - Superintendent's Level**

The Superintendent of Schools will schedule a meeting which will take place within five (5) days of receipt of the grievance. Effort will be made at the grievance meeting to resolve the differences between the parties to the dispute. If the grievant and/or The Association and Superintendent agree, however, a meeting may be waived. If a resolution is not possible, the Superintendent will issue a written decision on the matter within five (5) days of the meeting or receipt of the written grievance statement if no hearing is held.

### **Step 2. - Board of Education Level**

If the aggrieved and/or The Association is not satisfied with the Superintendent's decision, he or she may, within five (5) days after the decision, submit the grievance for appeal to the Board. The Board shall, no later than its next scheduled meeting, or within fifteen (15) days, whichever occurs first, meet with the grievant and any representative of The Association for the purposes of hearing the grievance and making a determination in the matter. The Board shall render its decision and the reasons therefore in writing to the aggrieved person with copies to The Association within three (3) days after such meeting.

### **Step 3. - Arbitration**

If The Association is not satisfied with the disposition of the grievance by The Board, it may, within ten (10) days of receipt of such Board decision submit the grievance to arbitration by filing a demand for arbitration with the American Arbitration Association and notifying the Board in writing. The Chairman of The Board and the President of the Association, or their designated representatives shall, within five (5) days after such written notice, jointly select a single arbitrator or request from AAA their listing of available arbitrators. If the parties are unable to agree upon an arbitrator, it is agreed that the selection of an arbitrator shall be determined by the then existing rules and regulations of the American Arbitration Association. The arbitrator shall be without power or authority to alter, amend, delete or disregard provisions of this Agreement, and the arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the provisions of the Agreement. The decision of the arbitrator shall be final and binding with regard to grievances claiming a misinterpretation, misapplication or inequitable application of the Collective Bargaining Agreement or failure to follow the established procedures of the evaluation and support programs. For alleged misinterpretation, misapplication or inequitable application of policy, the decision shall be advisory unless the parties agree in writing beforehand that such decision shall be binding upon all parties of interest. The cost for the services of the arbitrator shall be borne equally by the Board and the Association. Nothing shall prevent either party from attempting to modify, vacate, or enforce such decision in court.

### **Section 4. - General Provisions**

1. If possible, any grievance filed prior to June 1 should be processed within the current school year.
2. Time limits may be extended by mutual agreement, in writing, of the parties involved.
3. The term "Representative of The Association" shall be interpreted to include any representative who may be requested by the FSAA to participate.

## **ARTICLE VIII**

### **LEAVES OF ABSENCE**

#### **Section 1. - General**

- A. Any tenured certified professional employee may be granted a leave of absence of up to two years without pay for the purpose of study, travel, service in an organization such as VISTA, or the Peace Corps, employment in a field, related to his/her teaching/administrative area, illness or other purpose as approved by the Superintendent.
- B. While on a leave the individual shall be allowed to maintain the prevailing insurance coverage of the Collective Bargaining Unit by paying an amount equal to such premiums to the Board of Education in four equal quarterly payments in advance.

- C. Any person on leave of absence, upon filing written notice of intent to return at least 120 calendar days prior to expiration of the leave shall be reinstated in a position in the Fairfield Public Schools comparable to that held at the time of granting of the leave. Every reasonable effort will be made to reinstate the individual in the position held at the commencement of the leave of absence. It is understood that the reinstatement of said person returning from the leave of absence may affect the employment status of other staff members in accordance with the requirements of the Connecticut General Statutes and the Separation and Recall Procedures of this Agreement.

## **Section 2. - Childrearing Leave**

- A. Any certified professional employee shall be entitled, upon written request submitted to the Superintendent of Schools, or designee, to an extended leave without pay for purposes of childrearing, apart from any period of childbirth disability leave with pay. Such employee shall be entitled to such leave for any school year, or reasonable requested portion thereof in which the child is born, adopted, or fostered, and for an additional school year if requested by the employee.
- B. Childrearing leave shall be subject to the following provisions:
1. Employees requesting leave shall submit not less than thirty (30) calendar days written notice of the anticipated date of ending performance of duties.
  2. While on a leave the individual shall be allowed to maintain the prevailing insurance coverage of the Collective Bargaining Unit by paying an amount equal to such premiums to the Board of Education in four equal quarterly payments in advance.
  3. Any tenured certified professional employee on childrearing leave, upon filing written notice of intent to return at least 60 calendar days prior to expiration of the leave, shall be reinstated in a position in the Fairfield Public Schools, comparable to that held at the time of granting of the leave. Every reasonable effort will be made to reinstate the individual in the position held at the commencement of the leave of absence. It is understood that the reinstatement of said person returning from the leave of absence may affect the employment status of other staff members in accordance with the requirements of the Connecticut General Statutes and the Separation and Recall procedures of this Agreement.
  4. Non-tenured personnel on childrearing leave will be granted priority for a position in Fairfield Public Schools based upon certification. Every reasonable effort will be made to reinstate the person on leave of absence in the present position upon return.
  5. Personnel on childrearing leave who accept full-time employment or employment which approaches full-time may lose rights granted to this section at the discretion of the Superintendent. An individual coming under the provisions of this item is entitled to use of the grievance procedure.



### **Section 3. - Service in the Armed Forces**

The following regulations apply to an administrator in the employment of the Fairfield Board of Education who enters the Armed Forces of the United States during a national emergency:

- A. The same or a similar position in the school system upon his/her return from service.
- B. The salary upon renewal of service in the school system based upon the step in the salary schedule to which the administrator would have been entitled had he/she remained in continuous employment in the system.
- C. Credit for armed forces service time toward all seniority rights to which the administrator is entitled.
- D. An administrator who is under contract at the time of induction into the armed forces but who has not started in the system shall be placed at the head of the list of applicants for any vacancy for which he/she may be eligible at the time of his/her application for reinstatement.
- E. All applications for reinstatement under the above provisions shall be made within 90 days of termination of service in the Armed Forces of the United States.

### **Section 4. - Sick Leave**

- A. All regular employees shall be allowed full days for absence due to personal illness not to exceed fifteen (15) days in each school year. Unused sick leave may be accumulated from year-to-year, provided, however, that the maximum of such accumulation shall not be more than one hundred and fifty (150) days. Notwithstanding the foregoing, any administrator who, prior to July 1, 1993, has accumulated in excess of one hundred and fifty (150) days, may retain and use such excess days, but shall not accrue any new sick days until such excess sick days have been exhausted. A doctor's certificate must be presented in the case of any absence due to illness over ten consecutive school days.
- B. Notwithstanding the foregoing limitations, the Superintendent may allow sick leave with full pay according to the following guidelines:
  - i. Up to thirty (30) additional days for employees with one to five years service with the Fairfield Board of Education.
  - ii. Up to sixty (60) additional days for employees with five to ten years of service with the Fairfield Board of Education.
  - iii. Up to ninety (90) additional days for employees with ten or more years of service with the Fairfield Board of Education.
  - iv. The Board of Education may allow any administrator or supervisor with more than five years of service with the Fairfield Board of Education additional sick leave with

pay equal to the difference between the regular salary of such administrator or supervisor and the pay of his/her substitute.

#### **Section 5. - Permissible Absence**

- A. In case of death in the family or immediate household of any regular employee, such employee shall be entitled to leave with full pay for not more than five days.
- B. Up to five days in each school year may be allowed with pay for such absences which, in the opinion of the Superintendent of Schools, are considered unavoidable and reasonable, including the observances of major religious holidays. One of these days, may be taken as a private day, with no restrictions to when the day may be taken.
- C. Up to three additional days may be allowed for causes which, while not unavoidable, are deemed important and reasonable by both the employee and the Superintendent of Schools. These three days may be made available to the employee with pay equal to the difference between the regular salary and the pay of the substitute. Such absences are to be exclusive of allowable sick leave.
- D. Any salary deduction shall be calculated on a per diem basis.

