

# **AGREEMENT**

**between the**

**LITTLE COMPTON TEACHERS' ASSOCIATION**

**and**

**LITTLE COMPTON SCHOOL COMMITTEE**

**September 1, 2025 - August 31, 2028**

## Contents

PREAMBLE .....	1
ARTICLE I RECOGNITION .....	1
ARTICLE II PRINCIPLES.....	1
ARTICLE III GRIEVANCE PROCEDURE.....	2
ARTICLE IV NEGOTIATION PROCEDURES .....	4
ARTICLE V TEACHING HOURS AND TEACHING LOAD.....	4
ARTICLE VI TEXTBOOKS AND SUPPLIES .....	6
ARTICLE VII PROTECTION .....	6
ARTICLE VIII TEACHER FACILITIES .....	7
ARTICLE IX USE OF SCHOOL FACILITIES.....	7
ARTICLE X TEACHER SCHEDULES .....	8
ARTICLE XI VOLUNTARY ASSIGNMENTS.....	8
ARTICLE XII LEAVES OF ABSENCE .....	9
ARTICLE XIII ACCUMULATIVE SICK LEAVE REIMBURSEMENT/ EARLY RETIREMENT INCENTIVE.....	13
ARTICLE XIV PERSONAL INJURY BENEFITS .....	13
ARTICLE XV NON-TEACHING DUTIES .....	13
ARTICLE XVI INSURANCE.....	14
ARTICLE XVII SALARIES .....	15
ARTICLE XVIII DUES DEDUCTION .....	16
ARTICLE XIX TEACHER FILES .....	16
ARTICLE XX TEACHER EVALUATION .....	17
ARTICLE XXI SENIORITY .....	18
ARTICLE XXII GENERAL .....	19
ARTICLE XXIII TUITION.....	20
ARTICLE XXIV ADVANCED DEGREE LANES.....	20
ARTICLE XXV DURATION .....	20
APPENDIX A SALARY SCALE .....	22
APPENDIX B HEALTH CARE SUMMARY .....	27

## **PREAMBLE**

This Agreement is negotiated under Chapter 9.3 of Title 28 of the General Laws in order: to fix for its term the salaries and other conditions of employment provided herein; to encourage effective and harmonious working conditions among the School Committee and the Little Compton Teachers' Association and the professional staff in order that the cause of public education may best be served in Little Compton.

## **ARTICLE I RECOGNITION**

- A. The School Committee of the Town of Little Compton, hereinafter referred to as the Committee, recognizes the Little Compton Teachers' Association, hereinafter referred to as the Association, as sole representative of all certified personnel (excluding administrative staff and per diem substitutes) employed or to be employed in the Little Compton School Department, hereinafter referred to as School Department, by the Committee.
- B. The Association recognizes that the Committee, as the agent of the State of Rhode Island and as the elected representatives of the Town of Little Compton, is the employer of the certified personnel of the School Department.
- C. The purpose of this mutual recognition is the agreement that the parties will act in good faith, one toward the other.
- D. The Committee hereby recognizes the Association as the exclusive bargaining representative for all those employees in positions requiring a teaching or special services certificate (excluding administrative staff and per diem substitutes) employed by the Committee, for the purpose of negotiating, with respect to salaries and all other conditions of employment. Any reference to part-time teachers in this Agreement shall mean teachers who work less than three (3) days per week or less than twenty-one (21) periods per week.

## **ARTICLE II PRINCIPLES**

- A. Attainment of the objectives of the educational program of the school system requires mutual understanding and cooperation between the Committee and the Association. In light of the complexities involved in the operation of a school system, free and open exchange of views is desirable and necessary, with both parties participating in deliberations leading to the determination of matters of mutual concern.
- B. It is also recognized and agreed that each teacher shall assume, in a professional and ethical manner, the responsibilities of the Agreement and all other school department policies and regulations not inconsistent with this Agreement.
- C. The members of the Association feel that each member of the professional group should give as early notice as possible of his/her/their intention of leaving the employ of the Committee, and the Association pledges its members to the fulfillment of this ethical procedure. Unless precluded by special circumstances, a minimum of one (1) months' notice shall be given.

- D. The Committee and the Association do hereby agree that the welfare and education of the children of the Town of Little Compton is the first consideration in the operation of the schools and will be promoted by both parties.

### ARTICLE III GRIEVANCE PROCEDURE

#### A. DEFINITION

A "Grievance" is a claim based on an event or condition which affects the welfare and/or conditions of employment of a teacher or of a group of teachers and/or the interpretation, meaning or application of any of the provisions of this Agreement.

#### B. PURPOSE

1. The purpose of this procedure is to procure fast, equitable solutions to the problems which may from time-to-time arise affecting the welfare or working conditions of teachers. Both parties agree that those proceedings will be kept as informal and confidential as may be appropriate.
2. Nothing herein contained will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with a member of the Administration without intervention by the Association.

#### C. PROCEDURE

1. A member with a potential grievance will first discuss the matter with the Principal, either directly or through their LCTA representative, with the objective of resolving the matter informally.
2. If the matter cannot be resolved informally, a grievance must be filed in writing the Association, on behalf of its member or members, with the appropriate administrator within twenty (20) school days of the time the member(s) and/or the Association first knew or should have known of the act or omission giving rise to the grievance.
3. The appropriate administrator shall meet with the aggrieved person and the Association within ten (10) school days of his/her/their receipt of the grievance. The appropriate administrator shall issue a decision within ten (10) school days of the meeting.
4. If the grievance is initially filed with the building principal and the Association is not satisfied with the disposition of the grievance or if no written decision has been rendered within the time limits of Subsection 3 above, the Association on behalf of its member or members, within ten (10) school days thereafter may file the grievance in writing with the Superintendent. The Superintendent shall meet with the aggrieved Person and the Association within ten (10) school days of the receipt of the grievance.
5. If the Association is not satisfied with the disposition of the grievance from the Superintendent or if no written decision has been rendered within the time limits of Subsection (4) above, the Association, on behalf of its member or member(s), within ten (10) school days thereafter may file the grievance in writing with the

School Committee. The Committee shall meet with the aggrieved person and the Association within ten (10) school days of the receipt of the grievance, or at the next regular Committee meeting not to exceed thirty (30) days from the receipt of the grievance.

The School Committee shall issue a decision within ten (10) school days of the meeting.

6. If the Association is not satisfied with the disposition of the grievance or if no decision has been rendered within ten (10) school days after the Committee has heard the grievance, the Association, within ten (10) school days thereafter, may appeal the grievance in accordance with Title 16-39-2 of the General Laws of Rhode Island if the grievance involves a termination or suspension or otherwise seek arbitration in accordance with the rules of the American Arbitration Association.
7. Failure to file initially or later to appeal within the time limits provided shall be deemed a waiver of the grievance. Time limits may be extended by mutual consent in writing.

D. RIGHT OF TEACHERS TO REPRESENTATION

1. No reprisals of any kind will be taken by the Committee or by any member of the Administration against any aggrieved person in interest or any other participant in a grievance proceeding by reason of such participation.
2. The Association, through a representative or committee, shall have the right to assist and represent any aggrieved teacher who desires such assistance and representation through all steps of the grievance procedure.

E. MISCELLANEOUS

1. All decisions rendered will be in writing, setting forth the decision and the reasons therefore, and will be transmitted promptly to the aggrieved person and to all parties in interest.
2. All documents, communications and records dealing with the processing of a grievance will be filed separately from the personnel files of the participants.
3. The parties shall pay their own respective cost arising out of the grievance. The aggrieved person shall pay for any copies of materials he/she/they requests if the Committee is obligated to secure such materials.
4. In the event a grievance is filed which may not be finally resolved under the time limits set forth herein by the end of the school year and could, therefore, result in irreparable harm to a party in interest, the parties will make every reasonable effort to reduce the time limits set forth herein so that the grievance procedure may be exhausted prior to the close of the school year.
5. The Committee may require any teacher and/or Association representative to appear before them in order to ascertain first-hand knowledge or information in any grievance.



6. All proceedings shall be private, and only the final disposition may be made public.

#### ARTICLE IV NEGOTIATION PROCEDURES

- A. Representatives of the Committee with the Superintendent and the Association, shall meet for the purpose of negotiating and reaching a mutually satisfactory agreement on salary, welfare provisions, working provisions, working conditions and other matters of mutual concern.
- B. When the participants reach agreement, it will be reduced to a written, signed Contract and become part of the official Minutes of the Committee and of the Association
- C. Not later than December 1 of the calendar year prior to the year in which this Agreement expires, the Committee agrees to enter into negotiations over a Successor Agreement in accordance with the procedure set forth herein, in a good faith effort to reach agreement concerning teachers' hours, salaries, working conditions and other terms and conditions of professional employment.
- D. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- E. If negotiation meetings between the Committee and the Association are scheduled by the Committee during a school day, the members of the Association's negotiating team will be relieved of all regular duties without loss of pay as necessary to permit their participation in such meetings.
- F. This Agreement may be reopened during its term by agreement of both parties. The Agreement to reopen must be in writing and signed by both parties. Any agreement reached as a result of such reopening shall only be binding if it is reduced to writing and is signed by both parties.

