

September 1, 2014 – August 31, 2017

TENTATIVE AGREEMENT

Between the

**Providence Teachers Union,
AFT Local 958**

and the

City of Providence

May 7, 2015

AGREEMENT

AGREEMENT MADE AND ENTERED INTO on this _____ day of May by and between the City of Providence (hereinafter referred to as the "City") and the Providence Teachers Union, Local 958, American Federation of Teachers, AFL-CIO (hereinafter referred to as the "Union") as heretofore ratified pursuant to Section 17-27 of the Providence Code of Ordinances (Section 17-27).

WHEREAS, the parties' negotiations have resulted in agreement for a Collective Bargaining Agreement, effective September 1, 2014 to August 31, 2017; and

WHEREAS, the document entitled Agreement between the Providence Teachers' Union AFT Local 958 and the Providence School Board, effective September 1, 2011 to August 31, 2014 is herein incorporated by reference as if fully reproduced. The terms and conditions of that Agreement shall continue and remain in effect for the period of September 1, 2014 to August 31, 2017, except as expressly modified herein.

WHEREAS, the parties hereto desire to codify their agreement and be bound by the same;

Now, therefore, the City and the Union hereto agree as follow:


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ARTICLE 2, HALF DAY DEFINITION

"Half Day" as used in this Agreement is defined as the day equally divided between the morning and the afternoon.

ARTICLE 4-1.2, FAMILY ILLNESS DAYS

Teachers may use their sick leave days yearly to attend to family illnesses. Family shall be defined as son/daughter, spouse and parent. In each case of absence for family illness in excess of four (4) consecutive work days a member of the bargaining unit shall file with the Superintendent of other designated personnel a certificate from the family member's physician certifying said family member's illness.

ARTICLE 4-2, HALF PAY SICK LEAVE

Teachers hired prior to the ratification of the 2001-2004 Agreement were afforded the one-time opportunity to either elect to convert accrued and unused half-pay days or choose to be paid for said accrued and unused half pay sick leave days upon retirement. Teachers who chose to have any accrued and unused half-pay sick leave days that they have accumulated converted to full pay days at the rate of one (1) full pay day for every two (2) accrued and unused half-pay days. These converted half pay days will be placed in a "special reserve bank". Access to the "special reserve bank" will be available only after an active teacher exhausts his/her days of sick leave allowance at full-pay.

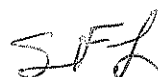
Teachers who did not wish to convert accrued and unused half pay sick leave days as indicated above and who chose to be paid for said accrued and unused half pay sick leave days upon retirement, will be compensated in an amount equal to 10% of the teacher's daily rate for the 2001-2002 teacher work year as indicated in Appendix A of the 2001-2004 Agreement.



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In order for a teacher to be eligible for the above payout he/she must have been employed for at least ten (10) years with the Providence School Department and must apply for pension benefits no more than ninety (90) days after completion of his/her teaching service in the Providence School System.

ARTICLE 4-8.1, SICK LEAVE RETIREMENT PAYOUT

Upon retirement, eligible teachers shall be paid for unused sick leave days in accordance with the following schedule. Payment will be based on the first step of the Basic Teacher Salary Schedule (Appendix A). Sick leave days designated as "Special Reserve Bank" are excluded from the sick leave payout.

In order for a teacher to be eligible for the above payout he/she must have been employed for at least ten (10) years with the Providence School Department and must apply for pension benefits no more than ninety (90) days after completion of his/her teaching service in the Providence School System. Furthermore, teachers must have a minimum balance of one hundred (100) sick days in his/her sick leave reserve (excluding Special Reserve Bank) at time of retirement in order to be eligible for the sick leave payout and must effectuate his or her retirement on the last day of the school year in which notice is given. Payment for unused sick leave days will be made in a separate check payable no later than sixty (60) days after a teacher's retirement date.

Date of % of Payment	No. of Sick Days Utilized Retirement Notice	During Last Year of Service
50% of unused sick leave	On or before January 31 st	10 (or the equivalent of 1 per month)
25% of unused sick leave	After January 31 st but prior to last day of school	20 (or the equivalent of 2 per month)

ARTICLE 5-1.4, PERSONAL BUSINESS LEAVE

For personal business – two (2) days. . As to the number of personal leaves allowed on each day of the last week of the school year, on the last regularly scheduled school day before and the first regularly scheduled school day after the Christmas, Mid-Winter and Spring recesses, and the last regularly scheduled school day before and the first regularly scheduled school day after those holidays contained in the school calendar (Appendix D), there shall be no more than thirty-five (35) teachers out who shall utilize this provision on a first come first serve basis, but this number may be exceeded during the aforementioned times at the discretion of the Superintendent for extenuating circumstances and approval of said request shall not be unreasonably withheld.

ARTICLE 5-1.7, LEAVES OF ABSENCE

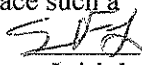
For visiting in-district and out-of-district schools. Must be work-related. - one half day (.5) in each term or one (1) full day per year.

ARTICLE 5-13, TEACHER PLACEMENT FOLLOWING LEAVE

5-13.1 A teacher granted a leave of absence with pay for one (1) year or less or a teacher on sick leave who has not exhausted his/her sick leave benefits shall not relinquish his/her right to the specific assignment held at the time that his/her leave was granted. A teacher hired or reassigned to replace such a


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teacher on leave with pay or on sick leave shall be notified upon his/her appointment or placement or both that he/she may be required to relinquish this position when said teacher returns to the Providence School System.

5-13.2 A teacher granted a no-pay leave of absence pursuant to Article 5-6.1 shall be reinstated at the termination of his/her leave. Such teacher shall be given preference to the specific assignment he/she held at the time his/her leave was granted, if available. The district shall utilize a long-term substitute (LTS) to fill the assignment for the duration of the leave. In no case shall any substitute teacher replacement be retained for such specific assignment.

ARTICLE 6-2, ASSAULT AND/OR BATTERY

A member of the bargaining unit shall be granted full-pay leave, without loss of pay, for absences caused by injuries resulting from an assault and/or battery sustained by a teacher arising out of and in the course of his/her employment provided that the Superintendent is notified in writing as soon as possible but not later than five (5) days from the date of the alleged assault and/or battery unless the extent of the resulting injury prevents such notification. It is the intent of the parties to administer this provision in accordance with the terms of R.I.G.L. 9-1-31.

ARTICLE 8-4, Unassigned Periods

Teachers shall have unassigned periods as follows:

8-4.1 Elementary Schools:

Teachers shall have at least one (1) thirty (30) minute unassigned period per day, except that a teacher may agree to a schedule which contains five (5) unassigned periods per week over four (4) days.

8-4.2 Middle Schools and High Schools:

In buildings with a six or seven period schedule, teachers shall have one (1) unassigned period per day, except that a teacher may be programmed unassigned periods totaling five (5) unassigned periods per week over four (4) days if scheduling problems make it impossible to provide a teacher with one (1) unassigned period per day.

