

ARTICLE XII – HIRING, ASSIGNING AND TRANSFERRING INSTRUCTIONAL PERSONNEL

Section 4. Re-employment After Retirement

B. Nothing in this Section constitutes a guarantee of employment.

Approval for such employment will be made on an individual basis by the Employment and Staffing Officer for Assistant Superintendent, Human Resources (or designee). Such employees shall be rehired as an hourly teachers or as an annual contract teachers; and the latter shall receive the same pay and benefits as regular teachers for the term of their employment and shall receive pay in accordance with Section 4.C below.

C. Former certificated employees who have retired from any school system in-state or out-of-state who are hired or rehired by M-DCPS shall be provided one step for every two years of creditable service up to step 12 of the AO/CO salary schedule.

€ D. Re-employed retirees who accrue sick leave days subsequent to retirement shall be paid at the daily rate they earned at the time they first became eligible for retirement.

D.T. [Signature]
10/5/09
Ka 10/5/09

**APPENDIX E – RULES AND REGULATIONS GOVERNING SALARY SCHEDULES,
SUPPLEMENTS, AND VARSITY ATHLETICS**

Section 1. General Provisions

B. Salary Schedule Payments/Paydates

10. ~~Former certificated instructional employees, including retired M-DCPS teachers, who are rehired shall be placed on the of the AO/CO salary schedule, equal to that of a continuously employed M-DCPS teacher with the same number of creditable years of M-DCPS experience.~~ Former certificated employees who have retired from any school system in-state or out-of-state who are hired or rehired by M-DCPS shall be provided one step for every two years of creditable service up to step 12 of the AO/CO salary schedule. Advancement in subsequent years shall be subject to the conditions set forth in Section 2(a) of this Appendix. Rehired M-DCPS retirees will be employed on an annual contract basis.

D. T. W. 10/5/09
lll 10/5/09

**APPENDIX E – RULES AND REGULATIONS GOVERNING SALARY SCHEDULES,
SUPPLEMENTS, AND VARSITY ATHLETICS**

Section 2. Criteria for Salary Experience Credit

B. Experience Credit for Step Placement on AO or CO Salary Schedules

1. The language in this paragraph applies to all hires, or rehires, to the AO/CO Salary Schedule. Former certificated employees who have retired from any school system in-state or out-of-state who are hired or rehired by M-DCPS shall be provided one step for every two years of creditable service up to step 12 of the AO/CO salary schedule. ~~Effective 2006-2007, certificated employees, when hired or rehired, shall be granted steps of salary experience credit equal to that of a continuously employed M-DCPS teacher with the same number of creditable years of M-DCPS experience, if their experience is applicable.~~
2. Creditable (applicable) experience for salary purposes is:
 - a. Each full school year of service in the State of Florida in a district school system as a full-time teacher.

J.T. V. J.
10/5/09
llh 10/5/09

ARTICLE XX -- TEACHING CONDITIONS

Section 11. Teacher-Parent Communication

~~D. Extended Afternoon and Evening Conferences/Activities~~

~~In order to meet the varying needs of parents and students, opportunities for positive parent school relationships during afternoon and evening conferences shall be provided. Teachers are required to attend and participate in these afternoon and evening conferences. The following shall apply:~~

~~1. Early Release Afternoon~~

- ~~a. During one (1) half day afternoon each semester, students will be released early in order for teachers to meet and confer with parents.~~
- ~~b. The early release dates will be identified by the Calendar Committee.~~
- ~~c. Each instructional level for students will be scheduled on different dates in order to offer greater access to parents who have students in multiple levels.~~
- ~~d. On days that students are being released early, parent conferences shall be scheduled for the remainder of the normal workday for teachers. The scheduling of these conferences will not be the responsibility of the teacher.~~
- ~~e. If the available time is not fully utilized for conferences, then the teacher shall use the remaining time for instructional planning and preparation.~~
- ~~f. In situations where time or circumstances do not allow parents to attend scheduled afternoon conferences, teachers and parents should continue to access and engage in parent conferences as provided for in the teacher contract Article XX, Section 11(B).~~