#### **Section 6. - Jury Duty**

- A. All administrators shall fully utilize the exemption from jury duty provided them under Connecticut General Statutes and if called for jury duty shall provide the Superintendent with documentation of their effort to claim the exemption so that the Superintendent may take all steps necessary to support the exemption.

### **ARTICLE IX**

#### **PROFESSIONAL GROWTH**

Administrators have an obligation to maintain the qualifications for their assignment through applicable professional growth. In recognition of the professional contributions to the Fairfield Public School System, and as a means of enhancing professional growth and the educational program of the Fairfield Public School System, the Board agrees to reimburse (subject to prior approval by the Superintendent) members of this Unit for the reasonable expenses of college or university tuition, conference attendance and workshop registration. The Board may also grant leaves of absence for the purpose of professional growth for a maximum of one (1) year subject to mutually agreed upon compensation and fringe benefits. At the expiration of this professional growth leave of absence, the administrator shall be reinstated in a position, similar in responsibilities and equivalent in salary (including any new increment or salary adjustment) to that held by the individual at the time the leave was granted.

The administrator shall report to his/her immediate supervisor, prior to July 1 of each year, on all professional growth activities taken during the year.

## ARTICLE X

### PAYROLL DEDUCTIONS

- A. In addition to those payroll deductions required by law, all deductions currently made will continue according to the practice of the parties.
- B. All requests for deductions must be in writing on approved, authorized forms, executed by the individual administrator.
- C. Deduction changes in kind or amount shall be made by the Board upon proper authorization and only upon no less than thirty (30) days notice.

## ARTICLE XI

### SALARIES

#### Section 1

Schedules A, B and C attached hereto reflect salary rates by which all administrators shall be paid during the applicable fiscal years.

#### Section 2

- A. Employees shall advance or not each year by one step on the salary schedule in effect until reaching step 6, in accordance with the distribution set forth (or to be set forth) in the respective salary schedules.

#### Section 3

- A. All members shall be placed on the appropriate step in the salary schedule in accordance with their degree status.
- B. Any member who is promoted will not take a decrease in pay if the new position begins at a lower pay. The individual will be placed on the step within the new salary schedule which is equal to or higher in pay than his or her pay in the most previous position. The individual will progress along the new schedule in accord with past practice.

#### Section 4

Recognition for Advance Study

- A. An employee who can provide satisfactory evidence that he/she has earned 30 graduate credits in an approved program beyond a Certification of Advance Study shall be paid an additional \$2,000 beyond that identified in the schedule. Effective July 1, 1995, new hires who wish to qualify for this stipend must have earned the graduate credits in an approved

doctoral program. The individual will receive the additional stipend for a maximum of a five (5) year period after which the individual moves to the doctoral column if the degree has been earned. Otherwise, the individual will return to the original base salary.

- B. An employee who can provide satisfactory evidence that he/she has earned a Doctoral Degree in an accredited program from an approved university shall be paid an additional \$4,000 beyond that identified in the schedule.

## ARTICLE XII

### BENEFIT PROGRAMS

#### Section 1 - Health Insurance

The Board agrees to offer the following health insurance coverage for all eligible employees and families including eligible dependents. If the employee elects coverage under the PPO Plan, the Employee will pay:

- Effective July 1, 2015: 23% of the total premium rate
- Effective July 1, 2016: 24% of the total premium rate
- Effective July 1, 2017: 25% of the total premium rate

Any employee electing coverage under the Rx Drug Plan, will pay the same premium cost share as in effect for the PPO. Any employee electing coverage under the dental plan will pay effective July 1, 2015, 21% of the total premium rate; effective July 1, 2016 22% of the total premium rate; and effective July 1, 2017 23% of the total premium rate. If the Board implements a self-insured insurance plan, the premium cost share will be based on the allocation rate. If it is an insured plan, the premium cost share will be based on the fully equivalent rate.

- A. The medical insurance co-pays for PPO services shall be as follows:

Medical Benefits	PPO	
	In Network	Out of Network
Deductible (ind/fam)	\$0	\$325/\$650/\$975
Coinsurance	0%	20%
Out-of-Pocket Maximum <sup>(1)</sup>	\$5,000/\$10,000	\$1,075/\$2,150/\$3,225
Lifetime Maximum	Unlimited	Unlimited
Office Visit Copays	\$35	20% after ded.
Specialist Copay	\$40	20% after ded.
Hospital Copay	\$275	20% after ded.
Urgent Care Copay	\$35	Not Covered
Emergency Room Copay	\$150	\$150
Outpatient Surgery Copay	\$100	20% after ded.
Well Child Care	\$0	20% after ded.
Periodic, Routine Health Exam	\$0	20% after ded.

Routine Eye Exams	\$0	20% after ded.
Routine OB/Gyn Exam	\$0	20% after ded.
Mammography	\$0	20% after ded.
Hearing Screening	\$0	20% after ded.
Outpatient MH/SA	\$35	20% after ded.
Diagnostic Lab and X-Ray (hosp affiliated)	\$0	20% after ded.
Diagnostic Lab and X-Ray (free standing)	\$0	20% after ded.
Allergy Services	\$35	20% after ded.
Semi-Private Room	\$275	20% after ded.
Inpatient MH/SA	\$275	20% after ded.
Skilled Nursing Facility	\$275	20% after ded.
Inpatient Rehabilitative Services	\$275	20% after ded.
High Cost Diagnostics <sup>(2)</sup>	\$75	20% after ded.
Ambulance	\$0	\$0
Outpatient Rehabilitative Services	\$35	20% after ded.
Durable Medical Equipment	\$0	20% after ded.
<b>Benefit Description</b>		
<b>Prescription Benefits<sup>(3)</sup></b>	<b>PPO</b>	
Retail Generic	\$15	20% after ded.
Retail Brand Formulary	\$25	
Retail Brand Non-Formulary	\$40	
Mail Order Generic	\$30	
Mail Order Brand Formulary	\$50	
Mail Order Brand Non-Formulary	\$80	
Rx Annual Maximum	Unlimited	

<sup>(1)</sup> Out-of-Pocket maximum equals deductible, copays, and coinsurance maximum

<sup>(2)</sup> high cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

<sup>(3)</sup> mandatory generic substitution, and 30 day supply at retail, unless specified DAW

- B. Medical insurance plan to have prescription co-pays as stated above.
- C. Full pay dental with rider, additional basic benefits administered by the dental carrier.
- D. A long term disability insurance for the employee providing sixty (60) percent of their respective salary after a one (1) year waiting period. Benefits payable will be for sickness and accident to age 65, rights of survivorship, and primary social security leveled at time of disability. Employees shall pay \$.80 per month as premium cost share.
- E. Each administrator must certify annually on a form provided by the Board as to the dependent status of those enrolled in any of the Board's insurance programs, as well as provide information as to any qualifying events affecting eligibility.

- F. The Board may implement a comprehensive plan as an alternative to, and not in lieu of, the PPO plan; and may also implement an HSA plan as another voluntary alternative to, and not in lieu of, the PPO plan. Details, such as the deductibles and co-insurance, and the premium cost share of the comprehensive or HSA plan shall be as determined by the Board. Participation by an administrator in the PPO plan, the comprehensive plan or HSA shall be entirely at the option of the administrator.
- G. The Board may change carriers and/or plans and/or to fully insure or self insure in whole or in part provided there is substantial equivalency between the old and the new.