#### ARTICLE V TEACHING HOURS AND TEACHING LOAD

- A. The official length of the teachers' school day shall not exceed six (6) hours and fifty (50) minutes.
  - 1. Teachers shall be available, upon request of the principal, for one (1) hour weekly, after the students' school day, for purposes of student make-up tests or additional help as well as meetings with other teachers, teams or administrators. Ten (10) of these hours may be used for Faculty Meetings.
- B. In special instances (such as taking afternoon extension courses, serious illness at home, etc.) permission to release a teacher from this requirement may be granted by the Principal providing arrangements for the assuming of any and all duties can be made.
- C. Routine procedures involving records, textbooks, supplies, etc., shall be detailed in a teacher's handbook which will be compiled by the appropriate administrator after soliciting input from representatives of the Association.
- D. All teachers will have a duty-free lunch period of the same length of time as the students every school day. Part-time teachers shall not be entitled to a duty-free lunch unless their schedule brackets the lunch period.

- E. All teachers shall, in addition to their lunch period, have at least two hundred twenty-five (225) minutes of preparation time each week. This time, where possible, shall be forty-five (45) minutes or greater blocks and, when possible, one (1) block or more per day. Part-time teachers shall be assigned to preparation time on a prorata basis in the proportion that the part-time teacher's load bears to a full-time teacher's load.
- F. When a regularly assigned teacher is absent, other regularly assigned teachers shall not be assigned to cover classes of the absent teacher, except as noted below:
1. The building principal shall be diligent in his/her/their efforts to schedule substitute teachers. Only after diligent efforts have been made shall the principal seek volunteers for class coverage during their unassigned period. The selection of volunteers shall be made on a rotating basis by seniority among the teaching staff including head teachers.
  2. In the event that qualified substitutes are not available and volunteers cannot be secured per paragraph 1 above, the principal may require non-volunteer teachers to cover classes on a rotating basis by seniority.
  3. Teachers who cover classes per Paragraph 1 or 2 above shall be compensated on a per-period basis as follows:
    - i Teachers on Steps 1-7: \$40
    - ii Teachers on Steps 8-11: \$50
- G. Elementary school teachers will not be required to teach any more than one (1) grade simultaneously on a continuing basis with the exception of multi-age.
- H. Commencing with the 2025-2026 school year, the work year shall be one hundred eighty-five (185) days. Three days shall be used for the purpose of Professional Development and/or Parent Conferences. One additional day may be used for orientation. Parent Conferences shall be held after school on two separate afternoons from 4:00 PM – 7:00 PM. The dates of parent teacher conferences will be mutually agreed upon between the Association and the Superintendent. Half a day will be used to attend Open House. Half a day will be used to attend the Grade 8 Graduation Ceremony.
1. The School Social Worker and Guidance Counselor will work up to the equivalent of twenty (20) half days outside the regular work year, if mutually agreed upon. During the school year, the School Social Worker and Guidance Counselor will have up to the equivalent of twenty (20) half days, equal to the days worked outside the regular work year, that the Social Worker and Guidance Counselor do not have to report to work.
- I. Any work days or half (1/2) days over 180 shall be non-student contact days.
- J. Parents shall not be deprived of an opportunity to confer with the teacher of their children because such conferences may be held outside of the regular workday. All parties concerned will strive to schedule such meeting during the teacher's workday.
- K. Class size\* for Grades 2-8 shall have a maximum of twenty-five (25) students. For grades kindergarten and first grade, class size shall be a maximum of twenty-four (24) students. One (1) additional student may be added in the first quarter marking period. If

this maximum is exceeded (by no more than one (1) student) within the first quarter marking period of the year, the School Committee is under no obligation to split classes until the beginning of the 3rd term marking period. If the maximum is exceeded after the beginning of the third (3<sup>rd</sup>) term (marking period), the School Committee shall be under no obligation to split classes during that year.

Special Subject areas shall contain no more than the facility can maintain.

\* Class size exceptions: musical ensemble, physical education.

Out-of-district children of teachers in the Little Compton school system may attend Little Compton school system grades K-8 without cost or transportation.

- L. Teachers may leave the building during lunch time provided the Administration is notified. With the permission of the appropriate administrator, a teacher may leave the building during a preparation period.
- M. The school shall be open for two (2) full weeks before the official opening in order to allow teachers to prepare their rooms.
- N. Individual Student/Family Communication - Educators shall maintain consistent and constructive communication with families regarding individual student progress. Communication may include updates on academic performance, behavior, and overall development as necessary and appropriate for that student/family. All communication shall be conducted in a timely, respectful, and professional manner to support student growth.
- O. Classwide Communication - All educators, including classroom teachers and specialist, shall provide families with regular, bi-weekly updates about classwide learning, activities, and upcoming assignments. These updates will be shared through a designated school communication platform or other agreed-upon channel.
- P. Report Card Communication - Comments will be made by the teachers inputting student grades in accordance with the Student Information System's (e.g. ALMA) report card features and teaching framework as described by the Principal.

## ARTICLE VI TEXTBOOKS AND SUPPLIES

- A. The Committee agrees to provide sufficient required textbooks to ensure that each pupil has textbooks for his/her/their own use. Teachers shall participate in the selection of all textbooks and supplies which pertain to their instructional activities. Teachers will list their orders by priority so that the Administration may act appropriately when budget constraints dictate. Information on this matter will be available to teachers after July 31.
- B. The Committee agrees to provide sufficient teaching equipment and supplies in the school system.

## ARTICLE VII PROTECTION

- A. Teachers will immediately report all cases of assault in connection with their employment to the Superintendent of Schools in writing.



- B. The Committee will assume liability or provide sufficient insurance covering all school personnel who may be involved in legal proceedings in connection with their employment in accordance with 9-1-31 of the General Laws of Rhode Island.
- C. Teachers will receive prompt notification of a pupil in their classes who has physical and/or emotional problems known to the Administration.
- D. Physical restraint may be used by a teacher in extraordinary circumstances to protect himself/herself, other teachers and students from possible injury.
- E. Full time nurses' services will normally be available except in unusual circumstances.

#### ARTICLE VIII TEACHER FACILITIES

- A. The school will have space in which teachers may safely store instructional materials and supplies.
- B. The Committee shall provide the following:
  - 1. A teacher work area containing adequate equipment and supplies to aid in the preparation of instructional materials;
  - 2. A desk, chair and filing cabinet for each teacher;
  - 3. Adequate shelf and cabinet areas for the storing of instructional material and supplies in each classroom;
  - 4. A well-lighted, heated and clean faculty lounge and restrooms;
  - 5. Adequate parking facilities for each teacher's use will be made available on the school grounds as soon as possible.
  - 6. Every reasonable effort shall be made to have all mechanical equipment in working order two (2) weeks before the start of school.

#### ARTICLE IX USE OF SCHOOL FACILITIES

- A. The Association shall have the right to use the school building for professional meetings during times when the building is manned by the custodial staff and provided also that such use does not interfere or impair the instruction program in any way. Except in an emergency, the principal shall be notified at least five (5) days in advance of the time and place of such meeting. If the use of the school building by the Association results in any expense to the Committee for facilities, custodial services or any other service or item, the Association shall reimburse the Committee for such expense.
- B. It is further agreed that the Association will leave any premises used by it in suitable condition for the next user.
- C. While the teachers acknowledge that the building is public property, personal and professional belongings as well as student displays are contained therein. Every effort will be made to give teachers notification forty-eight (48) hours before their facilities and/or equipment to which they are assigned are to be used by the public. Material

and/or equipment that is used will be returned to its proper storage place. Responsibility for materials rests with the borrower.

### ARTICLE X TEACHER SCHEDULES

- A. Teachers shall be notified by the principal of any change in programs, grades or subjects to be taught in the ensuing school year before the end of the current school year. Other detailed information such as precise schedules and/or room assignments shall be made known no later than July 31 of each year.
- B. In the event of a change in circumstances or conditions subsequent to the stipulated date, teacher assignments may be changed to meet the requirements of the new situation. A written explanation of the emergency circumstances will accompany notification of such a change and will be made to the teacher involved as soon as possible.
- C. Special subjects (except Band, Title I, Speech and Student Support Services class schedules) for all students K-8 shall be written into schedules and will become effective the first day of school.

### ARTICLE XI VOLUNTARY ASSIGNMENTS

Teachers may apply for and transfer to vacant positions once each school year. Teachers may, however apply for other vacancies in the same school year but may not be placed in said vacancy until the commencement of the following school year unless it is necessary.

Whenever possible, the then vacant position shall be filled with a Long-Term Substitute, if vacancy is of thirty (30) consecutive working days or longer.

#### A. POSTING

Job vacancies in existing or newly created positions shall be posted as far in advance as practicable to afford members of the staff opportunity to apply. With respect to qualifications, postings shall indicate the certification required for the position and status and specific posted criteria for the position.

- B. Consistent with the School Committee's policy concerning professional and support staff hiring, transfer, assignment and layoff and the Rhode Department of Education's Basic Education Plan, and other applicable law, rules and regulations, the Administration shall duly consider the following categories in determining a transfer, assignment, layoff or potential recall to employment of an individual given notice of layoff:

1. Certifications held including Status and National Board Certification
2. Advanced Degrees
3. Professional development each applicant has engaged in within the last three years and the relevance of that professional development
4. Participation on professional/district level/school level committees
5. Work experience within the District
6. Results of evaluations

7. Other Relevant data (may be submitted by teacher)

It is expected that internal staff will be able to fulfill the requirements of any vacant position, assignment, and/or transfer and therefore shall be the preferred choice of the District. Internal staff shall submit an Applicant Statement / Cover Letter of Interest to the Administration when applying for a position.