~~2. Evening Conferences/Activities~~

- ~~a. One evening for parent conferences will be provided in the Spring semester. If funds are available, at the discretion of the Superintendent, two evenings for parent conferences will be provided, one during the Fall semester and one during the Spring semester.~~
- ~~b. The hours for these conferences shall be 4:30 - 8:00 p.m. on different dates for each instructional level, as determined by the Calendar Committee.~~

D.T.Wj 10/5/09
ka 10/5/09

- ~~e. Beginning in the Spring of the 2006-2007 school year, instructional employees will be paid for evening conference hours in accordance with the AU Salary Schedule.~~
- ~~d. In 2007-2008 and subsequent years, teachers may choose to accrue one-half opt day or receive hourly pay in accordance with the AU Salary Schedule for each evening conference.~~
- ~~e. The scheduling of the conferences/activities will not be the responsibility of the teacher.~~
- ~~f. If the available time is not fully utilized for conferences, then teachers shall use the remaining time for instructional planning and preparation.~~
- ~~g. In situations where time or circumstances do not allow parents to attend the scheduled evening conferences/activities, teachers and parents should continue to access and engage in parent communication and conferences as provided in the contract, Article XX, Section 11(B).~~

J.T. Vally
10/5/09
ka 10/5/09

APPENDIX E -- RULES AND REGULATIONS GOVERNING SALARY SCHEDULES, SUPPLEMENTS, AND VARSITY ATHLETICS

Section 2. Criteria for Salary Experience Credit

B. Experience Credit for Step Placement on AO or CO Salary Schedules

2. Creditable (applicable) experience for salary purposes is:

- a. Each full school year of service in the State of Florida in a district school system as a full-time teacher.

~~An M-DCPS paraprofessional or associate educator who is hired as a full-time teacher, including interim teachers (3100), shall be placed on the step that reflects three-quarters their years of service with the District as a Paraprofessional/Associate Educator (e.g., eight years of service equals Step 6 on the salary schedule). Employees as described herein shall be placed in accordance with the above on whichever step is higher providing the employee applies for the teaching position prior to the first day of the school year following completion of the degree. Employees holding a Bachelor's degree prior to ratification of the contract must apply for a teaching position prior to the first day of the 2007-2008 school year. Otherwise placement shall be at a step that reflects half their years of service with the District as a Paraprofessional/Associate Educator.~~

D.T. USK
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wa 10/5/09

**ARTICLE XVII -- PARAPROFESSIONAL/ASSOCIATE EDUCATOR/SCHOOL SUPPORT
PERSONNEL**

Section 1. Paraprofessionals/Associate Educators

A. Qualifications

1. In accordance with the "No Child Left Behind Act of 2001" a Paraprofessional I requires the completion of two years of study at an institution of higher education or a minimum of an Associate's Degree, plus any specialized education, training, or experience specified in the job description for the applicable category. Successful completion of the ParaPro Assessment Exam or other designated formal academic assessments may substitute for the educational requirements.

Effective January 12, 2007, Paraprofessionals who have satisfactorily completed the UTD Educational Research and Dissemination (ER & D) 42-hour course or the M-DCPS ParaPro assessment program shall be assigned to Pay Grade 10. Paraprofessionals who have 60 or more college credits, shall be assigned to pay grade 12. Paraprofessional II's shall be assigned to pay grade 13.

2. Paraprofessional II requires a high school diploma or equivalent certification and at least 60 semester hours or the equivalent from an accredited college, plus any specialized education, training, or experience specified in the job description for the applicable category.
3. Associate educator I requires a high school diploma or equivalent certification and at least 60 semester hours or the equivalent from an accredited college, plus specialized education/training as specified in the job description. Additionally, associate educator requires a current Florida teacher or temporary instructor certificate and may be assigned only to pre-kindergarten programs.
4. Paraprofessional III and Associate Educator II positions require a high school diploma or equivalent certification and at least 90 college semester hours or the equivalent from an accredited college including at least 30 hours of coursework in education, plus any specialized education, training or experience as specified in the job description. ~~Coursework must be part of a formal program leading toward a Bachelor's degree in education.~~

D.T. UDJ
10/5/09
/ka 10/5/09

**ARTICLE XVII - - PARAPROFESSIONAL/ASSOCIATE EDUCATOR/SCHOOL
SUPPORT PERSONNEL SECTIONS 1, 2, and 6**

Article XXVI – Professionalization of Teaching/Education

Section 3. Other Joint Task Forces

- G. Paraprofessional/Clerical/Educational Support Professional Critical Issues Task Force – The parties agree to convene within 30 days of the ratification of the 2009-2012 agreement by the School Board the jointly developed Paraprofessional/Clerical/Educational Support Professional Critical Issues Task Force. This task force shall address contract provisions in Article XVII and XVIII regarding layoffs for paraprofessionals, school support personnel and office employees.