In buildings with block schedules, teachers shall have four (4) unassigned periods per week, three of which must be scheduled on a non-early release or late arrival day. In addition to the four (4) unassigned periods per week, teachers shall receive one period per week of common planning time in lieu of unassigned time. One common planning time per month shall be teacher directed and it is expected that teachers will use the time primarily for educational planning and team meetings.

ARTICLE 8-4.6, SIXTH PERIODS

In the event that it is necessary to establish one or more additional teaching periods in a department certification area in a school an exception will be made to Article 8-7 and Article 13-4 provided that:

1. Teachers shall be provided with a list of all courses to be offered to students for the next school year. Teachers shall indicate on their programming preference sheets that are returned each year whether they wish to teach during their unassigned period during the subsequent school year. Timelines shall be established by the Joint CBH Committee on an annual basis; and
2. On a rotating basis beginning with the most senior teacher in the department certification area in the school who has indicated on his/her preference sheet that he/she wishes to teach during his/her unassigned period shall be given the teaching assignment; and

3. No teacher assigned a teaching period during his/her unassigned period shall again be assigned to


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teach during his/her unassigned period until all of the teachers in the department certification area have taught at least one (1) full semester of a school year during their unassigned periods unless a teacher(s) refuses the opportunity to do so in writing; and a record shall be kept showing same; and

4. A teacher assigned to teach during his/her unassigned period shall be paid additional monies at the rate of one-fifth (1/5) of his/her daily rate for each day he/she is programmed to teach during his/her unassigned period and shall receive said additional monies when he/she is on paid leave, except for sabbatical leave under Article 5, Section 4, which occurs only on those days he/she is programmed to teach during his/her unassigned period; and

5. No part-time teacher is available.

6. The Union is notified of each 6th period assignment prior to the start of each assignment.

ARTICLE 8-5, LENGTH OF THE SCHOOL YEAR AND DAY

8-5.1 The 2014-15, 2015-16 and 2016-17 school years devoted to instructional time for students shall be 180 days respectively.

The 2014-15, 2015-16 and 2016-17 teacher work years shall be 181 days respectively, which shall consist of one (1) day of teacher orientation occurring on the work day preceding the opening of school.

Teachers shall be paid at a daily rate of 1/181 of their salary as set forth in Appendix A.

8-5.2 WORK DAY DEFINED (TEACHERS)

Elementary Schools:

Monday-Thursday: 7:55 a.m. to 2:41 p.m.
Friday: 7:55 a.m. to 1:21 p.m.

Fortes
Lima/
Leviton Dual Language
Pleasant View
Times2
Veazie Street

Monday – Thursday: 8:55 a.m. to 3:41 p.m.
Friday: 8:55 a.m. to 2:21 p.m.

Asa Messer at Bridgham
Broad Street
Carl G. Lauro
Carnevale
George J. West
Harry Kizirian
Mary E. Fogarty
William D'Abate

Martin Luther King
Reservoir Avenue
Robert Bailey
Robert F. Kennedy
Spaziano/Spaziano Annex
Vartan Gregorian
Webster Avenue
Sackett Street


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BJ Clanton

Middle Schools 7:55 a.m. to 2:50 p.m.

DelSesto
Esek Hopkins
Gilbert Stuart
Times²
West Broadway

Nathan Bishop
Nathanael Greene
Roger Williams

Senior High Schools - 7:45 a.m. to 2:40 p.m.

Hope
Juanita Sanchez
ACE
Dr. Jorge Alvarez
Mt. Pleasant
E-Cubed Academy
Times²

Senior High Schools - 8:25 a.m. to 3:20 p.m.

Central
Classical
PCTA *

* PCTA shall have flexible teacher work schedules. Said schedules shall be agreed upon between the Superintendent of Schools or his/her designee and the Union President on an annual basis no later than February 1 of each preceding school year.

8-5.3 SCHOOL DAY DEFINED (STUDENTS)

Elementary Schools:

Monday-Thursday: 8:00 a.m. to 2:31 p.m.

Friday: 8:00 a.m. to 1:11 p.m.

Fortes
Lima/
Leviton Dual Language
Pleasant View
Times²
Veazie Street

Monday – Thursday: 9:00 a.m. to 3:31 p.m.

Friday: 9:00 a.m. to 2:11 p.m.

Asa Messer at Bridgham
Broad Street
Carl G. Lauro
Carnevale
George J. West
Harry Kizirian
Mary E. Fogarty

Martin Luther King
Reservoir Avenue
Robert Bailey
Robert F. Kennedy
Spaziano/Spaziano Annex
Vartan Gregorian
Webster Avenue


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William D'Abate
BJ Clanton

Sackett Street

Middle Schools 8:00 a.m. to 2:45 p.m.

DelSesto
Esek Hopkins
Gilbert Stuart
Times²
West Broadway

Nathan Bishop
Nathanael Greene
Roger Williams

Senior High Schools - 7:50 a.m. to 2:35 p.m.

Hope
Juanita Sanchez
ACE
Dr. Jorge Alvarez
Mt. Pleasant
E-Cubed Academy
Times²

Senior High Schools - 8:30 a.m. to 3:15 p.m.

Central
Classical
PCTA*

* PCTA shall have a flexible student school day that will be determined annually.

ARTICLE 8-6, HIRING OF TEACHERS

8-6 Hiring of Teachers

The Board agrees that it shall employ only those applicants who have earned a minimum of a Bachelor's Degree from an accredited college/university and have met certification requirements for at least a Provisional Certificate to the extent available and possible. The School Department shall furnish to the Union the names of all personnel holding an emergency certificate and this listing shall remain current.


8-6.1, LTSP SALARY

A Long-Term Substitute Teacher in-Pool (LTSP) shall be compensated as follows:


Step 1: \$150 per day

Step 2: \$200 per day

Long-Term Substitute Teachers in-Pool shall receive credit towards step increases for each semester worked in Providence provided said substitute teacher works a minimum 68 days during a semester. Once a LTSP has worked two semesters consisting at a minimum of 68 days worked per semester, said substitute shall be advanced to Step 2 upon commencement of the next semester. Step increases will occur bi-annually upon the commencement of each semester.


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Any Long-Term Substitute Teacher in-pool assigned to a position for a teacher on intermittent leave which he/she is fully certified to teach and remains in said position for a minimum of 68 days in one semester shall be appointed as an LTS retroactive to the first day of assignment.

ARTICLE 8-14, TEACHER EVALUATION

8-14 Teacher Evaluation

All teachers shall be evaluated on a scheduled basis as determined by the Teacher Evaluation Committee.

8-14.1 Teacher Evaluation Committee

The Teacher Evaluation Committee shall be comprised of three (3) persons appointed by the Superintendent of Schools and three (3) persons appointed by the President of the Providence Teachers Union. In addition, the parties shall mutually agree upon and appoint one (1) person from outside the Providence School System who shall serve as a voting member of the committee. The individual mutually appointed by the parties shall be selected on an annual basis and shall sit as chairperson of the committee.