## **Section 2 - Health Insurance Cost Containment**

- A. Administrators must request physicians to specify medications by their generic titles as approved by the Food and Drug Administration in order to qualify for the prescription drug rider.
- B. Recovery Incentive Program - Administrators are encouraged to scan their hospital bills for overcharges and shall be paid 25% of all monies recovered.
  - 1. Notwithstanding the above, administrators may elect to waive, in writing, all health insurance coverage provided for under this contract, and in lieu thereof, may receive an annual payment of seven hundred and fifty dollars (\$750.00) in cash. Payment to those employees waiving such coverage shall be made in June.
  - 2. Notice of intention to waive insurance coverage must be sent to the Superintendent or his designee not less than ninety (90) calendar days before such waiver is to take effect, subject, however, to any regulations or restrictions which may be prescribed by the appropriate insurance carriers.
  - 3. Any administrator may elect to resume board-provided insurance coverage upon written notice to the Board of Education. Upon receipt of such notice, 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.
- C. If the cost of the group health plan or plans offered under this Agreement triggers an excise tax (the "Cadillac Tax") under the Internal Revenue Code or any other related local, state or federal statute or regulation, the parties agree to open negotiations for the purpose of addressing the impact of said tax upon the parties per Connecticut General Statute §10-153f(e).

## **Section 3 - Health Insurance Upon Retirement**

Upon retirement, the Board agrees to offer staff members the option to be covered under the current hospital and medical/surgical plans. Group rate premiums are to be paid quarterly in

advance. Retired employees may also continue to be covered by the Major Medical insurance plan. Major Medical Premium payment is due quarterly.

Upon retiring on or after July 1, 1993, administrators with sufficient quarters to qualify for automatic Medicare Part A coverage at age 65 will be covered with medical insurance as required by Connecticut State Statute with costs borne by the employee. This medical coverage will include a Medicare carve out. The Medicare carve out will be designed to coordinate with Medicare in order to provide a similar benefit to those enjoyed by active employees. The Medicare carve out will assume that plan participants are covered by Medicare Parts A and B and these are primary to the Board's medical insurance even in the event that the participant does not take Medicare Part A and Part B.

#### **Section 4 - IRS Section 125 Plan**

The Board of Education will implement an IRS Section 125 Plan, applicable to premium cost share, dependent care and un-reimbursed medical expenses.

#### **Section 5 - Term Life Insurance**

Each certified employee shall be provided with life insurance in a principal amount equal to two and one half times the staff member's annual contracted salary.

### **ARTICLE XIII**

#### **WORK YEAR**

- A. If any administrator's work year is increased beyond that which is currently in effect, by state regulation or state statute, the rate of pay for said additional time shall be negotiated between the Board of Education and the Fairfield Association of School Administrators. If impasse is reached, a resolution of the issue shall be determined by arbitration under the rules and procedures established by the American Arbitration Association. In reaching his decision, the arbitrator shall utilize the criteria provided in Connecticut General Statute Section 10-153(f)(c)(4).
- B. Work year for each administrator is defined in Article V, Section F.

### **ARTICLE XIV**

#### **ADMINISTRATOR FILES**

Official administrator files, wherever kept, shall be maintained under the following conditions:

- A. Administrators shall have the opportunity to review and discuss their observation and evaluation with their supervisors. Administrators shall have the right to receive copies of their individual evaluations. The supervisor may acknowledge that he has read such material by affixing his signature on the actual copy to be filed, with the understanding that such

signature merely signifies that he has read the material to be filed and does not necessarily indicate agreement with its content.

- B. The supervisor shall have the right to answer any material filed, and the answer shall be attached to the file copy.
- C. Upon appropriate request by the supervisor, he shall be permitted to examine his files.
- D. The supervisor shall be permitted to reproduce any material in his files within five calendar days of his request at his own expense.
- E. Material will be removed from the files when an Administrator's claim that it is inaccurate or unfair is sustained by the Superintendent, Board, Arbitrator, Labor Board, or Court.

#### **ARTICLE XV**

#### **MID-CONTRACT NEGOTIATIONS**

If, pursuant to the terms of this Agreement or order of the State Labor Relations Board, the parties are required to negotiate any issue during the life of this Agreement, and have reached impasse in such negotiations, any unresolved issue(s) shall be submitted to binding arbitration pursuant to Connecticut General Statutes per Step 3 of the Grievance Procedure by either party within five (5) days after written declaration of impasse is presented to either party by the other. The costs of the arbitration shall be equally borne by the parties.

#### **ARTICLE XVI**

#### **NO STRIKE**

No Administrator shall engage in a strike or concerted refusal to render services. The Association shall not cause, counsel, sponsor, condone or participate in any strike or concerted refusal to render services.

#### **ARTICLE XVII**

#### **GENERAL SAVINGS CLAUSE**

If any provisions of this Agreement or any application thereof to any administrator or group of administrators is found contrary to law, then such provision or application will be invalid and subsisting only to the extent permitted by law; however, all other provisions or applications will continue in full force and effect.



## ARTICLE XVIII

### MISCELLANEOUS

Inclement Weather Closing: When school is closed due to inclement weather, administrators may work from home rather than report to their respective assignments. Such days shall not be charged to vacation or personal days.

## ARTICLE XIX

### DURATION

The provisions of this Agreement shall be in full force and effect as of July 1, 2015 and shall continue to remain in full force and effect until June 30, 2018. Negotiations for successor Agreements shall be in accordance with statutory requirements.

FAIRFIELD SCHOOL ADMINISTRATORS' ASSOCIATION

  
\_\_\_\_\_  
David Ebling, President

December 2, 2014  
Date

FAIRFIELD BOARD OF EDUCATION

  
\_\_\_\_\_  
Jessica Gerber, Acting Chairman

December 2, 2014  
Date

**SCHEDULE A**

**2015-2016 FAIRFIELD SCHOOL ADMINISTRATION SALARIES**

**CATEGORIES**

<b>STEPS</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
<b>1</b>	\$155,153	\$146,786	\$135,954	\$130,699	\$128,276	\$119,478
<b>2</b>	\$158,196	\$149,659	\$138,603	\$133,239	\$130,767	\$121,787
<b>3</b>	\$162,077	\$153,320	\$141,982	\$136,478	\$133,944	\$124,732
<b>4</b>	\$165,265	\$156,329	\$144,754	\$139,138	\$136,552	\$127,153
<b>5</b>	\$169,004	\$159,855	\$148,008	\$142,259	\$139,614	\$129,988
<b>6</b>	\$174,728	\$165,260	\$153,002	\$147,052	\$145,007	\$134,348

SV - +\$2,000

DR - +\$4,000

**SCHEDULE B**

**2016-2017 FAIRFIELD SCHOOL ADMINISTRATION SALARIES**

**CATEGORIES**

<b>STEPS</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
<b>1</b>	\$155,463	\$147,080	\$136,226	\$130,960	\$128,533	\$119,717
<b>2</b>	\$158,513	\$149,959	\$138,880	\$133,505	\$131,029	\$122,031
<b>3</b>	\$162,401	\$153,627	\$142,266	\$136,751	\$134,212	\$124,982
<b>4</b>	\$165,595	\$156,641	\$145,044	\$139,416	\$136,825	\$127,407
<b>5</b>	\$169,342	\$160,175	\$148,304	\$142,544	\$139,893	\$130,248
<b>6</b>	\$178,222	\$168,565	\$156,062	\$149,993	\$147,907	\$137,035

SV - +\$2,000

DR - +\$4,000

**SCHEDULE C**

**2017-2018 FAIRFIELD SCHOOL ADMINISTRATION SALARIES**

**CATEGORIES**

<b>STEPS</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
<b>1</b>	\$156,551	\$148,109	\$137,179	\$131,877	\$129,432	\$120,555
<b>2</b>	\$159,622	\$151,008	\$139,853	\$134,440	\$131,946	\$122,885
<b>3</b>	\$163,538	\$154,702	\$143,261	\$137,709	\$135,151	\$125,857
<b>4</b>	\$166,755	\$157,738	\$146,059	\$140,392	\$137,783	\$128,299
<b>5</b>	\$170,528	\$161,296	\$149,343	\$143,541	\$140,872	\$131,159
<b>6</b>	\$181,787	\$171,936	\$159,183	\$152,993	\$150,865	\$139,776

