



**Avon Board of Education  
Avon Public Schools  
34 West Avon Road  
Avon, Connecticut 06001  
TEL: (860) 404-4700**

December 4, 2015

FOR IMMEDIATE RELEASE

**Avon Board of Education Settles New Contract with Avon Education Association**

The Avon Board of Education and the Avon Education Association (AEA) have agreed to a new three year contract beginning July 1, 2016 and running through June 30, 2019. The contract was ratified by the AEA's membership on October 27, 2015. The Board of Education formally approved the contract at its regular meeting on November 17, 2015. The new contract replaces the existing three year contract with the AEA, which ran from July 1, 2013 and expires at the conclusion of the 2015-16 school year.

Avon Teachers will receive a 2.25% wage increase in each of the three years of the contract. The contract also maintains annual step movement by degree status.

In exchange for these increases, the teachers agreed to significant changes in health insurance. Effective July 1, 2016, an HSA plan with deductibles of \$2,000/\$4,000 (individual/family) will be the core insurance plan. Prescriptions shall be subject to the deductible but, once the deductible is met, prescriptions will then be subject to a three-tier formulary of co-pays. The prescription co-pays shall be \$5/\$20/\$35. For any teacher who wishes to remain in the PPO, the Board will contribute toward the cost of that plan an amount equal to the dollar amount contributed by the Board toward the premium of the HSA plan for the teacher's coverage level. Any teacher enrolled in the PPO plan shall pay the full difference between the dollar amount contributed by the Board and the full cost of the PPO plan. The switch to the HSA plan, as the core plan, reduces the Board's costs on insurance.

In addition, the teachers agreed to grandfather a retirement benefit which permitted retired teachers with 25 years or more of service to maintain health insurance through the Board for up to 5 years after retirement at the same cost as active employees. No new employees shall be eligible for this retirement benefit.

There were also other language changes, but they were primarily clerical or clarifying in nature.

CONTACT: Avon Board of Education  
Avon Public Schools  
(860) 404-4700