8-14.2 Non-Tenured Teachers

All non-tenured teachers shall be evaluated on an annual basis by the principal of the non-tenured teacher's home base school or by an appropriately certified administrator consistent with the Teacher Evaluation Handbook. .

The procedure to be utilized by the evaluator in conducting said evaluation is described in the Teacher Evaluation Handbook. The Teacher Evaluation Handbook is a document, mutually agreed to by the parties and can be amended only by the parties.

The Director of Human Resources will provide a copy of the Teacher Evaluation Handbook to each non-tenured teacher.

All scores recorded for the teacher during his/her probationary period shall be totaled and this score shall be used to determine seniority when two or more teachers have the same date of employment. If a tie remains, a lottery will be conducted by the Director of Human Resources in order to break the tie. The affected teachers and the union representative shall be present.

8-14.3 Tenured Teachers

Tenured teachers shall be evaluated on a scheduled basis. The schedule shall be constructed by the Teacher Evaluation Committee and shall be consistent with RIGL 16-12-11.

Subject to 8-14.4, teachers identified with an overall effectiveness rating as "Effective" shall be evaluated every other year, while teachers identified with an overall effectiveness rating as "Highly Effective" shall be evaluated every third year. The Teacher Evaluation Committee shall be responsible for identifying evaluation year and rotation for initial implementation using a random process.

Notwithstanding the above, every teacher shall participate in a beginning and end of the year conference with their administrator.

Any teacher scheduled to be evaluated in a given year who is not evaluated for any reason shall be evaluated in the succeeding year.


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Tenured teachers, as designated by the teacher evaluation committee, shall be evaluated by the f the tenured teacher's home base school principal or appropriately certified evaluator consistent with the Teacher Evaluation Handbook.

The procedure to be utilized by the evaluator in conducting said evaluation is described in the Teacher Evaluation Handbook. The Teacher Evaluation Handbook is a document mutually agreed to by the parties and can be amended only by the parties.

The Director of Human Resources shall provide a copy of the Teacher Evaluation Handbook to each tenured teacher.

8-14.4 Special Evaluation

During a teacher's non-evaluation years, the Superintendent or appropriate Level Director may require a teacher be evaluated. Notice of such shall be in writing and identify specific reasons for the action. Notice of an off-year evaluation shall be issued to the teacher prior to October 31 of each school year. The teacher may have Union representation present at all meetings.

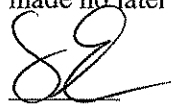
8-14.5 The inter-communication system or any audio or video recording device shall not be used for observation or evaluation. Except that all teachers being evaluated may voluntarily request to use video to capture evidence during observations. Videotapes shall be secured and shall only be used for purposes of a single evaluation cycle. At the completion of the evaluation cycle the video tape shall become property of the teacher. No additional copies shall be maintained by the evaluator. This section is not intended to prohibit note taking with I-pads and/or laptop computers during the observation session.

8-14.6 Appeals regarding procedural flaws in the evaluation process shall be filed in a timely fashion so as to afford the evaluator the opportunity to remedy the defect. An unsatisfactory evaluation may be appealed under the grievance procedure.

8-14.7 Peer Assistance and Review (PAR)

The parties acknowledge that the District's Peer Assistance & Review (PAR) Program is the exclusive program sanctioned by the District and the Union to assist teachers in need of support. The Peer Assistance & Review (PAR) Program will be monitored by the PAR Panel which is comprised of three (3) members appointed by the Superintendent and four (4) members appointed by the President of the union. The PAR Panel will be responsible to design and monitor the PAR Program and to select and support the PAR Consulting Teachers. In addition, the PAR Panel will be responsible for making final decisions regarding the positive or negative release of Participating Teachers at the end of the cycle. The PAR Program will offer support to teachers whose final effectiveness rating identifies them as "Ineffective" (I) or "Developing" (D) under the district's evaluation system. Participation for all such identified teachers is voluntary. Each such teacher will be assigned a PAR Consulting Teacher to work with them by offering supports intended to improve the areas in which they've been identified as needing support. The PAR Consulting Teacher will be responsible to make a recommendation to the PAR Panel regarding the Participating Teacher's continued participation in the program. No recommendation will be based on fewer than fifteen (15) classroom visits, at least three (3) of which should be informal observations, and there is no maximum number of visits or duration for participation in the program.

For the 2015-16 school year, the parties agree to a pilot program whereby Participating Teachers may elect to substitute the observations of the principal or the appropriately certified evaluator conducted for the purposes of teacher evaluation with the observations of the Consulting Teacher. Said election shall be made no later than October 15th.


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The pilot program is subject to annual review by the PAR Panel for the duration of this Agreement.

ARTICLE 8-24, DRESS CODE

The Board and Union recognize the desirability of enhancing the image of teachers in the Providence School Department. To this end, the Board and Union agree to the following:

1 .During the course of the school day, teachers shall not wear shorts, warm-up suits, torn jeans, and/or, tank tops, halter tops, beach or shower thongs, except when engaged in field trips, camping, nature study, physical education instruction and other similar activities when the attire may be that which is appropriate to the situation; and

2 Excessively casual dress identified with recreational activity is unacceptable except as provided in Number 1 hereinabove; and

3. Teachers shall continue to reflect a positive image to the students and community.

ARTILCE, 8-25, FAIR DISCIPLINE POLICY

1) A teacher may only be disciplined for good and just cause. A teacher shall be entitled to be provided with due process. Any sanction imposed upon the teacher shall be reasonably related to the seriousness and nature of the offense and the past record of the teacher. Disciplinary actions will include, but not limited to, the following measures:


1. Counseling
2. Oral reprimand
3. Written reprimand
4. Suspension
5. Termination

2) The principles of progressive discipline will be applied where appropriate and in relation to the nature and circumstances of the incident. The administration will not be prohibited by any language in this article from recommending suspension, termination or other action on a first offense where warranted.

3) When the principal or other authorized supervisor proposes to impose disciplinary action, except for counseling, oral or written warnings, the following procedure shall be utilized:

- a. The teacher and the Union shall be provided with all relevant evidence and documentation that is relied upon by the Administration to impose the discipline.
- b. Prior to any school board meeting or hearing the teacher and the Union shall be provided with a statement of the causes or reasons that the Administration intends to rely upon to impose discipline within a reasonable period of time but not fewer than five (5) business days prior to the scheduled meeting or hearing.
- c. All evidence and documents shall be provided to the teacher or the Union within a reasonable time but not fewer than five (5) business days prior to any school board meeting or hearing pertaining to the imposition of said discipline or that may be introduced at the time of the hearing.

d. The teacher and/or his/her representative shall provide the Administration with a list of all witnesses and any witness statements within a reasonable period of time


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but not fewer than five (5) business days prior to the school board meeting or hearing.

4) Nothing contained herein shall deprive the school board from suspending and/or terminating a teacher. A teacher who is required to attend a meeting with a supervisor or Principal where the subject of the meeting can be expected to lead to the imposition of discipline or could lead to the teacher being charged with an infraction that could lead to discipline shall be advised that the teacher has a right to have a Union Representative present during the meeting. It is agreed that such notice will be given reasonably in advance of the meeting and the teacher shall not use said notice to delay the scheduling or holding of the meeting.