SV - +\$2,000

DR - +\$4,000

## **IMPORTANT PHONE NUMBERS**

Human Resources	(203) 255-8462
Payroll	(203) 255-8386
Insurance	(203) 255-8381
Certification Board	(860) 566-4561
Retirement Board	(860) 566-5285
Fairfield/Bridgeport Teachers' Credit Union	(203) 576-0554
Town of Fairfield Credit Union	(203) 256-3133

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**FAIRFIELD  
PUBLIC SCHOOLS**

*Ann Leffert*  
*Director of Human Resources*  
*[aleffert@fairfieldschools.org](mailto:aleffert@fairfieldschools.org)*

December 2, 2014

Ms. Betsy Browne  
Town Clerk  
Town of Fairfield  
Old Town Hall  
611 Old Post Road  
Fairfield, CT 06430

Re: Fairfield School Administrators - Submission of Collective Bargaining Agreement

Dear Ms. Browne:

Pursuant to Connecticut General Statutes Sec. 10-153d (b), enclosed is a copy of the signed Collective Bargaining Agreement between the Fairfield Board of Education and Fairfield School Administrators for the period of July 1, 2015 through June 30, 2018. Pursuant to said statute, the terms of the Agreement shall be binding unless the legislative body rejects it at a regular or special meeting called and convened for such purpose within thirty (30) days of this filing.

Per your request, a suggested Agenda item Motion consistent with the provisions of Connecticut General Statutes Sec. 10-153d (b) is set forth below:

"RESOLVED, that in accordance with Connecticut General Statute §10-153d(b), the Collective Bargaining Agreement between the Board of Education and the Fairfield School Administrators, for the period of July 1, 2015 through June 30, 2018, is rejected."

I appreciate your attention to this matter.

Very truly yours,

Ann Leffert  
Director of Human Resources

Enclosure

cc: Stefan Pryor, Commissioner of Education

## MEMORANDUM

**TO: MEMBERS OF THE REPRESENTATIVE TOWN MEETING**

**FROM: BOARD NEGOTIATING COMMITTEE**  
David Title, Superintendent of Schools  
Jessica Gerber, Board of Education Acting Chairman  
Philip Dwyer, Board of Education Member  
Marc Patten, Board of Education Member  
David Becker, Board of Finance  
Ann Leffert, Director of Human Resources  
Donald F. Houston, Board of Education Counsel  
Stephen M. Sedor, Board of Education Counsel

**DATE: DECEMBER 2, 2014**

**SUBJECT: COLLECTIVE BARGAINING AGREEMENT BETWEEN THE  
FAIRFIELD SCHOOL ADMINISTRATORS AND THE FAIRFIELD  
BOARD OF EDUCATION**

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Set forth below is an Executive Summary of the terms of the Tentative Agreement with the Fairfield Schools Administrator Association.

### **TERMS OF THE AGREEMENT:**

#### **Duration:**

Three year agreement: July 1, 2015 through June 30, 2018

#### **Language Changes Effective July 1, 2015:**

- **Article IV, Transfer & Assignments of Administrators, Section 2:** Language clarification regarding step placement upon placement in a lower category; delete “highest” add “that.”
- **Article V, Reduction of Administrative Staff/ Elimination of Position, Section B.:** Language clarification regarding Administrators remaining after layoff: delete “the most,” add “equally or more.”
- **Article V, Reduction of Administrative Staff/ Elimination of Position, Section D.:** Editorial clarification regarding position (same salary then lower salary) offered to Administrator in the event of a Reduction In Force; and the following new language added: “Open or vacant positions shall include those held by consultants, retirees, temporary assignees or acting appointees.”
- **Article VI, Vacancies, Section B.:** Editorial changes and requirement that exercise of Superintendent’s judgment be “reasonable.”



- **Article VII, Grievance and Arbitration Procedure, Section 2:** Update language to be in compliance with Grievance Arbitration Statute requiring that “evaluation and support programs” be grievable.
- **Article VII, Grievance and Arbitration Procedure, Section 4, Step 3:** Update language to be in compliance with Grievance Arbitration Statute requiring that “evaluation and support programs” be arbitrable.
- **Article XIII, Severance Upon Retirement:** Removed Article as this does not apply to any current employees – Only applied to Administrators hired prior to July 1, 1993.
- **Article XIII, Side Letter of Understanding:** Removed reference to Side Letter regarding accrued severance liability, as this does not apply to any current employees.

### **Salary Costs: (Appendix A, B & C)**

Current Bargaining Unit is 38.45 Bargaining Unit members.

Current salary account is approximately \$5,424,658.

- **Cost of Increment:**

- 2015-2016: 1.12% = \$60,793
- 2016-2017: 1.16% = \$63,749
- 2017-2018: .83% = \$46,024

- **Cost of General Wage Increase:**

- 2015-2016: 1.53% = \$82,960
- 2016-2017: 1.49% = \$83,814
- 2017-2018: 1.83% = \$106,021

- **Total Increase with Cost of Increment and General Wage Increase:**

- 2015-2016: \$143,753
- 2016-2017: \$147,563
- 2017-2018: \$152,045

- **Estimated New Salary Account:**

	<b>Percent Increase</b>	<b>Total Salary Account</b>
• 2015-2016:	2.65%	\$5,568,411
• 2016-2017:	2.65%	\$5,715,974
• 2017-2018:	2.66%	\$5,868,019



### Insurance Changes<sup>1</sup> Article XVII:

- Increase employee premium cost share for the dental plan: (based on current number of enrollees)

❖ 2014-2015:	20% current
• 2015-2016:	21% = <b>\$466</b>
• 2016-2017:	22% = <b>\$487</b>
• 2017-2018:	23% = <b>\$509</b>

- Increase employee premium cost share for the prescription drug plan: (based on current number of enrollees)

❖ 2014-2015:	22% current
• 2015-2016:	23% = <b>\$1,475</b>
• 2016-2017:	24% = <b>\$3,742</b>
• 2017-2018:	25% = <b>\$4,653</b>

- Increase employee premium cost share for the PPO: (based on current number of enrollees)

❖ 2014-2015:	22% current
• 2015-2016:	23% = <b>\$ - 653</b>
• 2016-2017:	24% = <b>\$17,460</b>
• 2017-2018:	25% = <b>\$19,374</b>

- Delete the HMO plan.

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<sup>1</sup> See attached AON final PPO Plan cost out, pages 6 through 12; and AON final Dental Plan cost out, pages 13 through 16.