J.T.W.
10/5/09
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ARTICLE XXIX -- RATIFICATION AND FINAL DISPOSITION

- A. It is agreed and understood that this Contract and each of its provisions shall be effective and constitute a legally binding contract upon approval by the Board and ratification by the members of the bargaining unit represented by the Union, pursuant to Florida Statutes, Section 447.309.
- B. Agreements reached on wages, hours, and terms and conditions of employment, subsequent to the approval and ratification of this Contract, shall be incorporated and added to this Contract as an Addendum.
- C. In the event either party does not ratify this Contract, both parties agree to return to the bargaining table for further negotiations. During such negotiations, unit employees would continue to be governed by the current economic agreement.
- D. The terms of this Contract are for three years, provided:
1. The terms and conditions of this agreement, effective July 1, ~~2009~~ 2006, shall continue until midnight, June 30, ~~2012~~ 2009.
 2. By service of written notice on the other party, prior to April 1, the wage and health insurance provisions and two articles/appendices shall be reopened for each subsequent fiscal/calendar year.
 3. In the event that the percentage increase/decrease of funding per weighted FTE student provided by the Florida Legislature within the Florida Education Finance Program (FEFP) is inadequate as determined by the School Board, to fund the economic provisions of this Agreement for the ~~2009-2010~~ 2006-2007, ~~2007-2008~~, or ~~2008-2009~~ fiscal years, UTD agrees to renegotiate the economic provisions of this Agreement for the ~~2009-2010~~ 2006-2007, ~~2007-2008~~, or ~~2008-2009~~ fiscal years, as applicable, if requested by the School Board. During such negotiations, unit employees would continue to be governed by the current economic agreement for the applicable fiscal year. These provisions are not subject to the grievance/arbitration procedure or to litigation in any court or tribunal.

This Contract shall continue in full force and effect until June 30, ~~2012~~ 2009.

D.T. W/5/09
/a 10/5/09

AO Salary Schedule - 10-Month

<u>Step</u>	<u>Schedule A*</u>	<u>Schedule B**</u>
<u>1</u>	<u>38,000</u>	<u>38,500</u>
<u>2</u>	<u>38,190</u>	<u>38,750</u>
<u>3</u>	<u>38,381</u>	<u>39,000</u>
<u>4</u>	<u>38,573</u>	<u>40,000</u>
<u>5</u>	<u>38,766</u>	<u>40,300</u>
<u>6</u>	<u>38,960</u>	<u>40,602</u>
<u>7</u>	<u>39,154</u>	<u>40,907</u>
<u>8</u>	<u>39,350</u>	<u>41,214</u>
<u>9</u>	<u>39,547</u>	<u>41,523</u>
<u>10</u>	<u>39,745</u>	<u>41,834</u>
<u>11</u>	<u>39,943</u>	<u>42,148</u>
<u>12</u>	<u>40,143</u>	<u>42,464</u>
<u>13</u>	<u>41,400</u>	<u>42,782</u>
<u>14</u>	<u>***</u>	<u>***</u>
<u>15</u>	<u>47,000</u>	<u>47,000</u>
	<u>***</u>	<u>***</u>
<u>17</u>	<u>50,300</u>	<u>50,300</u>
	<u>***</u>	<u>***</u>
<u>19</u>	<u>53,100</u>	<u>53,100</u>
<u>20</u>	<u>54,350</u>	<u>54,350</u>
<u>21</u>	<u>58,350</u>	<u>58,350</u>
<u>22</u>	<u>68,225</u>	<u>68,225</u>

The Adult/Vocational schedule increases each step of the above schedules by 20 percent.
The twelve-month 250 day schedule shall be 3.85 percent less than the Adult/Vocational schedules.
Credential payments increase on the Adult/Vocational and twelve-month 250 day schedules by 20 percent over the amount for credential payments on the ten-month schedules.