5) The School Board will not use as the sole basis of any disciplinary decision a teacher's refusal/failure to answer questions or provide information during any meeting at which the teacher's attendance has been required.

6) Terminations for good and just cause may be pursued through arbitration as defined in Article 15, Grievance Procedure or a hearing at the RI Department of Education.

ARTICLE 8-28.5, SCHOOL IMPROVEMENT TEAM/INSTRUCTIONAL LEADERSHIP TEAM

The Instructional Leadership Team (ILT), co-chaired by the principal and building delegate is responsible for guiding efforts to improve student achievement and all other aspects of school performance in order to attain student and school success. The ILT shall use a collaborative decision-making model in all aspects of school operations, especially instruction. The School Improvement Team (SIT) is a subcommittee of the larger ILT.

8-28.6 Instructional Leadership Teams may recommend modifications to any collective bargaining agreement. Any modification to the Providence Teachers Union/Providence School Board Collective Bargaining Agreement must have 70% school faculty approval as well as Union/Board approval.

ARTICLE 8-31, SCHOOL IMPROVEMENT INTERVENTION TEAM

In support of the Board's and the Providence Teachers Union's philosophy and commitment to school reform and improved student achievement, the parties will collaborate through a School Improvement Intervention Team. The School Improvement Intervention Team shall be jointly chaired by the Superintendent and the President and shall have decision-making authority with regard to support and for any school in need of corrective action or restructuring under state or federal law.

ARTICLE 8-34, SCHOOL AUTONOMY

The parties agree that the school site is the appropriate place for most decision-making affecting the education of children in that school. Accordingly, they agree that a school should have as much flexibility as possible in managing their operations and educational programs for maximum educational effectiveness.

The parties also share a mutual interest in removing barriers from attracting and retaining a diverse group of talented teachers.

There is a collective desire to develop pilot schools in the district where site-based autonomy and collaborative shared decision-making are the norm. Collaborative shared decision-making is a process in which all members of the education community at the school level collaborate in establishing a vision, identifying problems, defining goals, implementing programs, and learning from experience. The purpose of collaborative shared decision-making is to create a climate in the schools where faculty, parents,


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administrators, students and other community members work together and share the responsibility and accountability for school improvement, student achievement, increased satisfaction among professional educators, greater involvement by and with parents, and stronger support from the community at large.

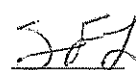
Finally, the Union and the Board agree that any school community wishing to attain school autonomy must follow the process and complete the application process as described below:

1. Applications for autonomous schools shall be completed by the school's Instructional Leadership Team (ILT). In the spirit of this agreement all applications will be based on distributed leadership within the school. No application will be approved that does not provide for shared decision-making at the school site. All applications must demonstrate school faculty support in accordance with Article 8-28.6 of the collective bargaining agreement and school community involvement.
2. All applications shall be submitted to a Joint Governance Board which is comprised of four members selected by the District and four members selected by the Union in addition to the Superintendent and the Union President.
 - a. The Superintendent and PTU president shall establish the Joint Governance Board (JGB), which either they or their designees will co-chair, to oversee and support the entire autonomous schools program. The JGB shall also develop and implement a program evaluation and progress report system.
 - b. The JGB is responsible for ensuring the autonomous schools program is aligned with the district's strategic planning. The JGB shall use a collaborative decision-making model in all aspects of its work. Governing By-laws shall be developed by the JGB. Any modifications to the by-laws must be approved by no less than 70% of the members of the JGB.
 - c. Applications will be reviewed based on a variety of criteria and the final decision is the sole responsibility of the joint governance board. Schools may not appeal the joint governance board's decision but may apply for autonomous school status each year.
 - d. Details of the application, the selection criteria, timelines, and other procedural steps will be developed by the joint governance board and maintained by the board and may be revised at any time by the board.
 - e. The joint governance board will also have the authority to revoke autonomous status if it determines such an action is in the best interest of the students. Procedures for revocation will be developed and maintained by the joint governance board and may be revised at any time by the JGB.
 - f. The JGB shall also develop and implement a program to evaluate the autonomous schools program and provide ongoing updates to the School Board and other interested parties at least once every six months.
3. Schools may apply for varying components of autonomy. The specific decisions for which components of autonomy to be approved shall be determined by the JGB. After a school's approval of autonomous status, teachers may elect to opt-out of the school.

Those leaving for reasons unrelated to performance will be eligible for future employment in the district based on the transfer policies as established by the CBH Committee.


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4. All autonomous schools, at a minimum, shall follow the district's base compensation, health benefits, and evaluation programs as defined in the Collective Bargaining Agreement. Any contractual variance included in a school's application must be approved by the Union in accordance with Article 8-28.6.
5. The PSD and the Union will create and deliver a joint informational training for the application process and subsequent trainings for schools whose application has been accepted.


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ARTICLE 10-1, TEACHER FACILITIES

A telephone for faculty use shall be provided in each school. Every effort shall be made to insure privacy.

ARTICLE 11, POSTED POSITIONS (Appendix B-2.1, B-8 and B-9)

11-4 All applications, with the exception of applications for internal postings, shall be made on the Providence Applicant Tracking System (PATs). All applicants must possess any specific education and/or experience requirements in the area relating to the vacancy or new position stated in the posting to be eligible.

11-11 Any teacher hired to a position listed in Appendix B-9 (except for Athletic Directors) may hold no more than one such position at any given time; however, there shall be no limit as to the number of Appendix B-9 positions held by a teacher during the school year.

ARTICLE 12, TRANSFER POLICY

The Providence Teachers Union and the Board recognizes the value to students of having qualified, certified, experienced and effective teachers in every classroom. The Union and the Board are committed to working together to provide a quality teacher in every classroom by implementing a fair, reliable and transparent teacher hiring and evaluation system as well as providing supports and resources. As such, the Union and the Board acknowledges that the Criterion-Based Hiring and Transfer Policy shall be an evolving and dynamic process that will be jointly developed over the course of this Agreement.

12-1 The Criterion-Based Hiring and Transfer provisions represents the manner in which teachers select or are assigned to a teaching position as a result of a consolidation, voluntary transfer, rescission from layoff, or return after a leave of absence. Criterion-Based Hiring and Transfer provisions shall be determined by the Joint Criterion-Based Hiring Committee. On an annual basis, the Office of Human Resources shall communicate the transfer and hiring provisions as agreed upon by the Joint Criterion-Based Hiring Committee to teachers in a timely manner.

12-2 Joint Criterion-Based Hiring Committee

The Joint CBH Committee will consist of three (3) PTU members, three (3) PPSD members and one (1) impartial member to serve as a tie-breaker. The Joint CBH Committee will address all Criterion-Based Hiring and Transfer issues, including but not limited to:

- a. Develop an implementation manual to assist teachers and administrators.
- b. Establish annual staffing timelines.
- c. Resolve PATs technical issues, e.g. computer glitches, etc.
- d. Resolve issues and establish guidelines concerning the fairness and adequacy of the application, interview and selection process.
- e. Monitor consolidated positions and ensure that, if a position is improperly consolidated, the incumbent returns to the position.