All criteria being equal, the most senior applicant shall be chosen for the position.

- A. Skills required for position: A teacher shall be eligible to participate in this transfer process only if he/she/they meets certification requirements and posted criteria of the posted position.
- B. Notice: Within seven (7) school days (or 7 business days during the Summer Recess) following the close of a posting, the Superintendent or his/her/their designee shall determine which candidate will be selected for the open position. The Superintendent or his/her/their designee shall inform all applicants, as well as the Little Compton President, in writing, whether their request for transfer was granted or denied within five (5) school days thereafter. The President of the Little Compton Teachers Association shall be furnished with a copy of the scoring form(s) used to determine the successful applicant for the position.
- C. It is specifically understood that no denial of a transfer shall result in tenured teacher without position. A transfer cannot block the recall of a laid off teacher.

**ARTICLE XII LEAVES OF ABSENCE**

- A. Three (3) personal days shall be granted annually. Personal days shall be cumulative to four (4) personal days; however, no more than four (4) personal days may be taken in any one school year. Personal days may be taken in half day increments. Part-time teachers shall be granted leave in the same proportion as a part-time teacher's load bears to a full-time teacher's load. Personal leave is defined as time necessary for the conduct of personal business which cannot be scheduled other than during school hours. Personal leave may not be taken the day before or the day after a vacation period or holiday, except with prior written permission of the Superintendent.  
  
Upon request by the member, unused personal days can be converted to sick days at year-end.
- B. In cases of death in the immediate family, a teacher shall be allowed up to five (5) days for child, husband, wife, brother, sister, mother, father, mother-in-law, father-in-law, grandparents, grandchildren, or other persons in the immediate household. Part-time teachers shall be granted leave in the same proportion that a part-time teacher's load bears to a full-time teacher's load.
- C. Teachers shall be allowed one (1) day to attend the funeral for all other family members. Part-time teachers shall be granted leave in the same proportion that a part-time teacher's load bears to a full-time teacher's load.
- D.



1. A teacher in the employ of the School Department shall receive fourteen (14) working days per year for sick leave, cumulative to two hundred (200) working days. Days in excess of two hundred (200) shall be applied to the Bank. In special cases, upon recommendation of the Superintendent, the Committee may extend the total leave of absence without loss of pay. Each September every teacher will be advised of the number of sick days he/she/they has accumulated to date.
    - a. When notified of FMLA eligibility, FMLA leave will run concurrently with accumulated sick leave.
  2. A teacher who has exhausted his/her/their sick leave shall be allowed to accept sick days contributed by other members of the bargaining unit. Guidelines for the Bank shall be subject to the approval of the School Committee.
- E. A teacher called for jury duty or summoned for temporary court service in which the personal interest of the teacher is not involved shall be paid the difference between his/her/their salary and that allotted by the State upon receipt of legal evidence of such services given and the salary paid.
- F. Military leave will be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she/they would have achieved had he/she/they remained actively employed in the system. Teachers granted long-term military leave will return to the School Department no later than the beginning of the next semester after the date of discharge from active duty. Voluntary re-enlistment or extension shall constitute a demission and shall release the School Department from this obligation.
- G. Should a teacher be called for military reserve service on dates not chosen by him/her during the school year, he/she/they shall be granted up to two (2) weeks leave of absence. He/she/they shall be paid the difference between his/her/their teaching salary and the base military pay received by him/her for such service performed on school days, provided that the base military pay is less than the teaching salary for the days in question.
- H. Regularly appointed teachers who have completed at least ten (10) years of continuous service in the School Department may be granted, upon request, sabbatical leave. Sabbatical leave may be granted only for activities which will have a positive educational value to the children enrolled in the school system. The Committee shall make the final decision on the value of the proposed advanced study for the requested sabbatical leave.
  1. No more than one (1) teacher shall be absent on sabbatical leave at any one time.
  2. Preliminary requests for sabbatical leave must be received by the Superintendent in writing, in such form as may be required by the Superintendent, no later than December 1 of the year preceding the school year for which the sabbatical leave is requested. Final request forms must be



received by the Superintendent in writing no later than February 1 of the year preceding the school year for which the sabbatical leave is requested.

3. A teacher on return from sabbatical leave shall be entitled to salary increments and opportunity for promotion. Fringe benefit payments shall be based on the percentage of the salary received during sabbatical leave. The teacher may be allowed to pay the balance of the fringe benefits.
  4. Teachers on sabbatical leave will be paid one-half (1/2) annual salary for a full year's leave, and one-quarter (1/4) annual salary for a half (1/2) year's leave, provided the teacher completes the program for which the sabbatical leave is granted.
    - a. This compensation shall be payable at the regular or customary pay intervals or by some other method mutually agreed upon.
    - b. In the event a teacher does not return to the Little Compton School System at the termination of the sabbatical leave or does not complete the terms of the sabbatical leave (except in the event of death or other extreme circumstances), he/she/they shall pay back to the school system all sums received.
  5. The teacher shall agree to return to employment in the school system for one (1) full year in the case of one-half (1/2) year's sabbatical leave or two (2) full years in the case of a full year sabbatical leave. Upon such return the teacher shall be placed on the appropriate step in the salary scale as though such teacher had not been on leave.
- I. Regularly appointed teachers who have completed at least ten (10) years of continuous service in the Little Compton School System may be granted, upon request, professional leave for travel or research at the discretion of the Committee. For procedures and conditions, see Section H. 1,2,3 and 5. Upon completion of the professional leave, the teacher will submit a written report to the Superintendent.
- J. Any teacher whose personal illness extends beyond accumulated leave will be granted a leave of absence of up to one (1) year without pay or increment, and such leave may be extended for one (1) year. Requests for such leave must be accompanied by a statement from a regularly licensed physician that such leave is necessary. Upon return from such leave, a teacher will be assigned to the same position, if available, and, if not, to a substantially equivalent position.
- K. FAMILY LEAVE
1. A member may take Family Leave for up to the balance of the current school year in which the request for Family Leave is made for a qualifying reason under the Family and Medical Leave Act 29 C.F.R. 825.112(a).
  2. Members must provide adequate notice of the need to take Family Leave, unless the need is unexpected. In the event of an unforeseen emergency, notice should be provided as soon as practicable.

3. Family leave shall be taken under the Family and Medical Leave Act (FMLA) when qualified, otherwise, it shall be granted by the Superintendent upon a written request from the member. Those Members applying for family leave for a qualifying reason but who otherwise do not qualify for the FMLA shall provide adequate medical documentation equivalent to what is required by the FMLA.
  4. The duration of the Family Leave will be determined based on the physician's documentation provided, with approval by the Superintendent. If Family Leave is taken for 135 school days (or equivalent number of days prorated based on the member's FTE status) or more the member shall be ineligible for Family Leave in the subsequent school year. This paragraph shall not be interpreted to diminish a member's statutory rights under FMLA or the state equivalent.
  5. Members shall use their accrued sick time concurrently with Family Leave. Members will work with the Superintendent's office and HR to determine FMLA eligibility and use of accrued sick time.
  6. During Family Leave, members may continue their group health insurance benefits. The member is responsible for paying their portion of the premiums (coshare) during their leave. If the member exhausts their sick time or other applicable leave, the Superintendent will invoice the member for the cost of the coshare on a monthly basis. The member's failure to make payment within thirty (30) calendar days of receipt of the invoice will be considered a default and the member's benefits shall be terminated. The member will remain responsible for any outstanding coshare owed and such balance owed may be charged against future salary or accrued leave earned.
  7. Upon return from Family Leave, members will be reinstated to the same or equivalent position with the same pay and benefits. If a member is out on Family Leave for 135 days (or an equivalent number of days prorated based on the member's FTE status) or more shall be ineligible for step or longevity increases in the subsequent school year.
- L. Peace Corps or Vista leave will be granted without pay to any teacher on tenure who enlists for a period not to exceed two (2) years. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he/she/they would have achieved had he/she/they remained actively employed in the system during the period of his/her/their absence.
- M. At the discretion of the Superintendent, teachers may be allowed up to three (3) professional days without loss of pay for visiting classes within or outside the system or for educational conferences, workshops or conventions. If requested, a report shall be submitted to the Superintendent covering such visits.
- N. A leave of absence without pay shall not be unreasonably denied.
- O. All leave without pay granted for whatever reason during the school year will result in the reduction of the person's salary 1/181 of his/her/their annual salary for each day of leave granted except that, in the case of a teacher working less than full time, the

deduction for each day of unpaid leave shall be in the same proportion as that teacher's part-time class load bears to a full-time class load.

### ARTICLE XIII ACCUMULATIVE SICK LEAVE REIMBURSEMENT/ EARLY RETIREMENT INCENTIVE

Teachers retiring from the school system and who have served in the school system for at least fifteen (15) years will be reimbursed for their accumulated sick leave as follows:

1. One (1) day for fifteen (15) days of accumulated sick leave paid at the rate of the teacher's base pay. Notwithstanding, the provisions of Article XII, the maximum accumulation of sick days is capped at one hundred ninety-five (195) days for purposes of this Article.

After twenty (20) years of service to the Little Compton School Department, one (1) day for ten (10) days of accumulated sick leave shall be paid at the rate of the teacher's base pay.