* Eligible employees shall advance a step on Schedule A effective December 25, 2009.

** Schedule B is an improvement to Schedule A. Schedule B shall be implemented on February 19, 2010 retroactive to December 25, 2009. Schedule B does not effect step advancement.

***Accelerated Salary Advancement.

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 10/5/09
 ka 10/5/09

**A0-SALARY SCHEDULE
40-MONTH****

Schedule	Effective	Replacement Schedule Effective	Effective January 12, 2007*	Interim Schedule Effective	Replacement Schedule
2005-2006	July 1, 2006*	July 12, 2007	2007*	July 1, 2008*	2008-2009*
Step	Step	Step	Step	Step	Step
4	4	4	4	4	4
3	3	3	3	3	3
2	2	2	2	2	2
1	1	1	1	1	1
34,200	36,250	37,000	38,000	38,000	40,000
34,374	36,434	37,114	38,190	38,190	40,400
34,543	36,613	37,222	38,384	38,384	40,804
34,716	36,796	37,334	38,573	38,573	41,212
34,889	36,989	37,446	38,766	38,766	41,624
35,064	37,181	37,558	38,966	38,966	42,040
35,239	37,374	37,674	39,154	39,154	42,461
35,415	37,568	37,784	39,350	39,350	42,885
35,700	37,914	37,914	39,547	39,547	43,314
36,800	38,104	38,104	39,745	39,745	43,747
37,600	38,294	38,294	39,943	39,943	44,185
38,500	38,500	38,750	40,143	40,143	44,627
41,150	41,150	41,400	41,400	41,400	45,073
44,350	44,350	44,600	44,600	44,600	47,000
46,750	46,750	47,000	47,000	47,000	47,000
49,850	49,850	49,850	49,850	49,850	49,850
52,850	52,850	52,850	52,850	52,850	52,850
54,350	54,350	54,350	54,350	54,350	54,350
56,350	56,350	56,350	56,350	56,350	58,350
62,225	64,225	65,225	67,225	68,225	68,225

The twelve-month schedule increases each step of the above salary schedules by 20 percent. Credential payments increase on the 12-month schedule by 20 percent over the amount for credential payment on the ten-month schedule.

Effective July 1, 2006, July 1, 2007 and July 1, 2008 eligible employees will advance a step.

Replacement salary schedules effective January 12, 2007 and date to be determined in 2008-2009 are improvements to the salary schedule; these schedules do not affect step advancement.

* The effective date for 10-month, 10-month Zone, and Adult Vocational employees shall be the beginning of their respective calendars.

** Effective date to be determined, as noted.

*** Accelerated salary advancement

D.T. 10/5/09
10/5/09
10/5/09

ARTICLE XVII - Paraprofessionals/Associate Educators/School Support Personnel
10-MONTH (U1)
Effective December 25, 2009

GRD	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 11	STEP 13	STEP 14	STEP 15
7	13,705	13,842	13,980	14,120	14,261	14,404	14,554	15,465	17,403	18,223	19,248	21,242	29,236
10	14,287	14,430	14,575	14,720	14,868	15,016	15,173	16,122	18,143	18,997	20,066	22,145	30,394
12	16,247	16,409	16,574	16,739	16,907	17,076	17,298	18,385	20,766	21,586	22,611	24,605	32,582
13	16,844	17,012	17,183	17,354	17,528	17,703	18,063	19,711	21,576	22,396	23,421	25,415	33,388
14	17,471	17,646	17,822	18,000	18,180	18,362	19,711	20,549	22,211	23,032	24,057	26,051	34,021
15	18,501	18,686	18,873	19,062	19,252	20,345	21,211	22,060	23,828	24,683	25,752	27,831	36,051
21	22,763	22,991	23,221	23,453	23,687	23,924	24,349	25,302	28,189	29,009	30,034	32,028	39,968
23	26,642	26,908	27,178	27,449	27,724	28,001	28,460	29,568	32,853	33,673	34,698	36,692	44,609

The top step of this schedule has been increased by \$1000 over the prior schedule.
Employees meeting eligibility requirements as defined in Article XVII, Section 1(L)(4) and Section 2(I)(4), shall advance a step effective December 25, 2009.