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12-2.1 School Based Criterion Based Hiring Committees

Each school shall establish a Criterion Based Hiring Committee in accordance with the guidelines as established by the Joint CBH Committee. Effective the 2015-16 school year, teachers serving on a school based CBH committee shall receive an annual stipend of \$500 payable in a lump sum at the conclusion of the annual CBH process.

Any teacher serving on his/her school's Hiring Committee and who is scheduled to be evaluated during the same school year, may request to be evaluated by an evaluator who is not assigned to his/her school. Said request shall be made to the Teacher Evaluation Committee no later than October 15th.

ARTICLE 12-5.2, CONSOLIDATIONS

In the event there is a decrease in the number of teachers in any area of certification, teachers shall be transferred according to their date of hire.

Said teachers shall be notified by the Office of Human Resources by the timeline as established annually by the Joint CBH Committee. Said notification shall provide the specific reason(s) for the involuntary transfer.

Said teacher, however, shall not be transferred should there be a vacancy before the commencement of the annual Displaced Teacher process and/or Criterion-Based Hiring and Transfer.

Said teachers as may be transferred shall be reassigned in said area of certification in the inverse order of their transfer, if said teachers are available and so desire to be reassigned.


No new appointments shall be made to said area of certification while there are available teachers so transferred. Said teachers being recalled will return to their former positions if said positions are available. If said positions are not available, the order of placement shall be according to their date of hire.

For the 2015-16 school year, any teacher who is affected by a consolidation from his/her area of certification may elect to transfer to a vacant position within his/her school in a different area of certification in accordance with Article 13-1 as long as said teacher holds full certification for said position. In no event, may a displaced teacher in one certification area displace a teacher in a different certification area. This provision may be extended for the duration of the 2014-2017 Collective Bargaining Agreement per mutual agreement of the parties, in writing, no later than January 15, 2017.

For the 2015-16 school year, any Elementary teacher who is affected by a consolidation from his/her grade level or subject area may choose not to displace a less senior teacher in said area of certification and select a new assignment in accordance with Article 12, Transfer Policy. This provision may be extended for the duration of the 2014-2017 Collective Bargaining Agreement per mutual agreement of the parties, in writing, no later than January 15, 2017.

12-7 In the event that layoffs are necessary, teachers shall be notified no later than June 1 of the school year immediately preceding the school year in which the layoff is to become effective. Provided, however, that prior to implementing any layoffs resulting in staff reductions, the parties shall agree on the manner and criteria to be utilized in any staff reductions pursuant to layoffs. Consent to the methodology of layoffs shall not be unreasonably withheld.

12-7.1 Each year, from June 1 through and inclusive of the last School Board meeting in August, teachers who receive lay-off notices shall be reinstated if positions are available. Said teachers shall return to the positions they held prior to lay-off if said positions are available; and if not available, said teachers shall be reassigned pursuant to 12-1.


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12-7.2 The City agrees that there shall be no layoffs of bargaining unit members for the 2015-16 school year only. This provision shall not be construed to prohibit the PSB from issuing layoff, dismissal or non-renewal notices pursuant to state law on or before June 1, 2016 for the 2016-17 school year or any year thereafter.

ARTICLE 13, TEACHER PROGRAMS

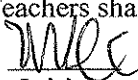
Effective upon the ratification of this Agreement the following Article 13 Teacher Programs provisions will be applicable. Nothing herein shall be construed to abrogate the powers and duties reserved by law and regulation to the City as provided under R.I. Gen. Laws § 16-53.1-1, *et seq.*, nor can any provision of this Article affect or change any educational curriculum or school structure.

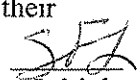
13-1 Programming preferences will be honored to the extent consistent with the preparation and experience of the teacher and the needs of the school system. All assignments shall be made on an educationally sound basis. Building administrators shall exercise professional judgment when making instructional assignments; however, they shall demonstrate that all decisions meet one or more of the following criteria:

Criteria Area	Elements of the Criteria Area
<i>1. Prioritizing the staffing of high-need and/or specialty classrooms with highly effective and appropriately trained teachers</i>	Assignment practices that match: <ul style="list-style-type: none">• Highly effective teachers to intervention classes• Teachers with specialized and relevant training to high need and specialty classrooms• Teachers with successful experience working with high need or specialty classrooms
<i>2. Matching of teacher skills, professional experience, and training to instructional assignments</i>	Assignment practices that match: <ul style="list-style-type: none">• Teachers with specialized and relevant training to high need and specialty classrooms
<i>3. Ensuring an appropriate, manageable, and equitable balance of course assignment between and amongst instructional staff</i>	Creation of: <ul style="list-style-type: none">• Teacher schedules that don't unreasonably assign large numbers of either intervention or advanced student groups to a single teacher• Teacher schedules that distribute the number and timing of administrative and preparatory periods on the basis of student and school need
<i>4. Consideration of teachers' programmatic preferences, as communicated through their preference sheets.</i>	Assignment practices that: <ul style="list-style-type: none">• Take seriously the consideration teachers' professional judgment and their expertise in meeting student need as expressed through preference sheets;• Honor preference sheets whenever such assignments are instructionally sound and coincide with student need.

These priority areas shall be the driving force behind instructional assignments. In no case shall principals make staffing decisions that are arbitrary, capricious, or driven by forces that are not clearly and demonstrably associated with the above criteria in their stated order. To that end, all tools and processes developed to support need-driven instructional assignments will require transparency, objectivity, and professionalism on the part of all participants. Teachers shall be given the opportunity to discuss their


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assignment requests with their principal and shall have the right to request a written explanation. Upon request, building administrators shall provide an adequate written explanation that clearly demonstrates the rationale resulting in their instructional assignment within five (5) days of the teacher's request. In the event of an unclear or unsatisfactory response, teachers will have the opportunity to appeal their assignment to the Teacher Program Committee.

Teacher assignments at the Elementary level shall be made in accordance with the above criteria for any vacancy within a school which a teacher is fully-certified to teach and for which a teacher has indicated a preference on his/her preference sheet. Notwithstanding the above, any two Elementary teachers teaching in the same school under the same area of certification may, by mutual agreement, exchange teaching assignments effective the subsequent school year. Teachers who mutually agree to exchange positions shall indicate in writing to the principal their desire to exchange positions after needs based assignments are made but no later than the last day of the school year. All teacher exchange requests shall be reviewed and approved by the building Principal. The Principal shall notify the teachers in writing, of the approval or denial no later than fifteen (15) days after receipt of said request. Both the Office of Human Resources and the Union office shall be notified of all teacher exchange requests and the Principal's decision.

Preference sheets to remain active must be renewed annually in writing.

13-2 Teachers shall be provided with a list of all courses or Elementary grade levels and type of class to be offered to students for the next school year prior to the completion of preference sheets. New courses to be offered shall be highlighted. A teacher who has designed or created new course offerings shall be given first preference to teach said course for the first year of its offering.