2. A teacher retiring who notified the Superintendent by February 1 of the year in which he/she/they intends to retire shall receive a lump sum payment of one hundred seventy-five (\$ 175.00) dollars for each year of service in Little Compton, up to a maximum of thirty (30) years. The incentive payment shall be paid to the teacher no later than thirty (30) days following retirement, and no retirement contributions shall be made from such payment. The foregoing shall be accomplished in accordance with 16-7-19.1 of the General Laws of Rhode Island, as amended.
3. For the purpose of this Article, retiring shall mean eligibility for a service retirement allowance at the time the teacher retires.

### ARTICLE XIV PERSONAL INJURY BENEFITS

The Committee shall provide Worker's Compensation for members of the Association.

### ARTICLE XV NON-TEACHING DUTIES

It is recognized that teaching is a profession which requires specialized qualifications, and that the success of the educational program in Little Compton depends upon the effective utilization of the abilities and talents of the teachers in the system.

Teachers shall not perform lunchroom duty, bus duty and recess duty. Said duties shall be performed by teacher assistants. Teachers shall not handle insurance money or lunch money but will continue to collect picture money. These duties shall be performed by teacher assistants.

The Committee shall relieve teachers of typing, reproduction and other clerical duties provided that there shall be no increase in the number of hours of assistants and no decrease in the duties performed by assistants. However, teachers shall reproduce their own materials when necessary. The teachers and the Superintendent shall cooperatively schedule the aide time in an attempt to achieve the foregoing.



## ARTICLE XVI INSURANCE

### A. HEALTH AND DENTAL INSURANCE

1. The Committee agrees to pay medical and dental insurance to those employed three (3) days or more per week; for those teachers employed less than 3 days , the Committee agrees to pay a percentage of the premiums for health benefit plans enrolled in by teachers on a prorata basis in the proportion that a part-time teacher's load bears to a full-time teacher's load (e.g., the Committee will pay one-fifth [1/5] of the premium for plans enrolled in by a teacher who teaches one [1] day per week). The teacher's share of premiums will be deducted from his/her/their pay.
2. Little Compton Teachers employed three (3) days or more per week shall be offered a buy-back in lieu of health care coverage at the rate of two thousand dollars (\$2,000.00) payable on or about the last payroll each June. For those teachers employed less than three (3) days per week, the Committee agrees to pay a percentage of the buy back on a prorata basis in the proportion that a part-time teacher's load bears to a full-time teacher's load (see 1. above).
3. All employees of the bargaining unit shall receive individual or family health insurance. A brief description of the health insurance and prescription drug benefit provided for the 2025-2026 school year is included in Appendix B to the Agreement. At the beginning of every school year, teachers will be provided a detailed summary of benefits. The full Subscriber Agreement outlining current benefits will be available in the Human Resources office. Starting with the 2023-2024 school year, the deductible amount will change to \$500 Individual and \$1000 Family.  
  
Full-time members' family coverage or individual coverage for health and dental will be co- shared at the rate of 20% of premium for the duration of the contract. The annual co-share will be paid in equal amounts by payroll deduction with pre-tax dollars.
4. The Committee may substitute substantially equivalent health and/or dental coverage with the current or a new provider, group, carrier or trust with the mutual consent of the Little Compton Teachers' Association. Such mutual consent shall not be unreasonably withheld. Evidence of substantially similar coverage shall be provided in advance to the Little Compton Teachers' Association. In the event of a dispute regarding health insurance or prescription drug benefits provided by the Committee, the parties agree to work in good faith to collaboratively resolve the conflict.
5. With mutual consent of the LCTA and the Committee, discussion may take place with regard to implementing a health care plan with the option of a Health Savings Account, Flexible Spending Accounts, or anything that would be beneficial to both parties at any time during this contract without opening any other area of the contract.



6. A healthcare flexible spending account (FSA) benefit program shall utilize the provisions of Section 125 of the IRS Code beginning January 1, 2021.
7. Life Insurance - \$50,000 term life insurance will be provided to eligible employees as described in the Employee Document dated 8/31/95 and the Group Certificate of Insurance dated 7/20/95.
8. Retired members may elect to continue membership under the "Group Plan" (Life and Dental insurance) at their own expense.

Teachers employed with a minimum of twenty (20) years of service in Little Compton and retiring within the State Retirement System may elect to continue single\* membership under the "Group Plan" at the rate of seventy five percent (75%) of the cost of the group plan for five (5) years. or Medicare eligibility or eligibility for any other health plan or until age 70, whichever occurs first.

Teachers with fewer than twenty (20) years of service in Little Compton shall pay 100% of the cost of the group plan for five (5) years or Medicare eligibility or eligibility for any other health plan or until age 70, whichever occurs first.

#### ARTICLE XVII SALARIES

- A. There are twenty-six (26) pay periods. Salary checks are distributed electronically every two (2) weeks commencing on or before the second Friday after Labor Day or paid in accordance with the town payroll schedule if sooner, for a total of twenty-one (21) equal pay checks. On or prior to the completion of the Town's fiscal year on June 30, teachers shall receive the remainder of their pay in five (5) separate checks of equal amount
- B. Teachers will be reimbursed at the rate of forty-two (\$42.00) dollars per hour for time spent on district sponsored curriculum projects after school and/or during the summer. These projects must be approved in advance by the Superintendent. Participation in these projects will be voluntary. This rate will increase to forty-four (\$44) per hour in year two of this contract.
- C. Members will be reimbursed at the rate stated in B above for seven (7) hours per night for any school-sponsored overnight field trips that they attend and supervise students.
- D. The salaries for full-time teachers under the Contract are set forth in Appendix "A" which is attached hereto. Part-time teachers under this Contract will be paid a prorated salary in proportion to the amount their part-time work bears to a fulltime teacher's work schedule.
- E. Contributions for the Rhode Island State Employees' Retirement System shall be deducted from the gross pay based on twenty-six (26) payrolls per year. Rhode Island State Employees' Retirement System for Survivor Benefits will be made in equal paycheck installments. The amount and number of paychecks will be agreed upon by the Committee and the Union prior to the first paycheck of the school year.
- F. Stipend positions are single school-year positions (July 1- June 30) and will be posted annually.

## ARTICLE XVIII DUES DEDUCTION

- A. Membership in the Union is an individual decision to be made by each individual employee. Members of the Union shall pay dues, fees and assessments as determined by the Union.
- B. The Committee agrees to deduct from the salaries of its employees the total dues, fees and assessments deductions for the Little Compton Teachers' Association, the National Education Association Rhode Island and the National Education Association, if authorized on the Association's membership application form. A copy of the form must be signed by the teacher and given to the Superintendent of Schools.
- C. The Treasurer of the Association will certify to the Committee in writing by September 15 of the contract year the current rate of its membership dues and assessments deductions. The Committee recognizes the Union's ability to increase dues, fees and assessments lawfully and in accordance with its Constitution and By-Laws, and upon written representation by the Union that dues, fees and assessments have been lawfully increased and in accordance with its Constitution and By-Laws, the Employer agrees to adjust the amount of deduction accordingly, provided that such an adjustment is consistent with the authorization of the employee that is required by law
- D. Deductions referred to in Section (B) above will be made as follows:
  - 1. The total amount of local Association dues will be deducted in the first pay period.
  - 2. The amount of NEARI/NEA dues will be deducted in equal installments beginning with the second pay period, for twenty five (25) pay periods.
- E. In the event that a teacher terminates employment before the end of the school year, the Committee shall deduct any unpaid Association dues and assessment deductions from the final paycheck.
- F. The Committee shall discontinue the withholding of dues and assessments if notified by the Employee in writing. In event the Committee receives such notification, it shall provide a copy of the notification to the Union. The Association is fully responsible for any objection by an employee regarding their dues, fees, and assessments deductions.
- G. The Association shall indemnify and save the Committee harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Employer in reliance upon the Union's representation that its dues, fees and assessments have been lawfully increased and in accordance with the Union's Constitution and By-Laws or for the purpose of complying with any provision of this Article.
- H. Upon request by the President of the Association, the Committee agrees that it shall forward to the Association the list of bargaining unit members for the local Association.

## ARTICLE XIX TEACHER FILES

- A. Upon written request, a teacher may be allowed to review his/her/their files with the superintendent, including references and information obtained in the process of

evaluating the teacher for employment, except where such was previously classified as confidential.

- B. No material pertaining to a teacher's conduct, service, character or personality shall be placed in a teacher's file unless the teacher is notified that such material has been or may be included in his/her/their file. The teacher will acknowledge that he/she/they has read such material by signing the actual copy to be filed with the understanding that such signature merely indicates that he/she/they has read the material to be filed, not that he/she/they necessarily agrees with its contents.
- C. The teacher shall have the right to answer any material filed, and his/her/their signed answer shall be attached to the file copy within thirty (30) days.
- D. Upon receipt of a written request, the teacher shall be furnished a reproduction of any material in his/her/their file, except where such material has previously been classified as confidential. A reasonable charge for reproduction may be assessed.