- **Increase co-pays for the PPO** (based on current number of enrollees):

## Fairfield Public Schools

Administrators

All Years

Plan Change Options - Revisions to Current PPO Plan Design				
Benefit Description	Current PPO		Proposed Revised PPO	
	PPO		PPO	
Medical Benefits	In Network	Out of Network	In Network	Out of Network
Deductible (ind/fam)	\$0	\$325/\$650/\$975	\$0	\$325/\$650/\$975
Coinsurance	0%	20%	0%	20%
Out-of-Pocket Maximum <sup>(1)</sup>	\$0	\$1,075/\$2,150/\$3,225	\$5,000/\$10,000	\$1,075/\$2,150/\$3,225
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
Office Visit Copays	\$25	20% after ded.	\$35	20% after ded.
Specialist Copay	\$30	20% after ded.	\$40	20% after ded.
Hospital Copay	\$150	20% after ded.	\$275	20% after ded.
Urgent Care Copay	\$25	Not Covered	\$35	Not Covered
Emergency Room Copay	\$75	\$100	\$150	\$150
Outpatient Surgery Copay	\$0	20% after ded.	\$100	20% after ded.
Well Child Care	\$0	20% after ded.	\$0	20% after ded.
Periodic, Routine Health Exam	\$0	20% after ded.	\$0	20% after ded.
Routine Eye Exams	\$0	20% after ded.	\$0	20% after ded.
Routine OB/Gyn Exam	\$0	20% after ded.	\$0	20% after ded.
Mammography	\$0	20% after ded.	\$0	20% after ded.
Hearing Screening	\$0	20% after ded.	\$0	20% after ded.
Outpatient MH/SA	\$30	20% after ded.	\$35	20% after ded.
Diagnostic Lab and X-Ray (hosp affiliated)	\$0	20% after ded.	\$0	20% after ded.
Diagnostic Lab and X-Ray (free standing)	\$0	20% after ded.	\$0	20% after ded.
Allergy Services	\$30	20% after ded.	\$35	20% after ded.
Semi-Private Room	\$150	20% after ded.	\$275	20% after ded.
Inpatient MH/SA	\$150	20% after ded.	\$275	20% after ded.
Skilled Nursing Facility	\$150	20% after ded.	\$275	20% after ded.
Inpatient Rehabilitative Services	\$150	20% after ded.	\$275	20% after ded.
High Cost Diagnostics <sup>(2)</sup>	\$0	20% after ded.	\$75	20% after ded.
Ambulance	\$0	\$0	\$0	\$0
Outpatient Rehabilitative Services	\$30	20% after ded.	\$35	20% after ded.
Durable Medical Equipment	\$0	20% after ded.	\$0	20% after ded.
Benefit Description				
Prescription Benefits <sup>(3)</sup>	Current Plan		Proposed Revised PPO	
Retail Generic	\$15	20% after ded.	\$15	20% after ded.
Retail Brand Formulary	\$25		\$25	
Retail Brand Non-Formulary	\$40		\$40	
Mail Order Generic	\$15		\$30	
Mail Order Brand Formulary	\$25		\$50	
Mail Order Brand Non-Formulary	\$40		\$80	
Rx Annual Maximum	Unlimited		Unlimited	

<sup>(1)</sup> Out-of-Pocket maximum equals deductible, copays, and coinsurance maximum

<sup>(2)</sup> high cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

<sup>(3)</sup> revised plan assumes mandatory generic substitution, and 30 day supply at retail, unless specified DAW

*These projected savings are based on current (2014-2015) insurance premium rates. Rates are expected to increase.*

**First year plan cost reduction attributed to plan changes: \$30,383**

**Total projected mitigated cost increase over the current PPO plan for 3 years: \$130,316**

- Retain right to offer HDHP/HSA as voluntary alternative
- Board may change carriers and/or plans and/or to fully insure or self-insure in whole or in part provided there is substantial equivalency between the old and the new.
- \$.80 LTD premium cost share per employee per month.
- **Cadillac Tax: (NEW):** If the cost of the group health plan or plans offered under this Agreement triggers an excise tax (the "Cadillac Tax") under the Internal Revenue Code or

any other related local, state or federal statute or regulation, the parties agree to open negotiations for the purpose of addressing the impact of said tax upon the parties per Connecticut General Statute §10-153f(e).

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Fairfield Administrators

## Pricing of Public Schools Counter Offer

Updated - November 3, 2014



# Fairfield Public Schools

## Administrators

All Years

Plan Change Options - Revisions to Current PPO Plan Design						
Benefit Description	Current PPO			Proposed Revised PPO		
	In Network	Out of Network	PPO	In Network	Out of Network	PPO
<b>Medical Benefits</b>						
Deductible (Ind/fam)						
Coinsurance	\$0	\$325/\$650/\$975		\$0	\$325/\$650/\$975	
Out-of-Pocket Maximum <sup>(1)</sup>	0%	20%		0%	20%	
Lifetime Maximum	\$0	\$1,075/\$2,150/\$3,225		\$5,000/\$10,000	\$1,075/\$2,150/\$3,225	
Office Visit Copays	Unlimited	Unlimited		Unlimited	Unlimited	
Specialist Copay	\$25	20% after ded.		\$35	20% after ded.	
Hospital Copay	\$30	20% after ded.		\$40	20% after ded.	
Urgent Care Copay	\$150	20% after ded.		\$275	20% after ded.	
Emergency Room Copay	\$25	Not Covered		\$35	Not Covered	
Outpatient Surgery Copay	\$75	\$100		\$150	\$150	
Well Child Care	\$0	20% after ded.		\$100	20% after ded.	
Periodic, Routine Health Exam	\$0	20% after ded.		\$0	20% after ded.	
Routine Eye Exams	\$0	20% after ded.		\$0	20% after ded.	
Routine OB/Gyn Exam	\$0	20% after ded.		\$0	20% after ded.	
Mammography	\$0	20% after ded.		\$0	20% after ded.	
Hearing Screening	\$0	20% after ded.		\$0	20% after ded.	
Outpatient MH/SA	\$30	20% after ded.		\$35	20% after ded.	
Diagnostic Lab and X-Ray (hosp affiliated)	\$0	20% after ded.		\$0	20% after ded.	
Diagnostic Lab and X-Ray (free standing)	\$0	20% after ded.		\$0	20% after ded.	
Allergy Services	\$30	20% after ded.		\$35	20% after ded.	
Semi-Private Room	\$150	20% after ded.		\$275	20% after ded.	
Inpatient MH/SA	\$150	20% after ded.		\$275	20% after ded.	
Skilled Nursing Facility	\$150	20% after ded.		\$275	20% after ded.	
Inpatient Rehabilitative Services	\$150	20% after ded.		\$275	20% after ded.	
High Cost Diagnostics <sup>(2)</sup>	\$0	20% after ded.		\$75	20% after ded.	
Ambulance	\$0	\$0		\$0	\$0	
Outpatient Rehabilitative Services	\$30	20% after ded.		\$35	20% after ded.	
Durable Medical Equipment	\$0	20% after ded.		\$0	20% after ded.	
<b>Benefit Description</b>	<b>Current Plan</b>			<b>Proposed Revised PPO</b>		
<b>Prescription Benefits <sup>(3)</sup></b>						
Retail Generic	\$15			\$15		
Retail Brand Formulary	\$25			\$25		
Retail Brand Non-Formulary	\$40			\$40		
Mail Order Generic	\$15	20% after ded.		\$30	20% after ded.	
Mail Order Brand Formulary	\$25			\$50		
Mail Order Brand Non-Formulary	\$40			\$80		
Rx Annual Maximum	Unlimited			Unlimited		

<sup>(1)</sup> Out-of-Pocket maximum equals deductible, copays, and coinsurance maximum

<sup>(2)</sup> high cost diagnostic procedures include CAT, CTA, PET, SPECT, MRA and MRI

<sup>(3)</sup> revised plan assume mandatory generic substitution, and 30 day supply at retail, unless specified DAW