Preference sheets may be filed by teachers each year by the annual date as established by the Joint CBH Committee. Preference sheets shall be in effect through and inclusive of the renewal date of the following year.

13-3 No later than ten (10) days prior to the end of the school year, teachers shall receive their program for the following year which shall include the names of the courses or grade level that the teacher will teach the following school year.

No later than fifteen (15) days prior to the beginning of the school year, teachers shall be provided with their total program for the following year, which shall include the periods and rooms where their assignments are scheduled.

If personnel or program changes occur during the summer that require a change in a teacher's program, the principal or supervisor shall provide reasonable notification to the teacher.

If personnel or program changes occur after the start of the school year that requires a change in a teacher's program, the principal shall convene the school's Instructional Leadership Team (ILT) to review the request for a change.

The ILT shall review and approve or reject the request for a change by a simple majority vote. If the request for a change is approved, the Teacher Program Committee shall be notified and said teacher shall be given five (5) teaching days notice. The teacher whose program has been changed or the building principal may appeal the decision of the ILT to the Teacher Program Committee within five (5) days of the decision of the ILT. In the event of an appeal, the teacher shall retain his/her original schedule until final resolution. The Teacher Program Committee's decisions are final and binding. The Teacher Program Committee shall convene as necessary.

The Teacher Program Committee for the Providence School system shall be comprised of three (3) persons appointed by the Superintendent of Schools and three (3) persons appointed by the President of the


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Providence Teachers Union. In the event the Teacher Program Committee cannot reach consensus on an appeal filed by a teacher or a building administrator, said appeal will be reviewed by the Superintendent whose decision shall be final and binding.

13-4 Teaching periods shall not exceed five (5) per day, or twenty-five (25) per week.

13-5 Program Guidelines

13-5.1 Teachers shall be programmed as to have a minimum of lesson preparations. Program requests of teachers shall be taken into consideration in determining this minimum. This policy shall be followed especially for beginning teachers and teachers having homeroom classes with maximum teaching loads.

13-5.2 Teachers shall be assigned to teach in their area of certification only.

13-5.3 The number of different rooms in which assignments occur shall not exceed three (3) in any one day.

13-5.4 Equitable standards shall be applied within each school for exemption from homerooms, building assignments and for class size distribution.

ARTICLE 15-2.3, LEVEL C -- ARBITRATION

15.2.3.1 A grievance that was not resolved at Level B under the grievance procedure may be submitted by the Union to arbitration. The arbitration may be initiated by the Union by filing a demand for arbitration with the Labor Relations Connection or the American Arbitration Association. The notice shall be filed not later than twenty-five (25) days after receipt of a decision in writing from Level B of the grievance procedure.

15-2.3.2 The proceedings shall be governed in accordance with the rules and procedures of the Labor Relations Connection or the American Arbitration Association. If the Union agrees with the Board to a different method of selecting the arbitrator, or if the parties mutually agree to have the State Board of Education designate the arbitrator to conduct the arbitration, such agreement shall govern the selection of the arbitrator.

16-8 Union Health and Welfare Fund

The Providence Teachers Union shall utilize a Health and Welfare Trust Fund with appropriate supporting documents for the purpose of providing Health and Welfare benefits to bargaining unit members. In order to provide each bargaining unit member Health and Welfare benefits, the School Board agrees to contribute to the Providence Teachers Union Health and Welfare Trust Fund four dollars and eighty cents (\$4.80) per week, per regular teacher and LTS (Appointed to position held by teacher on leave of absence) for fifty-two (52) weeks per year. Contributions by the School Board to the above-identified Trust Fund shall be made on a monthly basis, payable no later than the twentieth (20th) day of the subsequent month. Employees must be on active status to be counted toward the contribution. An employee receiving Workers' Compensation Benefits shall be considered to be working his/her normal and regular workweek.

The above named Trust Fund shall be administered by a board of trustees selected and appointed under the provisions of the said Trust Agreement heretofore executed by the Providence Teachers Union. The provisions of this section shall be effective September 1, 1999 and thereafter.

 Effective September 1, 2015 the School Board contribution shall be \$5.05/week.
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Effective September 1, 2016 the School Board contribution shall be \$ \$5.30/week.

ARTICLE 21, JOB SECURITY

APPENDIX A-1

Steps	2014-15	Steps	2015-16 1.00%	Steps	2016-17	
					1st day of work 1.75%	Last day of school 1.50%
1	\$38,872	1	\$39,261	1	\$39,948	\$40,547
2	\$40,782	2	\$41,190	2	\$41,911	\$42,539
3	\$42,966	3	\$43,396	3	\$44,156	\$44,818
4	\$45,778	4	\$46,236	4	\$47,045	\$47,751
5	\$49,491	5	\$49,986	5	\$50,861	\$51,624
6	\$53,257	6	\$53,790	6	\$54,731	\$55,552
7	\$56,758	7	\$57,326	7	\$58,329	\$59,204
8	\$60,471	8	\$61,076	8	\$62,145	\$63,077
9	\$63,760	9	\$64,398	9	\$65,525	\$66,507
10	\$66,837	10	\$67,505	10	\$68,687	\$69,717
11	\$69,489	11	\$70,184	11	\$71,412	\$72,483
12	\$73,270	12	\$74,003	12	\$75,298	\$76,427

1. Step increase for the 2011-12 school year, teacher will continue to be compensated at their 2010-11 salary step. Effective 2012-13 school year, teachers will move up one salary step for each of the years remaining on this contract. Except that teachers on step 10 effective the 2011-12 school year, shall be placed on Step 12 effective 2012-13 school year.

2. Notwithstanding the above, in the event that the City agrees in any collective bargaining agreement or stipulated interest arbitration award to a General Wage Increase for City employees in excess of one percent (1%) for Fiscal Year 2016 then all members of Local 958, including those who have retired in Fiscal Year 2016, shall be entitled to the same wage increases. The parties agree that this provision shall not apply to awards established by an interest arbitration panel and/or arbitration awards for City and School as a result of a contested arbitration hearing

A-2 Professional Advancement Schedule

		Effective 2016-17
Bachelor's Plus 30 Hours	\$2,455	\$2,705
Master's	\$2,855	<u>\$3,105</u>
Master's Plus 30 Hours	\$3,257	\$3,507
Doctorate	\$3,657	\$3,907

A-2.1 National Board

Certification

In addition to benefits payable in A-2, teachers who obtain National Board Certification shall receive a further stipend of \$5,500.00.


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A-3	Longevity Schedule		Effective 2016-17
	15 years (10 of which have been in Providence)	\$ 700	\$ 950
	20 years (15 of which have been in Providence)	1,672	\$1,922
	25 years (20 of which have been in Providence)	1,787	\$2,037

APPENDIX C, COMPREHENSIVE MEDICAL COVERAGE

C-1 The Board shall provide, the following health care benefits and riders herein outlined for all professional teaching personnel in the Providence School Department, hired prior to the start of the 2004-2005 school year, for individual and family plan coverage.