## ARTICLE XX TEACHER EVALUATION

- A. The Association and the Committee shall fully implement the Rhode Island Model Teacher Evaluation and Support System.
  - 1. During a non-evaluation year, any highly effective or effective tenured teacher will continue to address school-wide goals. The goals will be determined by the Principal in conjunction with the Staff.
- B. Prior to the beginning of the year, the Principal and the Association President or designee will meet to determine flexibility factors in the Rhode Island Model Teacher Evaluation and Support System.
- C. A District Evaluation Committee (DEC) will consist of the Principal and Association President or designee. The DEC will also consist of three teachers appointed by the Association president (one from elementary, one from middle school and a certified support professional). The DEC shall immediately be formed. The duties and responsibilities of the DEC shall be as follows:
  - 1. Recommend and plan for necessary training/support to certified district staff and their evaluators
  - 2. Recommend and plan for necessary training/support to certified district staff and their evaluators who are new to the district each year.
  - 3. Review ongoing feedback to consider improvements and implement changes to the district's implementation process.
  - 4. Develop and implement an appeals process to ensure the integrity of the evaluation system, as required by RIDE guidelines but subject to the provisions in paragraph D below.
- D. Teachers may challenge their final effectiveness rating through the appeals process, only if such rating is developing or lower. A teacher should first attempt to resolve the disputed matter with the evaluator within ten school days of the receipt of the related evaluation document. If the teacher is not satisfied with the resolution, then an appeal



can be submitted to the Principal. The appeal will be submitted in writing. The appeals process will include the Principal, DEC and Superintendent (in that order). If the appeal is not resolved at the DEC level, the matter shall proceed to Superintendent, who shall have final authority to accept or reject, in whole or in part, all results of the appeals process.

## ARTICLE XXI SENIORITY

- A. Seniority shall be defined as the amount of continuous service in Little Compton School System, beginning with the first day of work. The first day of work is defined as the first time that a certified employee is required to report for duty. Total continuous service shall not be broken by any authorized leaves, authorized sabbaticals, or suspensions due to a decrease in school population or layoffs. Seniority shall not accrue during any resolved disciplinary suspension. Seniority shall terminate upon:
1. Resignation
  2. Discharge for cause (misconduct or incompetence)
  3. Failure to accept recall to full-time employment from layoff
  4. Failure to return to work upon expiration of a leave of absence unless prevented from doing so by circumstances beyond the control of the teacher.
- B. In the event that two (2) or more certified employees have the same amount of seniority as defined above, the following criteria shall be used to determine their respective amounts of seniority. These criteria shall be used in the order in which they are listed.
- a. Total amount of prior certified service in the Little Compton School System;
  - b. Full-time employment creates more seniority than part-time employment;
  - c. Total amount of certified service as a per diem substitute in the Little Compton School System;
  - d. If, after exhausting the above criteria, two (2) or more certified employees still have the same amount of seniority, their relative positions shall be determined by a lottery, the form of which shall be determined by the Superintendent and the President of the Little Compton Teachers' Association.
- C. A layoff, as that term is used in this agreement, shall mean and refer to termination or suspension of employment for any reason other than performance, misconduct, resignation, retirement or disability. Laid off teachers shall retain their seniority for the duration of time in which they have a right to recall.
- D. Recall.
- a. Any teacher laid off shall retain recall rights for a period of 5 years.
  - b. No new teacher may be hired for any vacancy until all teachers on layoff who have the right of recall have been afforded their right under this Article.



- c. When the School Committee intends to fill a position for which a laid off teacher has certification, the Superintendent shall notify the teacher electronically and by certified mail, return receipt requested, at his or her last known address. The Association president will be notified by a phone call.
  - d. Any teacher given notice pursuant to this section shall respond and notify the superintendent in writing of his or her intent to accept or reject the position within a period often (10) calendar days.
  - e. If a notified teacher refuses to accept the position offered, or fails to respond to such notification within ten (10) calendar days, such teacher will lose all rights under this provision.
  - f. Vacancies which exist after teachers have been recalled subject to this Article, shall be posted internally and filled in accordance with Article XI.
- E. The seniority date of teachers previously employed by the Newport County Special Education Program and who are appointed to a teaching position in the Little Compton School Department shall be the original date of appointment by the Special Education Program to the position in Little Compton. Seniority in Little Compton shall not accrue during periods in which the teacher was employed by the Newport Program but assigned to a school outside of Little Compton.

## ARTICLE XII GENERAL

- A. The Committee shall not discriminate in any way against any teacher by reason of his/her/their membership in or participation in the activities of the Association or his/her/their exercise of rights granted under this Agreement.
- B. The Committee will provide the Association with an advanced copy of the agenda for each official Committee meeting.
- C. The Association shall publish the approved Agreement and distribute a copy to all members of the negotiating unit.
- D. All teachers employed a minimum of three (3) days per week or twenty-one (21) periods shall be considered full-time and be subject to the terms of this Contract. Teachers who work less than three (3) days per week or twenty-one (21) periods per week shall be considered part-time and be subject to the terms of this Contract. Sick leave for those individuals shall be awarded in direct proportion to the number of days worked per week.
- E. A joint standing study committee with Association participation will be established to review and to develop guidelines as warranted to be used by teachers in administering an established discipline policy. Part-time teachers may serve on this committee.
- F. There will be release-time scheduled during the year. Programs for release-time may be initiated by either the teachers or Administration and will be planned jointly. Upon approval by the Administration and the Committee, requests for release-times will be forwarded to the Commissioner for confirmation. Teachers will retain the privilege of requesting in writing, additional release-times for professional consideration. On any

release-time days, students will be dismissed at 12 noon, and teachers will remain until 3:30 P.M.

- G. A Certified Teacher who replaces a regularly employed teacher for more than thirty (30) consecutive days shall be considered a Long-Term Substitute. After the (30<sup>th</sup>) day, a Long-Term Substitute shall receive payment in accordance with the salary scale in effect at that time. After one hundred and thirty-five (135) days, a Long-Term Substitute shall receive all benefits of the contract except seniority. Exception: A Long-Term Substitute hired prior to the beginning of the school year to replace a teacher for the full year shall receive all the benefits of the contract except seniority.

In the event the Long-Term Substitute has worked as a Long-Term Substitute for one hundred thirty-five (135) days or more in any one school year and is then appointed to a permanent position for the following school year, he/she/they shall receive step credit for the year (s) worked as a Long Term Substitute.

- H. Any teacher who works full-time or part-time for more than half (1/2) of the school year, including sick and maternity leave, shall be eligible for advancement of one (1) step on the salary scale for the next school year.

### ARTICLE XXIII TUITION

All successfully completed courses requested by the Superintendent after hire and beyond certification requirements, shall be paid by the school committee.  
Such tuition reimbursement shall not include courses needed for purposes of transfer or hire.

### ARTICLE XXIV ADVANCED DEGREE LANES


All credits to be considered for Advanced Lanes (B+30 graduate credits, M+30 graduate credits and M+45 graduate credits per Appendix A) shall be credits gained through courses provided by an accredited college or university. These credits earned shall be through courses that directly relate to the discipline in which the staff member is employed, unless otherwise approved by administration. All requests for Advanced Degree Lane compensation under this Article must be submitted to the HR office by February 1 of the preceding fiscal (school) year to be considered by the Superintendent. Upon attainment of an advanced degree (Master, Nat Cert) mid-year, a pro-rated salary adjustment will be made within the same fiscal year. No member may challenge their degree lane within one year of their hire date or within one year of the Superintendent's approval of the member's attainment of an advanced degree. Notwithstanding the foregoing, any member who is currently receiving Advance Degree Lane compensation as of the effective date of this contract shall not have such compensation revoked based on the type of credit previously accepted.

### ARTICLE XXV DURATION

The provisions of this Agreement will become effective as of September 1, 2025 and continue in full force until August 31, 2028.

IN WITNESS WHEREOF, the parties hereunto set their hands effective this 23<sup>rd</sup> & 24<sup>th</sup> day of September 2025.

By:

  
\_\_\_\_\_  
Travis Auty, Chairperson, Little Compton School Committee

By:

  
\_\_\_\_\_  
Michael DeLeo, President, Little Compton Teachers' Association

## APPENDIX A SALARY SCALE

### **BACHELORS DEGREE**

<b>Step</b>	<b>Year 1*</b>	<b>Year 2**</b>	<b>Year 3***</b>
	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>
1	56,064	57,745	59,391
2	58,993	60,763	62,494
3	62,075	63,937	65,760
4	65,319	67,278	69,196
5	68,732	70,794	72,811
6	72,323	74,492	76,616
7	76,102	78,385	80,619
8	80,078	82,480	84,831
9	84,262	86,790	89,263
10	88,665	91,325	93,927
11	93,297	96,096	98,835

\* Year 1: Conversion from 10 to 11 Steps

\*\*Year 2: 3% All Steps

\*\*\*Year 3: 3% All Steps



## ADVANCED DEGREE LANES

	2025-2026	2026-2027	2027-2028
<b>B+30</b>	\$1,750	\$1,750	\$1,750
<b>Master</b>	\$2,800	\$2,800	\$2,800
<b>M+30</b>	\$3,700	\$3,700	\$3,700
<b>M+45</b>	\$4,300	\$4,300	\$4,300
<b>Nat Cert</b>	\$4,500	\$4,500	\$4,500

Teachers who receive the annual National Certificate Stipend shall agree to mentor new teachers when needed or present a workshop for new teachers.

## LONGEVITY

	2025-2026	2026-2027	2027-2028
<b>10 YEARS</b>	\$1,000	\$1,000	\$1,000
<b>15 YEARS</b>	\$1,500	\$1,500	\$1,500
<b>20 YEARS</b>	\$2,000	\$2,000	\$2,000
<b>25 YEARS</b>	\$2,500	\$2,500	\$2,500
<b>30 YEARS</b>	\$3,500	\$3,500	\$3,500
<b>35 YEARS</b>	\$4,000	\$4,000	\$4,000

## STIPENDS

Head Teacher/Teachers	\$ 4,000 (includes detention duty)
International Baccalaureate Coordinator	\$5,250
ELA/Social Studies Curriculum Coordinator/Coach	\$5,250
Math Curriculum Coordinator/Coach	\$5,250
Science Curriculum Coordinator/Coach	\$5,250
Performing Arts Coordinator	\$5,250

All non-academic stipends may be posted outside of the bargaining unit after a two week internal posting, unless a shorter posting period is agreed to by the School Committee and the Union.