D.T. V.B. 10/5/09
WV 10/5/09

**ARTICLE XVIII -- OFFICE PERSONNEL
10-MONTH (UO)
Effective December 25, 2009**

GRD	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08	STEP 09	STEP 10	STEP 12	STEP 13	STEP 14
17	14,786	14,934	15,083	15,234	15,488	16,224	16,995	18,891	19,927	20,751	22,744	30,730
18	16,224	16,386	16,550	16,716	16,995	17,804	18,649	20,730	21,765	22,589	24,582	32,559
19	16,995	17,165	17,337	17,510	17,804	18,649	19,536	21,713	22,749	23,573	25,566	33,538
20	18,649	18,835	19,024	19,214	19,536	20,464	21,438	23,830	24,866	25,690	27,683	35,645
21	20,464	20,669	20,875	21,084	21,438	22,458	23,524	26,145	27,180	28,005	29,998	37,948
22	21,438	21,652	21,869	22,088	22,458	23,524	24,639	27,386	28,422	29,246	31,239	39,183
23	22,458	22,683	22,909	23,138	23,524	24,639	25,809	28,689	29,724	30,548	32,541	40,479
24	23,524	23,759	23,997	24,237	24,639	25,809	27,038	30,051	31,087	31,911	33,904	41,835
25	24,639	24,885	25,134	25,386	25,809	27,038	28,323	31,366	32,406	33,198	35,191	43,115
26	25,871	26,130	26,391	26,655	27,099	28,390	29,739	32,934	34,026	34,858	36,951	45,171
27	27,164	27,436	27,711	27,988	28,454	29,809	31,226	34,581	35,728	36,601	38,798	47,329

The top step of this schedule has been increased by \$1,000 over the prior schedule.
Employees meeting eligibility requirements as defined in Article XVIII, Section 12(B), shall advance a step effective December 25, 2009.

*DTV 8/14/09
 wa 10/5/09*

**MEMORANDUM OF UNDERSTANDING
2010 HEALTH INSURANCE PLAN**

Pursuant to Appendix D, Section 2.A.1. of the M-DCPS/UTD Contract, The School Board of Miami-Dade County, Florida (School Board) has met with the exclusive bargaining agent, the United Teachers of Dade (UTD) through a number of collective bargaining sessions and the parties have agreed to the health insurance plan contained in this Memorandum of Understanding (MOU) and as outlined in the attached 2010 Employee Benefit Program consisting of Scenario 2 of 10-05-09 (Final) and plan design of 10-05-09 (Final). This MOU addresses health insurance plan designs, including levels of benefits, employer contribution levels, and employee and dependent rates under said plans.

1. M-DCPS and UTD agree to the attached 2010 Employee Benefit Program consisting of Scenario 2 of 10-05-09 (Final) and plan design of 10-05-09 (Final) for calendar year 2010.
2. M-DCPS and UTD agree that the Employee Benefit Program will be effective and commence on January 1, 2010.
3. M-DCPS and UTD agree that M-DCPS shall continue to maintain its current "opt out" feature at \$100.00 per month, based upon certification of other healthcare coverage.
4. M-DCPS and UTD agree to continue providing a debit card for use with the medical flexible spending account at no charge to the employee.
5. Employees who choose dependent coverage will enroll eligible dependents in the healthcare selection in which the employee is enrolled.
6. This MOU is incorporated into the parties' current Collective Bargaining Agreement and is subject to the grievance and arbitration provisions therein.

2010 Health Insurance MOU

J. V. [Signature] 10/5/09 *Ma* 10/5/09

7. Employees will continue to be provided Group Term Life Insurance and Flexible Benefits' as approved by the School Board on September 9, 2009 in Agenda Item E-68.
8. This MOU is subject to ratification by members of the UTD bargaining unit and the School Board.

DATED at Miami, Florida this ____ day of _____, 2009.

