



**Regional School Unit 13**

**Business Office**

28 Lincoln Street  
Rockland, ME 04841  
Tel: 207-596-6620  
Fax: 207-596-2004  
jmcdonald@rsu13.org

**John C. McDonald**  
Superintendent of Schools

**Steffany Tribou**  
Director of Curriculum, Assessment,  
and Instruction

**Peter Orne**  
Business Manager

**Neal Guyer**  
Projects Director

**Amendment to Agreement Between the  
RSU 13 School Board and the RSU 13 Administrators Association**

A. Medical Insurance

Should an administrator be eligible for and elect to participate in one of the Board sponsored plans (MEA Standard or Choice Plus Health Insurance), the Board will provide group health insurance as follows:

1. For those administrators scheduled to work full-time (receive full salary for experience) during the employment year, the Board will pay up to one of the following amounts depending on what level of coverage is needed as determined by the administrator's marital and/or dependent status:

Insurance (Beginning in Fiscal year 2018-2019)

Choice Plus

- (1) Single – 100%
- (2) Dependent Plans – calculated at 100% of the cost of single subscriber plus 70% of the difference between single subscriber and eligible\* dependent coverage for which the employee subscribes.

Standard

Board's contribution is limited to the amount as calculated for Choice Plus. Any additional cost is the responsibility of the employee.

Standard 500

- (1) Single – 100% plus \$250 lump sum payment.
- (2) Dependent Plans – limited to the amount as calculated for Choice Plus for eligible\* dependent coverage for which the employee subscribes.

Standard 1000


- (1) Single – 100% plus \$500 lump sum payment.
- (2) Dependent Plans – limited to the amount as calculated for Choice Plus for eligible\* dependent coverage for which the employee subscribes.


2. For those administrators scheduled to work half-time (receive half salary) or more, but less than full-time during the employment year, the Board will pay a prorated amount of the benefit described in Section 1 above, based upon time worked compared to full-time.
3. For those administrators scheduled to work less than half-time (receive less than half salary) during the employment year, the Board will allow the administrator to participate in the Board's group health insurance plan at the administrator's expense if the insurance carrier permits such coverage.
4. Payroll deductions will be allowed on a pre-tax basis, if elected by the administrator, and as provided by law.

5. As provided by law, administrators retiring from RSU 13 will be allowed to continue medical insurance under the Board plan, at their own expense.
6. Any administrator eligible to participate in one of the Board sponsored Health Insurance Plans who does not participate for the entire contract year (9/1 – 8/31) shall by July 31 of each year receive a payment of \$3000. The amount shall be prorated based upon time worked compared to full-time. For administrators hired after 9/1 the amount shall be prorated based on months worked compared to twelve (12) months.
7. If an administrator and spouse are employed in RSU 13, the employees shall combine the benefit so that the Board pays no more than the cost of Choice Plus dependent coverage as selected by the administrator.
8. Provided an administrator is eligible to participate in the domestic partner option offered by the health insurance carrier, coverage will be borne by the Board at the same level and extent as other dependent coverage.
9. Health Insurance Carriers.  
The Board agrees that it will not change health insurance carriers without offering to meet and consult with the Association, prior to making a final decision to change carriers. The Board will provide group health insurance substantially equivalent to existing coverage.

B. Dental Insurance

1. The Board will pay up to \$432 annually for single dental insurance for any administrator who is eligible for and elects to participate in the Board sponsored dental insurance plan. The administrator shall assume any premium cost in excess of \$432 through payroll deductions. To the extent permitted by law, the administrator's portion of the premium may be on a pre-tax basis if so elected by the administrator.
2. To the extent allowed by the carrier and applicable laws and/or regulations, an administrator may enroll dependents, including domestic partners, at his/her expense through payroll deductions. To the extent permitted by law, premium deductions may be on a pre-tax basis if so elected by the administrator.
3. The initial carrier and plan shall be Delta Dental, Plan #4. The Board agrees it will not change carriers and/or plans without offering to meet and consult with the Association, prior to making any decision to change carriers and/or plans.
4. Administrators electing not to enroll in the dental insurance program shall not be entitled to dental cash in lieu payments.
5. This section shall be effective August 1, 2018 through July 31, 2020, notwithstanding any other effective date or implementation dates contained in this contract.

For the Board  \_\_\_\_\_ Date 6/21/18

For the Administrators  \_\_\_\_\_ Date 6/18/18