Bargaining unit members shall have the preference for stipends as long as they are qualified

# **YEAR 1 SALARY CALCULATIONS**

FTE less than 1 - prorated - Salary, Degree Lanes and Longevity

			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Daily Rate			\$303	\$319	\$336	\$353	\$372	\$391	\$411	\$433	\$455	\$479	\$504
185 Days													
<b>Bachelor's Degree</b>			<b>BASE</b>										
Longevity	B w 10 Years	\$1,000										\$89,665	\$94,297
	B w 15 Years	\$1,500										\$90,165	\$94,797
	B w 20 Years	\$2,000										\$90,665	\$95,297
	B w 25 Years	\$2,500										\$91,165	\$95,797
	B w 30 Years	\$3,500										\$92,165	\$96,797
	B w 35 Years	\$4,000										\$92,665	\$97,297
<b>B+30 Graduate Credits</b>			\$1,750										
Longevity	B+30 w 10 Years	\$1,000										\$91,415	\$96,047
	B+30 w 15 Years	\$1,500										\$91,915	\$96,547
	B+30 w 20 Years	\$2,000										\$92,415	\$97,047
	B+30 w 25 Years	\$2,500										\$92,915	\$97,547
	B+30 w 30 Years	\$3,500										\$93,915	\$98,547
	B+30 w 35 Years	\$4,000										\$94,415	\$99,047
<b>Master's Degree</b>			\$2,600										
Longevity	M w 10 Years	\$1,000										\$92,465	\$97,097
	M w 15 Years	\$1,500										\$92,965	\$97,597
	M w 20 Years	\$2,000										\$93,465	\$98,097
	M w 25 Years	\$2,500										\$93,965	\$98,597
	M w 30 Years	\$3,500										\$94,965	\$99,597
	M w 35 Years	\$4,000										\$95,465	\$100,097
<b>M+30 Graduate Credits</b>			\$3,700										
Longevity	M+30 w 10 Years	\$1,000										\$93,365	\$97,997
	M+30 w 15 Years	\$1,500										\$93,865	\$98,497
	M+30 w 20 Years	\$2,000										\$94,365	\$98,997
	M+30 w 25 Years	\$2,500										\$94,865	\$99,497
	M+30 w 30 Years	\$3,500										\$95,865	\$100,497
	M+30 w 35 Years	\$4,000										\$96,365	\$100,997
<b>M+45 Graduate Credits</b>			\$4,300										
Longevity	M+45 w 10 Years	\$1,000										\$93,965	\$98,597
	M+45 w 15 Years	\$1,500										\$94,465	\$99,097
	M+45 w 20 Years	\$2,000										\$94,965	\$99,597
	M+45 w 25 Years	\$2,500										\$95,465	\$100,097
	M+45 w 30 Years	\$3,500										\$96,465	\$101,097
	M+45 w 35 Years	\$4,000										\$96,965	\$101,597
<b>Nat Cert</b>			\$4,500										
Longevity	NC w 10 Years	\$1,000										\$94,165	\$98,797
	NC w 15 Years	\$1,500										\$94,665	\$99,297
	NC w 20 Years	\$2,000										\$95,165	\$99,797
	NC w 25 Years	\$2,500										\$95,665	\$100,297
	NC w 30 Years	\$3,500										\$96,665	\$101,297
	NC w 35 Years	\$4,000										\$97,165	\$101,797



# **YEAR 2 SALARY CALCULATIONS**

\*FTE less than 1 - prorated - Salary, Degree Lanes and Longevity

			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
Daily Rate 185 Days			\$312	\$328	\$346	\$364	\$383	\$403	\$424	\$446	\$469	\$494	\$519
<b>Bachelor's Degree</b>			<b>BASE</b>										
Longevity	B w 10 Years	\$1,000	\$57,745	\$60,763	\$63,937	\$67,278	\$70,794	\$74,492	\$78,385	\$82,480	\$86,790	\$91,325	\$96,096
	B w 15 Years	\$1,500										\$92,325	\$97,096
	B w 20 Years	\$2,000										\$92,825	\$97,596
	B w 25 Years	\$2,500										\$93,325	\$98,096
	B w 30 Years	\$3,500										\$93,825	\$98,596
	B w 35 Years	\$4,000										\$94,825	\$99,596
<b>B+30 Graduate Credits</b>			\$1,750	\$59,495	\$62,513	\$65,687	\$69,028	\$72,544	\$76,242	\$80,135	\$84,230	\$88,540	\$93,075
Longevity	B+30 w 10 Years	\$1,000										\$93,075	\$97,846
	B+30 w 15 Years	\$1,500										\$94,075	\$98,846
	B+30 w 20 Years	\$2,000										\$94,575	\$99,346
	B+30 w 25 Years	\$2,500										\$95,075	\$99,846
	B+30 w 30 Years	\$3,500										\$95,575	\$100,346
	B+30 w 35 Years	\$4,000										\$96,575	\$101,346
<b>Master's Degree</b>			\$2,600	\$60,545	\$63,563	\$66,737	\$70,078	\$73,594	\$77,292	\$81,185	\$85,280	\$89,590	\$94,125
Longevity	M w 10 Years	\$1,000										\$94,125	\$98,896
	M w 15 Years	\$1,500										\$95,125	\$99,896
	M w 20 Years	\$2,000										\$95,625	\$100,396
	M w 25 Years	\$2,500										\$96,125	\$100,896
	M w 30 Years	\$3,500										\$96,625	\$101,396
	M w 35 Years	\$4,000										\$97,625	\$102,396
<b>M+30 Graduate Credits</b>			\$3,700	\$61,445	\$64,463	\$67,637	\$70,978	\$74,494	\$78,192	\$82,085	\$86,180	\$90,490	\$95,025
Longevity	M+30 w 10 Years	\$1,000										\$95,025	\$99,796
	M+30 w 15 Years	\$1,500										\$96,025	\$100,796
	M+30 w 20 Years	\$2,000										\$96,525	\$101,296
	M+30 w 25 Years	\$2,500										\$97,025	\$101,796
	M+30 w 30 Years	\$3,500										\$97,525	\$102,296
	M+30 w 35 Years	\$4,000										\$98,525	\$103,296
<b>M+45 Graduate Credits</b>			\$4,300	\$62,045	\$65,063	\$68,237	\$71,578	\$75,094	\$78,792	\$82,685	\$86,780	\$91,090	\$95,625
Longevity	M+45 w 10 Years	\$1,000										\$95,625	\$100,396
	M+45 w 15 Years	\$1,500										\$96,625	\$101,396
	M+45 w 20 Years	\$2,000										\$97,125	\$101,896
	M+45 w 25 Years	\$2,500										\$97,625	\$102,396
	M+45 w 30 Years	\$3,500										\$98,125	\$102,896
	M+45 w 35 Years	\$4,000										\$98,625	\$103,396
<b>Na: Cert</b>			\$4,500	\$62,245	\$65,263	\$68,437	\$71,778	\$75,294	\$78,992	\$82,885	\$86,980	\$91,290	\$95,825
Longevity	NC w 10 Years	\$1,000										\$95,825	\$100,596
	NC w 15 Years	\$1,500										\$96,825	\$101,596
	NC w 20 Years	\$2,000										\$97,325	\$102,096
	NC w 25 Years	\$2,500										\$97,825	\$102,596
	NC w 30 Years	\$3,500										\$98,325	\$103,096
	NC w 35 Years	\$4,000										\$99,325	\$104,096