**THE SCHOOL BOARD OF MIAMI-DADE
COUNTY, FLORIDA**

UNITED TEACHERS OF DADE

Solomon C. Stinson
Chair

Date

Karen Aronowitz
President

Date

Marta Pérez
Vice Chair

Date

Alberto M. Carvalho
Superintendent of Schools

Date

APPROVED AS TO FORM

School Board Attorney

2010 Health Insurance MOU

KA 10/5/09
D.T. Vuj 10/5/09

UTTD Collective Bargaining 10.05.09 Scenario 2
 All Employees get OAP 20 Coverage for Free

Open Access Plus (OAP)

Employee
 EE+ Spouse
 EE + Child(ren)
 EE + Family

	(1) Up to \$25k Enrollment Employee Cost Per Month		(2) >\$25k up to \$40k Enrollment Employee Cost Per Month		(3) >\$40k up to \$55k Enrollment Employee Cost Per Month		(4) >\$55k up to \$85k Enrollment Employee Cost Per Month		(5) 85k+ Enrollment Employee Cost Per Month	
	OAP 10	OAP 20	OAP 10	OAP 20	OAP 10	OAP 20	OAP 10	OAP 20	OAP 10	OAP 20
Employee	\$76	\$0	\$101	\$0	\$116	\$0	\$131	\$0	\$146	\$0
EE+ Spouse	\$184	\$122	\$245	\$182	\$348	\$286	\$393	\$331	\$438	\$376
EE + Child(ren)	\$152	\$90	\$202	\$140	\$290	\$228	\$328	\$265	\$365	\$303
EE + Family	\$292	\$230	\$388	\$326	\$523	\$460	\$590	\$528	\$658	\$595

D.F. U.S. 10/5/09
W. 10/5/09

Miami-Dade County Public Schools

Open Access Plus (OAP) 20 and Open Access Plus (OAP) 10 - CIGNA National Network Platform

NOTE: Benefits are subject to change to comply with Federal Mental Health Parity and Enhanced Autism coverage

	OAP 20 Plan		OAP 10 Plan	
	In-Network	Non-Network	In-Network	Non-Network
General Provisions	\$250/\$500	\$1,000/\$2,000	None	\$500 / \$1,000
Annual deductible (I/P)	20% after deductible	40% after deductible	10% of allowable charges	30% after deductible
Hospital Admission Copay	\$1,500 / \$3,000	\$6,000/\$12,000	\$1,500 / \$3,000	\$3,000 / \$6,000
Annual Out-of-Pocket Max (excluding deductible) (I/P)	No	No	No	No
Is a PCR election/referral required	Unlimited	\$2,000,000 per individual	Unlimited	\$2,000,000 per individual
Lifetime Max	No Cross Accumulation	No Cross Accumulation	Not Applicable	Not Applicable
Do deductibles cross accumulate (in/out of network)	80%	60%	90%	70%
Plan Coinsurance				
Outpatient Services				
Physician Charges				
Primary Care Physician office visit	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Specialist Office Visit	100% after \$40 copay	60% after deductible	100% after \$40 copay	70% after deductible
Preventive Care				
Immunizations	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Hearing Examination (limit 1 per year through age 16)	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Well Child Care- Performed by PCP/Pediatrician (immunizations included)	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% after deductible
Annual Physical (limit 1 per year)	100% after applicable copay	Not Covered (except well women exam)	100% after applicable copay	Not Covered (except well women exam)
Vision Screening for children through age 18 (limit 1 per year at PCP office)	100% after applicable copay	60% after deductible	100% after applicable copay	70% after deductible
Gynecological visit (office visit, pap test)	100% after \$20 copay for annual wellness exam, \$40 copay for all other visits	60% after deductible	100% after \$20 copay for annual wellness exam, \$40 copay for all other visits	70% after deductible
Mammograms (routine)	100%	100%	100%	100%
Diagnosis and Treatment				
Laboratory	100%	60% after deductible	100%	70% after deductible
Non-Hospital Based Diagnostic Imaging (CT Scans, PET Scans, MRI, nuclear medicine, X-Ray and mammography)	100% after \$100 copay	60% after deductible	100% after \$100 copay	70% after deductible
Hospital Based Diagnostic Imaging (CT Scans, PET Scans, MNMRI, nuclear medicine, X-Ray and mammography)	80% after deductible	60% after deductible	90% of allowable charges	70% of allowable charges
Medication administered at provider location	80% after deductible	60% after deductible	90%	70% after deductible
Short-Term Therapies - Speech, Physical, Respiratory (prior notification required)	100% after \$40 copay 40 visits each per calendar year combined in and out of network	60% after deductible 40 visits each per calendar year combined in and out of network	100% after \$40 copay 40 visits each per calendar year combined in and out of network	70% after deductible 40 visits each per calendar year combined in and out of network
Therapeutic Treatments (Dialysis, intravenous, chemotherapy, radiation, or other intravenous infusion therapy)	80% after deductible	60% after deductible	90%	70% after deductible
Maternity Care	Pre/Post-Natal visits covered at 100% after initial \$40 copay. Obstetrical/midwifery services covered at 80%	60% after deductible	Pre/Post-Natal visits covered at 100% after initial \$40 copay. Obstetrical/midwifery services covered at 90% of allowable charges	70% after deductible
Childbirth Classes	Not covered	Not covered	Not covered	Not covered