# Fairfield Public Schools

## Administrators

Year 1 - 2015

Estimated Plan Savings		Current PPO (copay) Plan <sup>(1)</sup>				Revised PPO (copay) Plan <sup>(2)</sup>			
Plan Option	Ees	7/1/15 Rates	EE Cont. (%) <sup>(3)</sup>	EE Cont. (\$)	Ees	7/1/15 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)	
<b>Administrators</b>									
<b>Medical</b>									
Employee Only	8	\$708.01	22.0%	\$155.76	8	\$674.03	23.0%	\$155.03	
Employee +1	4	\$1,522.20	22.0%	\$334.88	4	\$1,449.13	23.0%	\$333.30	
Employee + Family	21	\$1,932.84	22.0%	\$425.22	21	\$1,840.06	23.0%	\$423.21	
<b>Annual Total</b>	<b>33</b>	<b>\$628,110</b>		<b>\$138,184</b>		<b>\$597,961</b>		<b>\$137,531</b>	
<b>Rx</b>									
Employee Only	8	\$161.74	22.0%	\$35.58	8	\$159.32	23.0%	\$36.64	
Employee +1	4	\$342.35	22.0%	\$75.32	4	\$342.35	23.0%	\$78.74	
Employee + Family	21	\$479.69	22.0%	\$105.53	21	\$479.69	23.0%	\$110.33	
<b>Annual Total</b>	<b>33</b>	<b>\$152,841</b>		<b>\$33,625</b>		<b>\$152,609</b>		<b>\$35,100</b>	
<b>Combined Medical/Rx</b>									
<b>Cost to Fairfield Public Schools</b>		<b>\$780,952</b>	<b>\$609,142</b>	<b>\$171,809</b>		<b>\$750,569</b>	<b>\$577,938</b>	<b>\$172,631</b>	
<b>Savings/Cost (\$)</b>			na				<b>(\$31,204)</b>		
<b>Savings/Cost (%)</b>			na				<b>-5.1%</b>		

<sup>(1)</sup> ESTIMATED July 1, 2015 Allocation Rates - 2014 rates trended by 8% (medical) and 7.5% (Rx)

<sup>(2)</sup> medical and Rx rates determined by AonHewitt

<sup>(3)</sup> per Fairfield Public Schools



# Fairfield Public Schools

## Administrators

Year 2 - 2016

Estimated Plan Savings		Current PPO (copay) Plan <sup>(1)</sup>				Revised PPO (copay) Plan <sup>(2)</sup>			
Plan Option		Ees	7/1/16 Rates	EE Cont. (%) <sup>(3)</sup>	EE Cont. (\$)	Ees	7/1/16 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)
<b>Medical</b>									
Employee Only		8	\$764.65	22.0%	\$168.22	8	\$727.95	24.0%	\$174.71
Employee +1		4	\$1,643.97	22.0%	\$361.67	4	\$1,565.06	24.0%	\$375.61
Employee + Family		21	\$2,087.47	22.0%	\$459.24	21	\$1,987.27	24.0%	\$476.94
<b>Annual Total</b>		<b>33</b>	<b>\$678,359</b>		<b>\$149,239</b>		<b>\$645,798</b>		<b>\$154,991</b>
<b>Rx</b>									
Employee Only		8	\$173.87	22.0%	\$38.25	8	\$171.27	24.0%	\$41.10
Employee +1		4	\$368.02	22.0%	\$80.97	4	\$362.50	24.0%	\$87.00
Employee + Family		21	\$515.66	22.0%	\$113.45	21	\$507.93	24.0%	\$121.90
<b>Annual Total</b>		<b>33</b>	<b>\$164,305</b>		<b>\$36,147</b>		<b>\$161,840</b>		<b>\$38,842</b>
<b>Combined Medical/Rx</b>			<b>\$842,664</b>		<b>\$185,386</b>		<b>\$807,638</b>		<b>\$193,833</b>
<b>Cost to Fairfield Public Schools</b>				<b>\$657,278</b>				<b>\$613,805</b>	
<b>Savings/Cost (\$)</b>				na				<b>(\$43,473)</b>	
<b>Savings/Cost (%)</b>				na				<b>-6.6%</b>	

<sup>(1)</sup> ESTIMATED July 1, 2016 Allocation Rates - 2015 rates trended by 8% (medical) and 7.5% (Rx)

<sup>(2)</sup> medical and Rx rates determined by AonHewitt

<sup>(3)</sup> per Fairfield Public Schools

# Fairfield Public Schools

## Administrators

Year 3 - 2017

Estimated Plan Savings		Current PPO (copay) Plan <sup>(1)</sup>				Revised PPO (copay) Plan <sup>(2)</sup>			
Plan Option		Ees	7/1/17 Rates	EE Cont. (%) <sup>(3)</sup>	EE Cont. (\$)	Ees	7/1/17 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)
<b>Administrators</b>									
<b>Medical</b>									
Employee Only		8	\$825.82	22.0%	\$181.68	8	\$786.18	25.0%	\$196.55
Employee +1		4	\$1,775.49	22.0%	\$390.61	4	\$1,690.27	25.0%	\$422.57
Employee + Family		21	\$2,254.46	22.0%	\$495.98	21	\$2,146.25	25.0%	\$536.56
<b>Annual Total</b>		<b>33</b>	<b>\$732,628</b>		<b>\$161,178</b>		<b>\$697,462</b>		<b>\$174,365</b>
<b>Rx</b>									
Employee Only		8	\$186.92	22.0%	\$41.12	8	\$184.11	25.0%	\$46.03
Employee +1		4	\$395.62	22.0%	\$87.04	4	\$389.69	25.0%	\$97.42
Employee + Family		21	\$554.34	22.0%	\$121.95	21	\$546.02	25.0%	\$136.51
<b>Annual Total</b>		<b>33</b>	<b>\$176,627</b>		<b>\$38,858</b>		<b>\$173,978</b>		<b>\$43,495</b>
<b>Combined Medical/Rx</b>									
<b>Cost to Fairfield Public Schools</b>			<b>\$909,255</b>	<b>\$709,219</b>	<b>\$200,036</b>		<b>\$871,440</b>	<b>\$653,580</b>	<b>\$217,860</b>
<b>Savings/Cost (\$)</b>				na				<b>(\$55,639)</b>	
<b>Savings/Cost (%)</b>				na				<b>-7.8%</b>	

<sup>(1)</sup> ESTIMATED July 1, 2017 Allocation Rates - 2016 rates trended by 8% (medical) and 7.5% (Rx)

<sup>(2)</sup> medical and Rx rates determined by AonHewitt

<sup>(3)</sup> per Fairfield Public Schools



# Fairfield Public Schools

## Administrators

### Plan Change Options - Three (3) Year Plan Change Pricing

Benefit Description	Current PPO	Revised PPO <sup>(1)</sup>
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#### Year 1 - 2015

##### Gross Cost

Gross Medical Cost	\$628,110	\$597,961
Gross Rx Cost	\$152,841	\$152,609
Total Gross Cost	<b>\$780,952</b>	<b>\$750,569</b>

##### Employee/Employer Contributions

Medical Contribution	\$138,184	\$137,531
Rx Contribution	\$33,625	\$35,100
Total Contribution	<b>\$171,809</b>	<b>\$172,631</b>

Net Cost to Fairfield Public Schools	\$609,142	\$577,938
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Change (\$)	na	(\$31,204)
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Change(%)	na	-5.1%
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#### Year 2 - 2016

##### Gross Cost

Gross Medical Cost	\$678,359	\$645,798
Gross Rx Cost	\$164,305	\$161,840
Total Gross Cost	<b>\$842,664</b>	<b>\$807,638</b>

##### Employee/Employer Contributions

Medical Contribution	\$149,239	\$154,991
Rx Contribution	\$36,147	\$38,842
Total Contribution	<b>\$185,386</b>	<b>\$193,833</b>

Net Cost to Fairfield Public Schools	\$657,278	\$613,805
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Change (\$)	na	(\$43,473)
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Change(%)	na	-6.6%
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#### Year 3 - 2017

##### Gross Cost

Gross Medical Cost	\$732,628	\$697,462
Gross Rx Cost	\$176,627	\$173,978
Total Gross Cost	<b>\$909,255</b>	<b>\$871,440</b>

##### Employee/Employer Contributions

Medical Contribution	\$161,178	\$174,365
Rx Contribution	\$38,858	\$43,495
Total Contribution	<b>\$200,036</b>	<b>\$217,860</b>