YEAR 3 SALARY CALCULATIONS			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
*FTE less than 1 - prorated - Salary, Degree Lanes and Longevity													
	Daily Rate	185 Days	\$321	\$338	\$355	\$374	\$394	\$414	\$436	\$459	\$483	\$508	\$534
Bachelor's Degree		BASE	\$59,391	\$62,494	\$65,760	\$69,196	\$72,811	\$76,616	\$80,619	\$84,831	\$89,263	\$93,927	\$98,835
Longevity	B w 10 Years	\$1,000										\$94,927	\$99,835
	B w 15 Years	\$1,500										\$95,427	\$100,335
	B w 20 Years	\$2,000										\$95,927	\$100,835
	B w 25 Years	\$2,500										\$96,427	\$101,335
	B w 30 Years	\$3,500										\$97,427	\$102,335
	B w 35 Years	\$4,000										\$97,927	\$102,835
B+30 Graduate Credits		\$1,750	\$61,141	\$64,244	\$67,510	\$70,946	\$74,561	\$78,366	\$82,369	\$86,581	\$91,013	\$95,677	\$100,585
Longevity	B+30 w 10 Years	\$1,000										\$96,677	\$101,585
	B+30 w 15 Years	\$1,500										\$97,177	\$102,085
	B+30 w 20 Years	\$2,000										\$97,677	\$102,585
	B+30 w 25 Years	\$2,500										\$98,177	\$103,085
	B+30 w 30 Years	\$3,500										\$99,177	\$104,085
	B+30 w 35 Years	\$4,000										\$99,677	\$104,585
Master's Degree		\$2,800	\$62,191	\$65,294	\$68,560	\$71,996	\$75,611	\$79,416	\$83,419	\$87,631	\$92,063	\$96,727	\$101,635
Longevity	M w 10 Years	\$1,000										\$97,727	\$102,635
	M w 15 Years	\$1,500										\$98,227	\$103,135
	M w 20 Years	\$2,000										\$98,727	\$103,635
	M w 25 Years	\$2,500										\$99,227	\$104,135
	M w 30 Years	\$3,500										\$100,227	\$105,135
	M w 35 Years	\$4,000										\$100,727	\$105,635
M+30 Graduate Credits		\$3,700	\$63,091	\$66,194	\$69,460	\$72,896	\$76,511	\$80,316	\$84,319	\$88,531	\$92,963	\$97,627	\$102,535
Longevity	M+30 w 10 Years	\$1,000										\$98,627	\$103,535
	M+30 w 15 Years	\$1,500										\$99,127	\$104,035
	M+30 w 20 Years	\$2,000										\$99,627	\$104,535
	M+30 w 25 Years	\$2,500										\$100,127	\$105,035
	M+30 w 30 Years	\$3,500										\$101,127	\$106,035
	M+30 w 35 Years	\$4,000										\$101,627	\$106,535
M+45 Graduate Credits		\$4,300	\$63,691	\$66,794	\$70,060	\$73,496	\$77,111	\$80,916	\$84,919	\$89,131	\$93,563	\$98,227	\$103,135
Longevity	M+45 w 10 Years	\$1,000										\$99,227	\$104,135
	M+45 w 15 Years	\$1,500										\$99,727	\$104,635
	M+45 w 20 Years	\$2,000										\$100,227	\$105,135
	M+45 w 25 Years	\$2,500										\$100,727	\$105,635
	M+45 w 30 Years	\$3,500										\$101,727	\$106,635
	M+45 w 35 Years	\$4,000										\$102,227	\$107,135
Nat Cert		\$4,500	\$63,891	\$66,994	\$70,260	\$73,696	\$77,311	\$81,116	\$85,119	\$89,331	\$93,763	\$98,427	\$103,335
Longevity	NC w 10 Years	\$1,000										\$99,427	\$104,335
	NC w 15 Years	\$1,500										\$99,927	\$104,835
	NC w 20 Years	\$2,000										\$100,427	\$105,335
	NC w 25 Years	\$2,500										\$100,927	\$105,835
	NC w 30 Years	\$3,500										\$101,927	\$106,835
	NC w 35 Years	\$4,000										\$102,427	\$107,335



**Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services**  
**Blue Cross & Blue Shield of Rhode Island: HealthMate Coast to Coast**

Little Compton School Department - #00001968 – 0001, 0003  
**Coverage Period: 07/01/2025 - 06/30/2026**  
**Coverage for: See below Plan Type: PPO**



**The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage, call 1-800-639-2227 or (401) 459-5000 or TDD 711 or visit us at [www.BCBSRI.com](http://www.BCBSRI.com). For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary at <https://www.healthcare.gov/sbc-glossary> or call 1-800-639-2227 or TDD 711 to request a copy.**

Important Questions	Answers	Why this Matters:
<b>What is the overall deductible?</b>	For In Network providers \$500 for an individual plan / \$1000 for a family plan. For Out-of-Network providers \$1000 for an individual plan / \$2000 for a family plan.	Generally, you must pay all of the costs from providers up to the deductible amount before this plan begins to pay. If you have other family members on the plan, each family member must meet their own individual deductible until the total amount of deductible expenses paid by all family members meets the overall family deductible.
<b>Are there services covered before you meet your deductible?</b>	Yes. Doesn't apply to preventive services, services with a fixed dollar copay, prescription drugs and diagnostic testing.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply. For example, this plan covers certain preventive services without cost-sharing and before you meet your deductible. See a list of covered preventive services at <a href="https://www.healthcare.gov/coverage/preventive-care-benefits/">https://www.healthcare.gov/coverage/preventive-care-benefits/</a> .
<b>Are there other deductibles for specific services?</b>	No	You don't have to meet deductible for specific services.
<b>What is the out-of-pocket limit for this plan?</b>	For In Network providers \$6350 for an individual plan / \$12700 for a family plan. For Out-of-Network providers \$6350 for an individual plan / \$12700 for a family plan.	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.
<b>What is not included in the out-of-pocket limit?</b>	Premiums, balance-billed charges and health care this plan doesn't cover.	Even though you pay these expenses, they don't count toward the out-of-pocket limit.
<b>Will you pay less if you use a network provider?</b>	Yes. See <a href="http://www.BCBSRI.com">www.BCBSRI.com</a> or call 1-800-639-2227 or (401) 459-5000 for a list of network providers.	This plan uses a provider network. You will pay less if you use a provider in the plan's network. You will pay the most if you use an out-of-network provider, and you might receive a bill from a provider for the difference between the provider's charge and what your plan pays (balance billing). Be aware, your network provider might use an out-of-network provider for some services (such as lab work). Check with your provider before you get services.
<b>Do you need a referral to see a specialist?</b>	No	You can see the specialist you choose without a referral.





- All **copayment** and **coinsurance** costs shown in this chart are after your **deductible** has been met, if a **deductible** applies.

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$15 copay; deductible does not apply per visit	20% coinsurance	None
	Specialist visit	\$25 copay; deductible does not apply per visit	20% coinsurance	Chiropractic Services are limited to 12 visit(s) per year
	Preventive care/screening/immunization	No Charge; deductible does not apply	20% coinsurance	You may have to pay for services that aren't preventive. Ask your provider if the services needed are preventive. Then check what your plan will pay for. For additional details, please see your plan documents or visit <a href="http://www.BCBSRI.com/providers/policies">www.BCBSRI.com/providers/policies</a>
	Diagnostic test (x-ray, blood work)	No Charge; deductible does not apply	20% coinsurance	Prauthorization is recommended for certain services
If you have a test	Imaging (CT/PET scans, MRIs)	No Charge	20% coinsurance	
	Tier 1 generic drugs	\$5 copay (Retail) \$10 copay (Mail Order); deductible does not apply	Not Covered	
	Tier 2 preferred brand name drugs	\$15 copay (Retail) \$30 copay (Mail Order); deductible does not apply	Not Covered	
	Tier 3 non-preferred brand name drugs	\$30 copay (Retail) \$60 copay (Mail Order); deductible does not apply	Not Covered	
If you need drugs to treat your illness or condition	Tier 4 specialty prescription drugs	\$30 copay (CVS Specialty Pharmacy only); deductible does not apply	Not Covered	
	More information about prescription drug coverage is available at <a href="http://www.Caremark.com">www.Caremark.com</a> .			CVS Caremark administers the Pharmacy benefit. All specialty and some non-specialty medications require a Prior Authorization before being dispensed. Frequency of fills are as follows: 30 days for retail; 90 days for mail; 30 days for Specialty. Infertility drugs: 20% coinsurance; deductible does not apply

Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	No Charge	20% coinsurance	Preauthorization is recommended; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fees	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need immediate medical attention	Emergency room care	\$100 copay; deductible does not apply per visit	\$100 copay; deductible does not apply per visit	Emergency room: Copay waived if admitted; Air/Water Ambulance: No charge; Urgent care: Applies to the visit only. If additional services are provided additional out of pocket costs would apply based on services received.
	Emergency medical transportation	\$50 copay; deductible does not apply per trip	\$50 copay; deductible does not apply per trip	
	Urgent care	\$50 copay; deductible does not apply per urgent care center visit	\$50 copay; deductible does not apply per urgent care center visit	
If you have a hospital stay	Facility fee (e.g., hospital room)	No Charge	20% coinsurance	Preauthorization is recommended; 45 day limit at an inpatient rehabilitation facility; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
	Physician/surgeon fee	No Charge	20% coinsurance	Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply.
If you need mental health, behavioral health, or substance abuse services	Outpatient services	\$15 copay; deductible does not apply/office visit No Charge for outpatient services	20% coinsurance/office visit 20% coinsurance for outpatient services	Notification of admission may be required for certain Out-of-Network services.
	Inpatient services	No Charge	20% coinsurance	



Common Medical Event	Services You May Need	What You Will Pay		Limitations, Exceptions, & Other Important Information
		In Network Provider (You will pay the least)	Out-of-Network Provider (You will pay the most)	
If you are pregnant	Office visits	\$25 copay; deductible does not apply per visit	20% coinsurance	Cost sharing does not apply for preventive services; Depending on the type of services, a copayment, coinsurance or deductible may apply. Maternity care may include tests and services described elsewhere in the SBC (i.e. ultrasound). Preauthorization is recommended.
	Childbirth/delivery professional services	No Charge	20% coinsurance	
	Childbirth/delivery facility services	No Charge	20% coinsurance	
	Home health care	No Charge	20% coinsurance	
If you need help recovering or have other special health needs	Rehabilitation services	20% coinsurance	20% coinsurance	Preauthorization is recommended  Services include Physical, Occupational and Speech Therapy; limited to 30 visits each (combined for in and out of network); No Charge for services to treat autism spectrum disorder and are not subject to visit limits; Some In-Network services related to RI Mastectomy Treatment Mandate are covered at No Charge, deductible does not apply. Preauthorization is recommended; Custodial care is not covered
	Habilitation services	20% coinsurance	20% coinsurance	
	Skilled nursing care	No Charge	20% coinsurance	
	Durable medical equipment	20% coinsurance	20% coinsurance	
If your child needs dental or eye care	Hospice service	No Charge	20% coinsurance	None
	Children's eye exam	\$25 copay; deductible does not apply per visit	20% coinsurance	Limited to one routine eye exam per year.
	Children's glasses	Not Covered	Not Covered	None
	Children's dental check-up	Not Covered	Not Covered	None