Dr. T. U. 8/10/15/109
10/15/09

Miami-Dade County Public Schools

Open Access Plus (OAP) 20 and Open Access Plus (OAP) 10 - CIGNA National Network Platform

NOTE: Benefits are subject to change to comply with Federal Mental Health Parity and Enhanced Autism coverage

	OAP 20 Plan		OAP 10 Plan	
Outpatient Surgery - Non-Hospital Based Performed in a primary care physician's office and specialist's office	100% after \$40 copay 100% after \$100 copay	60% after deductible	100% after \$40 copay 100% after \$100 copay	70% of allowable charges
Performed in free standing facility (non hospital)	80% after deductible	60% after deductible	90%	70% after deductible
Outpatient Surgery - Hospital Based	100% after \$50 copay Prior notification required	60% after deductible	100% after \$50 copay Prior notification required	70% after deductible
Dental Services (Resulting from accident only) Performed in physician's office	100% after \$200 copay \$100 copay if JMH facilities (waived if admitted)	100% after \$200 copay \$100 copay if JMH facilities copays waived if admitted if not true emergency, 60% after deductible	100% after \$200 copay \$100 copay if JMH facilities (waived if admitted)	100% after \$200 copay \$100 copay if JMH facilities copays waived if admitted if not true emergency, 70% after deductible
Emergency Care	100% after \$50 copay (waived if admitted)	60% after deductible	100% after \$50 copay (waived if admitted)	70% of allowable charges
Urgent Care	100% after \$20 copay	60% after deductible	100% after \$20 copay	70% of allowable charges
Convenience Care	100% after \$40 copay 100% after \$40 copay (\$20 copay for group sessions)	60% after deductible 60% after deductible	100% after \$40 copay 100% after \$40 copay (\$20 copay for group sessions)	70% after deductible 70% after deductible
Mental Health and Substance Abuse (Prior Authorization required)	80% after deductible Prior notification required	60% after deductible	90%	70% after deductible
Crisis Intervention	80% after deductible	60% after deductible	90%	70% after deductible
Alcohol and Drug Treatment	80% after deductible	60% after deductible	90%	70% after deductible
Inpatient Services	80% after deductible	60% after deductible	90%	70% after deductible
In-Hospital Services	80% after deductible	60% after deductible	90%	70% after deductible
Room and Board	80% after deductible	60% after deductible	90%	70% after deductible
Semi-private	80% after deductible	60% after deductible	90%	70% after deductible
Intensive care	80% after deductible	60% after deductible	90%	70% after deductible
Maternity	80% after deductible	60% after deductible	90%	70% after deductible
Routine Nursery	80% after deductible	60% after deductible	90%	70% after deductible
Operating Room	80% after deductible	60% after deductible	90%	70% after deductible
Bariatric Surgery	80% after deductible	60% after deductible	90%	70% after deductible
Anesthesia	80% after deductible	60% after deductible	90%	70% after deductible
Nursing Care	80% after deductible	60% after deductible	90%	70% after deductible
General	80% after deductible	60% after deductible	90%	70% after deductible
Private (if authorized by Plan)	80% after deductible	60% after deductible	90%	70% after deductible
Services and Supplies (medications, intravenous therapy, supplies and dressing, blood and administration)	80% after deductible	60% after deductible	90%	70% after deductible
Physician visits and services (surgical, medical)	80% after deductible	60% after deductible	90%	70% after deductible
Inpatient Therapy Services (short term physical, oxygen and respiration, short term rehab)	80% after deductible	60% after deductible	90%	70% after deductible