Net Cost to Fairfield Public Schools	\$709,219	\$653,580
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Change (\$)	na	(\$55,639)
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Change(%)	na	-7.8%
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#### Three (3) Year Total

##### Gross Cost

Gross Medical Cost	\$2,039,097	\$1,941,220
Gross Rx Cost	\$493,773	\$488,427
Total Gross Cost	<b>\$2,532,870</b>	<b>\$2,429,647</b>

##### Employee/Employer Contributions

Medical Contribution	\$448,601	\$466,888
Rx Contribution	\$108,630	\$117,436
Total Contribution	<b>\$557,231</b>	<b>\$584,324</b>

Net Cost to Fairfield Public Schools	\$1,975,639	\$1,845,323
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Change (\$)	na	(\$130,316)
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Change(%)	na	-6.6%
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# Fairfield Public Schools

## Administrators

Impact of ACA High Cost Excise Tax							Current Plan - No Changes								
Policy Year	CIGNA	Account	Structure	Name	Tier	Medical Heads	7/1/2017 Estimated Medical Rates <sup>(1)</sup>	7/1/2017 Estimated Rx Rates <sup>(2)</sup>	7/1/2018 Estimated Medical Rates <sup>(1)</sup>	7/1/2018 Estimated Rx Rates <sup>(2)</sup>	7/1/2018 HSA ER Contrib (Monthly)	7/1/2018 Med/Rx Premium (per ee) <sup>(1)</sup>	7/1/2018 Med/Rx ACA Limits (per ee) <sup>(2)</sup>	7/1/2018 Med/Rx Taxable Premium (\$) <sup>(3)</sup>	
Fairfield Public Schools															
Active Employees	Admin PPO				ee only	8	\$825.82	\$186.92	\$891.89	\$200.93	\$0.00	\$13,114	\$10,200	\$23,311	
						4	\$1,775.49	\$395.62	\$1,917.53	\$425.30	\$0.00	\$28,114	\$27,500	\$2,456	
						21	\$2,254.46	\$554.34	\$2,434.82	\$595.92	\$0.00	\$36,369	\$27,500	\$186,246	
	Admin PPO COBRA				ee only	0	\$825.82	\$186.92	\$891.89	\$200.93	\$0.00	\$13,114	\$10,200	\$0	
						0	\$1,775.49	\$395.62	\$1,917.53	\$425.30	\$0.00	\$28,114	\$27,500	\$0	
						0	\$2,254.46	\$554.34	\$2,434.82	\$595.92	\$0.00	\$36,369	\$27,500	\$0	
Annual Totals							33								\$212,012
Tax Implications @ 40%															\$84,805

Impact of ACA High Cost Excise Tax										Revised PPO Plan					
Policy Year	CIGNA	Account	Structure	Name	Tier	Medical Heads	7/1/2017 Estimated Medical Rates <sup>(1)</sup>	7/1/2017 Estimated Rx Rates <sup>(2)</sup>	7/1/2018 Estimated Rx Rates <sup>(2)</sup>	7/1/2018 HSA ER Contrib (Monthly)	7/1/2018 Med/Rx Premium (per ee) <sup>(1)</sup>	7/1/2018 Med/Rx ACA Limits (per ee) <sup>(2)</sup>	7/1/2018 Med/Rx Taxable Premium (\$ <sup>(3)</sup> )		
Fairfield Public Schools															
Active Employees	Admin Revised PPO				ee only	8	\$786.18	\$184.11	\$849.08	\$197.92	\$0.00	\$12,564	\$10,200	\$18,912	
						4	\$1,690.27	\$389.69	\$1,825.49	\$418.92	\$0.00	\$26,933	\$27,500	\$0	
						21	\$2,146.25	\$546.02	\$2,317.95	\$586.98	\$0.00	\$34,859	\$27,500	\$154,542	
	Admin Revised PPO COBRA				ee only	0	\$786.18	\$184.11	\$849.08	\$197.92	\$0.00	\$12,564	\$10,200	\$0	
						0	\$1,690.27	\$389.69	\$1,825.49	\$418.92	\$0.00	\$26,933	\$27,500	\$0	
						0	\$2,146.25	\$546.02	\$2,317.95	\$586.98	\$0.00	\$34,859	\$27,500	\$0	
Annual Totals						33									\$173,453
Tax Implications @ 40%														\$69,381	

<sup>(1)</sup> trended forward at 8.0% (Med) and 7.5% (Rx) annually, assuming no plan changes

<sup>(2)</sup> as defined by the Patient Protection and Affordable Care Act (PPACA)

<sup>(3)</sup> (2018 costs minus 2018 limits) \* headcounts

Fairfield Administrators

Pricing of Dental

# Fairfield Public Schools Administrators

Estimated Plan Savings		Current PPO Dental Plan <sup>(1)</sup>				Proposed PPO Dental Plan			
Plan Option		Ees	7/1/15 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)	Ees	7/1/15 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)
<b>Dental</b>									
Employee Only		8	\$49.95	20.0%	\$9.99	8	\$49.95	<b>21.0%</b>	\$10.49
Employee +1		4	\$94.12	20.0%	\$18.82	4	\$94.12	21.0%	\$19.77
Employee + Family		21	\$148.14	20.0%	\$29.63	21	\$148.14	21.0%	\$31.11
<b>Annual Total</b>		<b>33</b>	<b>\$46,644</b>		<b>\$9,329</b>	<b>33</b>	<b>\$46,644</b>		<b>\$9,795</b>
<b>Cost to Fairfield Public Schools</b>				<b>\$37,315</b>				<b>\$36,849</b>	
<b>Savings/Cost (\$)</b>				na				<b>(\$466)</b>	
<b>Savings/Cost (%)</b>				na				<b>-1.3%</b>	

<sup>(1)</sup> ESTIMATED July 1, 2015 Allocation Rates - 2014 rates trended by 4.5%



# Fairfield Public Schools Administrators

Estimated Plan Savings		Current PPO Dental Plan <sup>(1)</sup>				Proposed PPO Dental Plan			
Plan Option		Ees	7/1/16 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)	Ees	7/1/16 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)
<b>Dental</b>									
Employee Only		8	\$52.19	21.0%	\$10.96	8	\$52.19	22.0%	\$11.48
Employee +1		4	\$98.36	21.0%	\$20.65	4	\$98.36	22.0%	\$21.64
Employee + Family		21	\$154.81	21.0%	\$32.51	21	\$154.81	22.0%	\$34.06
<b>Annual Total</b>		<b>33</b>	<b>\$48,743</b>		<b>\$10,236</b>	<b>33</b>	<b>\$48,743</b>		<b>\$10,723</b>
<b>Cost to Fairfield Public Schools</b>				<b>\$38,507</b>				<b>\$38,020</b>	
<b>Savings/Cost (\$)</b>				na				<b>(\$487)</b>	
<b>Savings/Cost (%)</b>				na				<b>-1.3%</b>	

<sup>(1)</sup> ESTIMATED July 1, 2016 Allocation Rates - 2015 rates trended by 4.5%

# Fairfield Public Schools Administrators

Estimated Plan Savings										
Plan Option		Current PPO DentalPlan <sup>(1)</sup>					Proposed PPO Dental Plan			
Teachers		Ees	7/1/15 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)	Ees	7/1/15 Rates	EE Cont. (%) <sup>(4)</sup>	EE Cont. (\$)	
Dental										
Employee Only		8	\$54.54	22.0%	\$12.00	8	\$54.54	23.0%	\$12.54	
Employee +1		4	\$102.78	22.0%	\$22.61	4	\$102.78	23.0%	\$23.64	
Employee + Family		21	\$161.77	22.0%	\$35.59	21	\$161.77	23.0%	\$37.21	
Annual Total		33	\$50,937		\$11,206	33	\$50,937		\$11,715	
Cost to Fairfield Public Schools				\$39,731				\$39,221		
Savings/Cost (\$)				na				(\$509)		
Savings/Cost (%)				na				-1.3%		

<sup>(1)</sup> ESTIMATED July 1, 2017 Allocation Rates - 2016 rates trended by 4.5%

## **Chapter 74. FairTV**

### **Sec. 74-1. Declaration of intent: FairTV.**

There is hereby established a program for the recording (video & audio), production, editing, live broadcast, re-broadcast and internet streaming of the Town of Fairfield Public, Education and Government meetings. The program shall provide the residents of the Town of Fairfield the ability to view government and education meetings as prescribed herein.