For the purposes of this section, all previously appointed teaching personnel (R, LTSP, LTS) with less than a 12 month break in service shall be considered hired prior to the 2004-2005 school year.

Recognizing the continued increasing costs of medical care, the parties agree to form a Healthcare Exploratory Committee to research potential cost-savings options to the comprehensive medical coverage as provided in Appendix C.

Any recommendation made by the Healthcare Exploratory Committee shall be made to the Board and the Union membership for approval.

For the period September 1, 2014 through, August 31, 2015, R and LTS teachers considered hired prior to the 2004-2005 school year, shall contribute \$2,900.06 per year for family plan coverage or \$1,086.08 per year for individual coverage toward the cost of health care. Long-Term Substitute Teachers in-Pool (LTSP) considered hired prior to the 2004-2005 school year shall contribute \$796.52 per year for individual basic medical coverage. LTSPs considered hired prior to the 2004-2005 school year who wish to enroll in the same medical coverage plan offered to Regularly employed teachers and Long-Term Substitute teachers may do so by paying the selected plan rate.

For the period September 1, 2015 through, August 31, 2016, R and LTS teachers considered hired prior to the 2004-2005 school year, shall contribute \$3,542.01 per year for family plan coverage or \$1,326.50 per year for individual coverage toward the cost of health care. Long-Term Substitute Teachers in-Pool (LTSP) considered hired prior to the 2004-2005 school year shall contribute \$972.85 per year for individual basic medical coverage. LTSPs considered hired prior to the 2004-2005 school year who wish to enroll in the same medical coverage plan offered to Regularly employed teachers and Long-Term Substitute teachers may do so by paying the selected plan rate.

For the period September 1, 2016 through, August 31, 2017, R and LTS teachers considered hired prior to the 2004-2005 school year, shall contribute \$4,020.67 per year for family plan coverage or \$1,505.75 per year for individual coverage toward the cost of health care. Long-Term Substitute Teachers in-Pool (LTSP) considered hired prior to the 2004-2005 school year shall contribute \$1,021.50 per year for individual basic medical coverage. LTSPs considered hired prior to the 2004-2005 school year who wish to enroll in the same medical coverage plan offered to Regularly employed teachers and Long-Term Substitute teachers may do so by paying the selected plan rate.

These payments shall be deducted on a pro-rated basis from each pay check, starting with the first pay check of the 2014-15 school year.


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Benefit	Coverage at Network Providers	Outside of PPO Network you pay:
Office Visits Note: Chiropractic visits are limited to 12 per calendar year. Allergists and dermatologists have a \$15 co-payment. Medication visits for serious mental illness are included.	100% minus \$10 co-payment	\$10 plus 20%
Preventive Services Note: Includes gynecological visits, pap smears, mammograms and routine physicals.	100% minus \$10 office visit co-payment	\$10 plus 20%
Pediatric Preventive Services Note: Includes routine physicals, lab work and immunizations.	100% minus \$10 office visit co-payment	\$10 plus 20%
Prescription Drugs (Non-Maintenance) Note: CVS, Brooks and several independent pharmacies in RI, MA and CT.	\$5 generic \$15 brand/\$600 cap per family (<u>maintenance and non-maintenance</u>)	
Prescription Drugs (Maintenance) Note: <u>30 day supply of maintenance drug at any retail pharmacy. 90 day supply of maintenance by Mail or CVS retail.</u>	<u>Maintenance Choice - Option 2 - new mail copay - \$5/\$10 retail, \$10/\$20 mail</u>	
Emergency Room Care Note: Co-payment waived if admitted within 24 hours. Coverage for accidents and life-threatening emergencies only.	100% minus \$100 co-payment/ \$200 cap per individual and \$300 cap per family	\$25


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Hospitalization Note: Unlimited days at general hospitals, 45 specialty days per year	100%	20%*
Inpatient Medical & Surgical Care (Doctor Services) Note: Unlimited days at general hospitals, 45 specialty days per year	100%	20%*
Outpatient Medical & Surgical Care (Facility & Doctor Services) Note: e.g. Ambulatory surgi-centers and outpatient surgery	100%	20%*
Obstetrical Care Note: Pre-natal, delivery and post-natal care	100%	20%
Lab Tests & X-rays Note: Some hospital outpatient labs and hospital outpatient X-ray services are not part of the Network and will be covered at 80%	100%	20%
Routine Eye Exam Note: One exam annually	100% minus \$10 co-payment	\$10 plus 20%
Physical/Occupational Therapy Note: Hospital-based therapist; following a hospital stay	100%	20%
Ambulance, Private Duty Nursing & Durable Medical Equipment	80%	20%
Home Care & Hospice Care Note: In lieu of hospitalization. Includes doctor, nurse, and home health aide visits	100%	20%


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<p>Inpatient Mental Health Care</p> <p>Note: Limited to 45 days per calendar year (up to 90 days per admission for serious mental illness) when arranged by Care Manager. No Gatekeeper</p>	100%*	50%*
<p>Outpatient Mental Health Care</p> <p>Note: \$15 co-payment for individual therapy, \$10 co-payment or group therapy. 20 visits per year. \$1,000 annual maximum when arranged by Care Manager. No Gatekeeper</p>	100% minus co-payment*	\$15 (individual) \$10 (group) plus 50%*
<p>Inpatient Substance Abuse Treatment</p> <p>Note: Rehabilitation limited to 30 days per year, 90 days lifetime. Detoxification limited to 3 admissions of 21 days per year. Both when arranged by Care Manager. No Gatekeeper.</p>	100%*	50%*
<p>Outpatient Substance Abuse Treatment</p> <p>Note: \$15 co-payment for individual therapy, \$10 co-payment for group therapy. Limited to 30 hours per year plus 20 hours for eligible dependents. When arranged by Care Manager. No Gatekeeper.</p>	100% minus co-payment*	\$15 (individual) \$10 (group) plus 50%*
<p>Dependent Coverage</p> <p>Note: Covered at same level as subscriber, includes spouse and unmarried, dependent children through December 31 following 19th birthday or 25th birthday for full-time students.</p>	Yes	


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Pre-authorization	Obtained by network physician. Required for those services above identified with asterisk	Obtained by member. Required for those services above identified with asterisk.
Annual Deductible	None	\$100 per calendar year.
Acupuncture Rider	<p><u>Coverage is limited to a maximum of 12 visits, which includes one initial examination.</u></p> <p><u>\$10 co-pay when seen by a participating Doctor of Acupuncture. Coverage upon member election.</u></p>	

C-1.1 Teachers enrolled in the medical coverage plan described in C-1 who wish to enroll in Blue Cross Classic may do so during the open enrollment period by paying through a payroll deduction the premium/working rate difference between the cost of C-1 and Blue Cross Classic including all appropriate and applicable co-share payments.

Teachers enrolled in the medical coverage plan described in C-1 may opt to enroll in the medical coverage plan described in C-2 and shall be responsible only for the costs associated with C-2.