## Excluded Services & Other Covered Services:

**Services Your Plan Generally Does NOT Cover (Check your policy or plan document for more information and a list of any other excluded services.)**

• Acupuncture	• Dental check-up, child	• Routine foot care unless to treat a systemic condition
• Cosmetic surgery	• Glasses, child	• Weight loss programs
• Dental care (Adult)	• Long-term care	

**Other Covered Services (Limitations may apply to these services. This isn't a complete list. Please see your plan document.)**

• Bariatric Surgery	• Infertility treatment	• Private-duty nursing
• Chiropractic care	• Most coverage provided outside the United States. Contact Customer Service for more information.	• Routine eye care (Adult)
• Hearing aids		

**Your Rights to Continue Coverage:** There are agencies that can help if you want to continue your coverage after it ends. The contact information for us and those agencies is: the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711, state insurance department at (401) 462-9520 or by email at [HealthInquiry@ohic.ri.gov](mailto:HealthInquiry@ohic.ri.gov), Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform), or the Department of Health and Human Services, Center for Consumer Information and Insurance Oversight, at 1-877-267-2323 x61565 or [www.ccio.cms.gov](http://www.ccio.cms.gov). Other coverage options may be available to you too, including buying individual insurance coverage through the Health Insurance Marketplace. For more information about the Marketplace, visit [www.HealthCare.gov](http://www.HealthCare.gov) or call 1-800-318-2596.

**Your Grievance and Appeals Rights:** There are agencies that can help if you have a complaint against your plan for a denial of a claim. This complaint is called a grievance or appeal. For more information about your rights, look at the explanation of benefits you will receive for that medical claim. Your plan documents also provide complete information to submit a claim, appeal, or a grievance for any reason to your plan. For more information about your rights, this notice, or assistance, contact: contact the plan at 1-800-639-2227 or (401) 459-5000 or TDD 711. You may also contact the Department of Labor's Employee Benefits Security Administration at 1-866-444-EBSA (3272) or [www.dol.gov/ebsa/healthreform](http://www.dol.gov/ebsa/healthreform). Additionally, a consumer assistance program can help you file your appeal. Contact your state insurance department at (401) 462-9520 or by email at [HealthInquiry@ohic.ri.gov](mailto:HealthInquiry@ohic.ri.gov).

**Does this plan provide Minimum Essential Coverage? Yes.**

Minimum Essential Coverage generally includes plans, health insurance available through the Marketplace or other individual market policies, Medicare, Medicaid, CHIP, TRICARE, and certain other coverage. If you are eligible for certain types of Minimum Essential Coverage, you may not be eligible for the premium tax credit.

**Does this plan meet Minimum Value Standards? Yes.**

If your plan doesn't meet the Minimum Value Standards, you may be eligible for a premium tax credit to help you pay for a plan through the Marketplace.

## Language Access Services:

Para obtener asistencia en Español, llame al 1-800-639-2227.

Kung kailangan ninyo ang tulong sa Tagalog tumawag sa 1-800-639-2227.

如果需要中文的帮助, 请拨打这个号码 1-800-639-2227.

Dinekehgo shika a'ohwol ninisingo, kwijigo holhe' 1-800-639-2227.

Fer Hilf griege in Deitsch, ruf 1-800-639-2227 uff.

Mo se fescasoani i le Gagana Samoa, vala'au mai i le numera telefoni 1-800-639-2227.

ngere aukke ghut ailllis reel kapasal Falawasch au fataingi tilifon ye 1-800-639-2227.

Para un ma ayuda gi finu Chamoru, á'gang 1-800-639-2227.

*To see examples of how this plan might cover costs for a sample medical situation, see the next section.*

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## About these Coverage Examples:



**This is not a cost estimator.** Treatments shown are just examples of how this plan might cover medical care. Your actual costs will be different depending on the actual care you receive, the prices your providers charge, and many other factors. Focus on the cost sharing amounts (deductibles, copayments and coinsurance) and excluded services under the plan. Use this information to compare the portion of costs you might pay under different health plans. Please note these coverage examples are based on self-only coverage.

### Peg is Having a Baby

(9 months of in-network pre-natal care and a hospital delivery)

■ The plan's overall <u>deductible</u>	\$500
■ <u>Specialist copayment</u>	\$25
■ Hospital (facility) <u>coinsurance</u>	No Charge
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Specialist office visits (*prenatal care*)  
 Childbirth/Delivery Professional Services  
 Childbirth/Delivery Facility Services  
 Diagnostic tests (*ultrasounds and blood work*)  
 Specialist visit (*anesthesia*)

<b>Total Example Cost</b>	<b>\$12,700</b>
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#### In this example, Peg would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$30
Coinsurance	\$0
<i>What isn't covered</i>	
Limits or exclusions	\$60
<b>The total Peg would pay is</b>	<b>\$590</b>

### Managing Joe's type 2 Diabetes

(a year of routine in-network care of a well-controlled condition)

■ The <u>plan's</u> overall <u>deductible</u>	\$500
■ <u>Specialist copayment</u>	\$25
■ Hospital (facility) <u>coinsurance</u>	No Charge
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Primary care physician office visits (*including disease education*)  
 Diagnostic tests (*blood work*)  
 Prescription drugs  
 Durable medical equipment (*glucose meter*)

<b>Total Example Cost</b>	<b>\$5,600</b>
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#### In this example, Joe would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$520
Coinsurance	\$100
<i>What isn't covered</i>	
Limits or exclusions	\$20
<b>The total Joe would pay is</b>	<b>\$1,140</b>

### Mia's Simple Fracture

(in-network emergency room visit and follow up care)

■ The plan's overall <u>deductible</u>	\$500
■ <u>Specialist copayment</u>	\$25
■ Hospital (facility) <u>coinsurance</u>	No Charge
■ Other <u>coinsurance</u>	20%

#### This EXAMPLE event includes services like:

Emergency room care (*including medical supplies*)  
 Diagnostic test (*x-ray*)  
 Durable medical equipment (*crutches*)  
 Rehabilitation services (*physical therapy*)

<b>Total Example Cost</b>	<b>\$2,800</b>
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#### In this example, Mia would pay:

Cost Sharing	
Deductibles	\$500
Copayments	\$210
Coinsurance	\$70
<i>What isn't covered</i>	
Limits or exclusions	\$0
<b>The total Mia would pay is</b>	<b>\$780</b>

The plan would be responsible for the other costs of these EXAMPLE covered services.



**MEMORANDUM OF AGREEMENT BETWEEN THE LITTLE COMPTON SCHOOL  
COMMITTEE AND THE NEA/LITTLE COMPTON TEACHERS ASSOCIATION**

This Memorandum of Agreement ("MOA") between the Little Compton School Committee (the "Committee") and the NEA/Little Compton Teachers Association (the "Association") is entered into as of Sept, 24, 2025.

**WHEREAS**, the Committee and the Association are parties to a collective bargaining agreement;

**WHEREAS**, as part of a new collective bargaining agreement entered into by the parties, both parties have agreed to offer an early separation incentive;

**WHEREAS**, Article XVI (A)(9) of the collective bargaining agreement provides the retiring members may elect to continue health and dental insurance at a set co-share of 75% for five years or Medicare eligibility or eligibility for any other health plan or until the age of 70 whichever occurs first.

**NOW, THEREFORE**, it is agreed as follows:

1. The Committee will offer an early separation incentive for members of the Association who have a minimum of 25 years of service to the Committee who separate from the school department by June 30, 2028. In order for this early separation incentive to take effect, all eligible employees must notify the Superintendent in writing of their irrevocable participation in the early separation incentive by December 31 of the school year in which they wish to separate (a "Qualifying Member").

2. In lieu of Article XVI(A)(9), the Committee shall contribute approximately \$500.00 per month (\$6,000.00 per year) (the "Annual Contribution") towards a Qualifying Member's health plan only for a maximum of five (5) years or until the month in which the Qualifying Member becomes Medicare eligible, eligible for any other health plan, or obtains the age of 70, whichever comes first. The Qualifying Member shall make timely payments on a monthly basis to the Committee for the remaining share of the health care premium, and failure to do so after notice and thirty-days to cure shall result in the termination of the employee's health plan.

3. The Association President and Superintendent shall meet and confer regarding the extension of this MOA into future years no earlier than September 1, 2027, and no later than October 31, 2027. No provision of this MOA can be extended beyond June 30, 2028, unless by express written agreement of both parties.

4. This MOA represent the complete agreement of the parties with regard to the benefits accruing to any Qualifying Member participating in early separation incentive notwithstanding any provision in the collective bargaining agreement in effect as of the date of this MOA to the



contrary. This MOA may not be amended except by a writing signed by both parties and shall not constitute a past practice.

**NEA/LITTLE COMPTON TEACHERS  
ASSOCIATION**

A handwritten signature in cursive script, appearing to read "Michael Debes", written over a horizontal line.

Its President

**LITTLE COMPTON SCHOOL  
COMMITTEE**

A handwritten signature in cursive script, written over a horizontal line.

Its Chair