### **Sec. 74-2. Implementation.**

The FairTV Commission shall have the responsibility and shall oversee the implementation of this ordinance.

### **Sec. 74-3. Primary Content.**

FairTV shall record, produce, broadcast, re-broadcast and “Internet-stream” gavel-to-gavel, regularly scheduled meetings of the Town of Fairfield’s:

- A. Representative Town Meeting
- B. Board of Education
- C. Board of Selectmen
- D. Board of Finance
- E. Town Plan & Zoning Commission

### **Sec. 74-4. Secondary Content.**

The FairTV Commission may authorize additional programming related to Fairfield town government and the Fairfield Public Schools such as gavel-to gavel meetings of town bodies not part of the primary schedule, events related to town government or the public schools, such as ceremonies, public meetings, parades, athletic competitions and channel appropriate, non-partisan, informational programming produced by FairTV.

### **Sec. 74-5. Secondary Content Inhibitor.**

The Primary Content must be completely assigned, scheduled and appropriately funded prior to the consideration or additional program production of Secondary Content is undertaken.

### **Sec. 74-6. Special Meeting Programming,**

Programming and production to cover Special Meetings of Primary Content government and educational activities shall be at the discretion of the FairTV Commission; provided that time and financial considerations of current and planned Primary Content shall not be affected.

**Sec. 74-7. Emergency Programming.**

The FairTV Commission shall provide for the immediate broadcast and release of emergency bulletins properly decreed by the Public Safety Authorities of the Town of Fairfield through prior mutual agreement with those authorities. These bulletins are to be in written form in order to be delivered over the system's broadcast emergency sub-channels.

**Sec. 74-8. Rights of Use**

No elected or political party official may produce, host, or be featured in secondary content programs. However, elected or political party officials' participation in town government or public schools-related events such as public meetings, ceremonies, parades or athletic competitions shall not bar said events from consideration for broadcast as secondary content.

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**Sec. 74-9. Commission Created; membership; compensation.**

- A. There shall be a FairTV Commission that shall consist of five (5) members who must be electors and residents of the Town of Fairfield. No more than two (2) members shall be members of the same political party. These members shall be recommended by unanimous consent of the Board of Selectmen and shall be appointed to the FairTV Commission by majority consent of the RTM.
- B. No member of the FairTV Commission shall receive compensation for service.

**Sec. 74-10. Term of Office; removal; officers.**

- A. The term of all members shall run for three (3) years, except that the initial terms shall be staggered as follows: one initial term of at least one (1) year, two initial terms of at least, but no more, than two (2) years, two initial terms of at least, but no more, than three (3) years so that the terms of not more than two (2) members shall terminate in any single year.
- B. If a member resigns or is removed for any reason before his or her term expires, a replacement shall be appointed within two (2) months of termination in accordance with Section 74-9.A to complete that term. A Commission member may be removed by a vote of the Board of Selectmen for good cause, upon request of the Commission. Failure to attend four (4) consecutive meetings without good reason shall constitute good cause for removal.
- C. The Commission shall elect a Chairperson, Vice Chairperson and Secretary. The Commission may form subcommittees to address specific duties of the Commission.
- D. A quorum at any such meetings shall consist of a majority of the voting membership.

**Sec. 74-11 Jurisdiction.**

- A. The FairTV Commission shall oversee the operations of the FairTV Broadcast System for the express purpose of recording (video & audio), producing, editing,



- live broadcast, re-broadcast and Internet streaming of the Town of Fairfield Education and Government meetings.
- B. The Commission shall serve as the sole policy-making authority regarding broadcast content, acting strictly however within the broadcast standards established herein Sect.74-3 through Section 74-8. These standards may only be revised by ordinance of the Town of Fairfield.
  - C. The Commission shall act as the oversight and selection authority for any and all employees, contractors, vendors and volunteers needed to operate the FairTV Broadcast System in a manner consistent with requirements of fairness expressed in the Town Charter in Article XI, Section 4 and in consultation with the Town Human Resources Department and Town Purchasing Department.
  - D. The Commission shall adopt such policies as it deems appropriate to assure procedures for the orderly and prompt performance of the Commission's duties and the system's continued efficient operation.

#### **Sec. 74-12 Professional Services.**

The Commission shall develop criteria for all contracts and/or agreements for professional services in furtherance of the purposes for which the Commission was created, including for the delivery of services it requires, in consultation with the Town Human Resources Department and/or the Town Purchasing Department.

#### **Sec. 74-13 Powers and duties.**

The purpose of the FairTV Commission shall be to oversee the FairTV Broadcast System. The system includes FairTV Education, FairTV Government and FairTV on Demand. The Commission shall adopt policies and procedures that shall:

- A. Provide for efficient, cost effective broadcast operations.
- B. Deliver broadcast content of the legislative, educational, executive, financial and land use meetings of the Town of Fairfield.
- C. Regulate broadcast system operations and standards within the limits of Sections 74-3 to 74-8.
- D. Acquire, provide and maintain equipment necessary for the timely execution of the Commission's duties.
- E. The Commission shall be responsible for the custodial oversight of all such equipment and shall adopt policies for the proper preservation and care of such equipment.
- F. Members shall serve as the Town of Fairfield and the Fairfield Board of Education representatives to the Cable Advisory Council of Area 2 (CAC2).

#### **Sec. 74-14 Budget Appropriations and Funding**

- A. Effective with the adoption of this ordinance by the RTM and the appointment and installation of members to the FairTV Commission, funds appropriated, encumbered and/or designated for the operations of FairTV in the current fiscal

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year held in the Information Technology Department Budget shall henceforth be expended at the direction of the FairTV Commission.

- B. The FairTV Commission shall prepare, present and oversee budget requests and appropriations for the System in accordance with Town of Fairfield budget procedures.
- C. The FairTV Commission shall author annual grant requests to Cable Advisory Council of Area 2 and the grant process post-award report.
- D. The FairTV Commission shall author grant requests to any other video service providers for the Town of Fairfield as needed.

## TOWN OF FAIRFIELD SNOW REMOVAL ORDINANCE

### PARKING RESTRICTIONS DURING SNOW EMERGENCIES

- A. A snow emergency shall go into effect when declared by the First Selectman. The snow ordinance will be in effect until snow has been removed to the extent that vehicles can safely travel public roadways.
- B. When a snow emergency is declared, alternate side of the street parking restrictions shall go into effect.
- C. Alternate side of the street shall be that parking will only be allowed on the even "house numbered" side of the street for a 24 hours period, beginning when the snow emergency is declared. At the conclusion of this 24 hour period, vehicles will be prohibited from parking on the even numbered side of street and must park on the odd "house number" side of street for the next 24 hours period.
- D. During snow emergency, any vehicle found standing or parking on the wrong side of the street or public roadways, maybe towed and the owner maybe fined not more than \$99.00 or the maximum allowed by the Connecticut State Law.
- E. This ordinance shall exclude all state highways within the Town of Fairfield limits.
- F. It shall be the duty of the Fairfield Police Department to ensure that section 91-3, section is duly enforced.

Sponsored by:

Ruth Smey

Hal Schwartz

Peter Ambrose

Hank Ference

Liz Zezima

Carol Pontrelli