C-2 The Board shall provide the following Plan 750 and riders outlined herein for all professional teaching personnel in the Providence School Department hired effective September 1, 2004 for individual and family plan coverage.

For the period September 1, 2014 through August 31, 2015, employees shall contribute \$2,318.88 per year for "Plan 750" family plan coverage, and \$883.35 per year for "Plan 750" individual coverage toward the cost of health care.

For the period September 1, 2015 through August 31, 2016, employees shall contribute \$2,832.22 per year for "Plan 750" family plan coverage, and \$1,078.91 per year for "Plan 750" individual coverage toward the cost of health care.

For the period September 1, 2016 through August 31, 2017, employees shall contribute \$3,214.95 per year for "Plan 750" family plan coverage, and \$1,224.71 per year for "Plan 750" individual coverage toward the cost of health care.

These payments shall be deducted on a pro-rated basis from each pay check, starting with the first paycheck of the 2014-15 school year.

Benefit	Coverage at Network Providers	Outside of Network you pay:
<p>Office Visits</p> <p>Note: Chiropractic visits are limited to 12 per calendar year. Allergists and dermatologists have a \$30 co-payment.</p>	100% minus \$30 office visit co-payment	\$30 office visit co-payment plus 20% after annual deductible.


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Preventive Services Note: Includes routine physical exams, treatment of sickness or injury, voluntary family planning and immunizations.	100% minus \$30 office visit co-payment	\$30 office visit co-payment plus 20% after annual deductible.
Pediatric Preventive Services Note: Includes routine physicals, lab work and immunizations.	100% minus \$30 office visit co-payment. Co-payment waived for children 0-15 months of age.	\$30 co-payment plus 20% after annual deductible.
Prescription Drugs (Non-Maintenance) Note: *Notification to claims administrator necessary for certain prescription drug products.	\$5 generic \$15 brand on the Preferred Drug List \$30 not on the Preferred Drug List(<u>maintenance and non-maintenance</u>)	
Prescription Drugs (Maintenance) Note: 30 day supply of maintenance drug at any retail pharmacy. 90 day supply of maintenance by Mail or CVS retail.	Maintenance Choice - Option 2 - new mail copay - \$5/\$10 retail, \$10/\$20 mail	
Emergency Room Care Note: Co-payment waived if admitted. Coverage for true emergencies only.	*100% minus \$100 co-payment	Same as network.
Hospitalization Note: Semi-private room.	*100% after annual deductible	*20% after annual deductible
Inpatient Medical & Surgical Care (Doctor Services)	100% after annual deductible	20% after annual deductible
Outpatient Medical & Surgical Care (Facility & Doctor Services) Note: Hospital or alternate facility.	100% after annual deductible	20% after annual deductible


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<p>Obstetrical Care</p> <p>Note: Pre-natal, delivery and post-natal care. *Claims administrator must be notified if inpatient stay exceeds time frames.</p>	100%	20%
<p>Lab Tests & X-rays</p> <p>Note: Covered health services received on an outpatient basis at a hospital or alternate facility including: lab and radiology/x-ray, mammography testing.</p>	100% after annual deductible	20% after annual deductible
<p>Routine Eye Exam</p> <p>Note: One exam annually. \$100 every other calendar year for every member towards purchase of glasses, frames or contact lenses.</p>	100% minus \$30 co-payment	20% plus \$30 co-payment after annual deductible
<p>Physical/Occupational Therapy/Speech Therapy/Pulmonary Rehab./Cardiac Rehabilitation</p> <p>Note: 45 visits of cardiac rehabilitation therapy per calendar year.</p>	<p>100% after annual deductible if services with a hospital based therapist and within 30 days following a hospital stay, home care program or ambulatory surgical procedure.</p> <p>(otherwise)</p> <p>80% after annual deductible.</p>	Same as network.
<p>Ambulance, Private Duty Nursing & Durable Medical Equipment</p>	80% after annual deductible.	Same as network.
<p>Home Care & Hospice Care</p> <p>Note: Includes skilled nursing, skilled teaching, skilled rehabilitation services when ordered by a physician and provided by or supervised by a registered nurse in your home.</p>	*100% after annual deductible	*20% after annual deductible.



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Inpatient Mental Health Care Note: Limited to 30 visits per calendar year.	*100% after annual deductible	*20% after annual deductible
Outpatient Mental Health Care Note: Limited to 30 visits per calendar year.	*\$15 per individual visit *\$15 per group visit	*20% plus \$15 per visit after annual deductible
Inpatient Substance Abuse Treatment Note: Includes detoxification from abusive chemicals or substances that is limited to physical detoxification when necessary to protect your physical health and well-being. Limited to 30 visits per calendar year.	*100% after annual deductible	*20% after annual deductible
Outpatient Substance Abuse Treatment Note: Limited to 30 hours per member per calendar year.	*\$15 per individual visit *\$15 per group visit	*20% plus \$15 per visit after annual deductible
Dependent Coverage Note: Participant's legal spouse/domestic partner or an unmarried dependent child up to the age of 19 or 25 if a full-time student.	Same as participant	Same as participant
Pre-authorization	Obtained by member for those services above identified with asterisk. Benefit will be reduced to 50% if claims administrator is not notified.	Obtained by member for those services above identified with asterisk. Benefit will be reduced to 50% if claims administrator is not notified.
Annual Deductible	\$750.00 per covered person per calendar year, not to exceed \$1,500 for all covered persons in a family.	Same as network.
<u>Acupuncture Rider</u>	Coverage is limited to a maximum of 12 visits, which includes one initial examination. \$10 co-pay when seen by a participating Doctor of Acupuncture. Coverage upon member election.	


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C-2-1 Teachers enrolled in the medical coverage plan described in C-2 who wish to enroll in Blue Cross Classic or who wish to enroll in the medical coverage plan described in C-1 may do so during the open enrollment period by paying, through a payroll deduction, the premium/working rate difference between the cost of C-1 and the cost of the medical coverage plan selected including all appropriate and applicable co-share payments that were in effect during the 2013-14 school year. These payments shall be deducted on a pro-rated basis from each paycheck, starting with the first paycheck of the 2014-2015 school year, and shall remain unchanged for the duration of this Agreement.

C-6 Working Spouse Provision

Effective October 1, 2015, any member whose spouse has coverage available to them through their employer must enroll in single coverage to maintain eligibility with the City plan serving as a secondary payer. The City will reimburse the cost of the spouse's premium contribution to the member with proper documentation. Failure to enroll for available coverage constitutes loss of eligibility.


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Jorge Elorza, Mayor
City of Providence

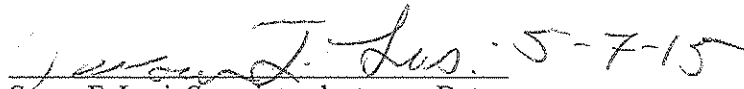
5/7/15

Date



Maribeth K. Calabro, President
Providence Teachers Union

Date



Susan F. Lusi, Superintendent
Providence School Department

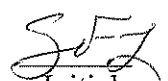
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