Handwritten notes: D.T. 10/15/09, WA 10/15/09

Miami-Dade County Public Schools

Open Access Plus (OAP) 20 and Open Access Plus (OAP) 10 - CIGNA National Network Platform

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	OAP 20 Plan	OAP 10 Plan	OAP 10 Plan
Laboratory Diagnostic Imaging while confined overnight	80% after deductible	60% after deductible	90%
X-ray	80% after deductible Prior notification required	60% after deductible	90%
Nuclear medicine			
Sonography			
Radiation therapy			
Mental Health and Substance Abuse			
Residential Treatment			
Other Services			
Out of Area Hospitalization			
Emergency	100% after \$200 copay (waived if admitted)	100% after \$200 copay (waived if admitted)	100% after \$200 copay (waived if admitted)
Admission when referred by physician with approval from Care Coordination	80% after deductible	80% after deductible	90%
Skilled Nursing Facility	80% after deductible Prior notification required	60% after deductible	70% after deductible
Emergency Ambulance Service	Limited to 90 days/calendar yr 100% after \$50 copay	100% after \$50 copay	100% after \$50 copay
Family Planning	Counseling covered at 100% after \$20 copay (PCP) or \$40 copay (Specialist)	Not covered	Not covered
Counseling and evaluation in physician's office	Elective sterilization covered at 100% after \$40 copay	Counseling covered at 100% after \$20 copay (PCP) or \$40 copay (Specialist)	Not covered
Elective sterilization performed in physician's office	Implantable/injectible contraceptives covered at 100% after \$40 copay	Elective sterilization covered at 100% after \$40 copay	Not covered
Implantable or injectible contraceptives	100% after \$40 copay	100% after \$40 copay	Not covered
Infertility Treatment (limited to diagnosis and correction of medical condition only)	Not covered	Not covered	Not covered
Medical office visit including test and counseling	Not covered	Not covered	Not covered
Infertility Surgery (including In-Vitro Fertilization, Artificial Insemination, GIFT, ZIFT, etc.)	Not covered	Not covered	Not covered
Allergy	Not covered	Not covered	Not covered
Treatment/injections without an office visit	Covered at 100% after \$20 copay (PCP) or \$40 copay (Specialist)	60% after deductible	70% after deductible
PCP-evaluation/office visit	100% after \$20 copay	Maximum \$1,000 per year after deductible	Maximum \$1,000 per year after deductible
Specialist-evaluation/office visit	Home Health Therapy Days count towards		
Home Health Care (prior notification required)			

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Miami-Dade County Public Schools

Open Access Plus (OAP) 20 and Open Access Plus (OAP) 10 - CIGNA National Network Platform

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	OAP 20 Plan	OAP 10 Plan
Prosthetics Devices	100% after \$100 copay	100% after \$100 copay
Durable Medical Equipment	100% after \$100 copay per item (initial purchase only)	100% after \$100 copay per item (initial purchase only)
Audiology Screening	Not covered	Not covered
Podiatry	100% after \$40 copay	100% after \$40 copay
Chiropractic	100% after \$40 copay	100% after \$40 copay
Dermatologist	100% after \$40 copay	100% after \$40 copay
Hospice Care	80% after deductible	90%
Prescription Drugs		
Self Administered Injectables	Same as Retail/Mail benefit described below Some injectable medications require prior notification/auth and are not available through mail	Same as Retail/Mail benefit described below Some injectable medications require prior notification/auth and are not available through mail
Retail Generic / Formulary Brand / Non-Formulary (up to 31 day supply)	100% after \$10/\$30/\$50	100% after \$10/\$30/\$50
Mail Generic / Formulary Brand / Non-Formulary (up to 90 day supply)	100% after \$20/\$60/\$100	100% after \$20/\$60/\$100
Maintenance Drug Retail Generic / Formulary Brand / Non-Formulary	100% after \$10/\$30/\$50	100% after \$10/\$30/\$50
Maintenance Drug Mail Generic / Formulary Brand / Non-Formulary	100% after \$20/\$60/\$100	100% after \$20/\$60/\$100

STUJ 10/5/09
Mr 10/5/09