

LEXINGTON PUBLIC SCHOOLS

Superintendent's Bulletin

Volume III, Bulletin #13

May 2, 2008

Inside This Issue

- 1 Message from the Superintendent
- 2 Upcoming Events
- 3 National School Nurse Day
- 3 From the Business & Finance Office
- 4 Human Resource Notes
- 4 Teacher and Staff Vacancies 2007-2008
- 5 Administrative Vacancies 2008-2009
- 6 Anticipated Vacancies 2008-2009
- 7 Anticipated Coaching Vacancies 2008-2009
- 8 School Committee Meeting Agenda – May 6, 2008
- 8 Announcements
- 8 Condolences

Attachments:

Extra Duty Stipends 2008-2009
Wellness Day and Benefits Fair
Health Insurance Rate Changes and Open Enrollment
FY2009 Health and Dental Rates

Message from the Superintendent

Dear Colleagues:

In order to better inform Lexington residents about the process of the upcoming ten-year accreditation review of Lexington High School, I asked Michael Jones and Robert Collins to write an article, which follows, for publication in the Lexington Minuteman. As this two-year planning process is coming to an end, we now await the NEASC's May 4-7 visit. Many people have contributed to this intensive process to articulate the school's vision, expectations, and efforts to improve Lexington High School. My deepest thanks to Lexington High School's Accreditation Steering Committee, the High School faculty and administrators, parents, and students for their on-going commitment and participation in this process.

NEASC Accreditation Visit

On Sunday, May 4, at 1:30 p.m., the High School will host the first event, a panel presentation open to the public, of a four-day visit from a team of educators representing the New England Association of Schools and Colleges in its ten-year accreditation review of Lexington High School.

We realize that few people beyond the High School understand this accreditation process, and fewer still what a profound impact it is having on the school. We'd like to explain.

Lexington High School is one of the 655 public secondary schools in New England that belong to NEASC. This organization acts as an accrediting agency. Through the NEASC staff, its research groups, and the membership itself, standards and measurements of excellence have been developed to serve as a blueprint for state-of-the-art education. Members must provide evidence that they are meeting these standards and that they have a plan to improve their schools when they fall short. The standards are organized into seven categories: Mission and Expectations, Community Resources, School Resources, Leadership and Organization, Instruction, Curriculum, and Assessment.

For the past two years, LHS has undergone a self study in which the entire faculty and administration, often with the direct participation of parents and students, produced a report to the NEASC evaluating the level of its own adherence to the standards. Now, between May 4 and May 7, the visiting team will examine that report and, in extensive interviews with teachers, administrators, school committee members, parents, and students; and through class visits, shadowing of students, and extensive document research, will create a report of its own that will be forwarded to the NEASC Commission on Public Secondary Education, which, in turn, will act on it at one of their meetings in the fall of 2008. The result will be a determination of the accreditation status of the High School.

The most important aspect of this process, however, is not in the action of the NEASC, but rather in the way that the process has served as a catalyst for the exciting changes that are taking place at the High School.

Message from the Superintendent (continued)

NEASC Accreditation Visit (continued)

The High School spent the 2005 – 2006 school year developing a new Mission Statement and statements of academic, social, and civic expectations. Using a grant from the Lexington Education Foundation, we hired a consulting firm to help us develop a thorough and efficient process of soliciting input from parents, students, teachers, and community members, and then drafting and adopting these new documents.

Next, we began a process of organizing a more collaborative professional community and developing a system of measurements to determine how well we are meeting our own expectations. The idea of a “standards-based” educational system is not entirely new to Lexington High School, but the process of transforming the school from “islands of excellence” along with its impressive awards and statistics (SAT, MCAS, and advanced placement scores, National Merit commendations, etc.) to a school that focuses on the complex and varied needs of all students has occupied, and will continue to occupy, our attention. All this has been directly or indirectly a result of our NEASC initiatives.

The report on Lexington High School from the NEASC will be published next fall and will be available to the public. We think the results of our efforts will speak for themselves. LHS is committed to continual improvement in offering the best possible high school education for its students.

Michael P. Jones, Ph.D., Principal of Lexington High School and

Robert Collins, Department Head of the Social Studies Department
and Chair of the High School's Accreditation Steering Committee

.....

Upcoming Events

MAY 2008						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 5	Faculty Meeting Day
May 6	Clarke 5 th Grade Orientation
May 6	Elementary Principals Meeting
May 6	School Committee Meeting, 7:30 p.m., Cary Hall Auditorium
May 7	National School Nurse Day
May 7	Science Curriculum Review, 8:30 a.m. – 3:00 p.m., Central Office, Lower Level, Room 2
May 8	Professional Development Afternoon
May 13	Superintendent's Administrative Council, 2:30 p.m., Central Office Conference Room
May 14	P.E. /Wellness Curriculum Review, 8:30 a.m. – 3:00 p.m., Central Office Conference Room
May 15	Middle School Curriculum Council, 3:15 – 4:15 p.m., Diamond

National School Nurse Day

National School Nurse Day – Wednesday, May 7, 2008

"School Nurses in Action: Transforming School Communities"

Wednesday, May 7, is National School Nurse Day. National School Nurse Day was established in 1972 to foster a better understanding of the role of school nurses in the educational setting. Today, school nursing is recognized as a specialized practice that advances the well-being, academic success, and life-long achievement of students. To this end, our school nurses promote health and safety; intervene with actual and potential health problems; provide case management services; and actively collaborate with others to build student/family capacity for adaptation, self management, self advocacy and learning. It is because of our school nurses that Lexington children are healthy and well prepared to learn. The Lexington Public Schools and community of Lexington are encouraged to join with their school nurses in celebrating this important day. Please join me in tipping my hat to this team of committed professionals for their support and care they give to all of us everyday.

Paul B. Ash



From the Office Finance and Business

Lexington School Lunch "Iron Chef" Reigns Supreme!

On Thursday, May 01, 2008, Wakefield Public Schools hosted their third annual "Iron Chef" Competition for Food Service programs. Team Lexington won the Appetizer Category and the coveted First Place trophy, breaking Wakefield's two-year streak. The competition was fierce and the foods presented were delicious. With only a win in the dessert category last year, Team Lexington came to win the whole challenge. Members of Team Lexington were Sue Brown, Lead Supervisor from Hastings School; Tara Brazalovich, Executive Chef, Lexington High School; Cathy Ost, Lead Supervisor from The Bowman School and Nancy Wiseman, Director of Dining Services for the Lexington School Lunch program. Look for the trophy on display at the team members' schools over the next year. Congratulations to our "Iron Chefs"!

Nancy Wiseman, Director of Dining Services

May Ellen Dunn, Assistant Superintendent for Finance and Business



"Me and My 403(b): What do I need to know about January 1, 2009?"

As part of the annual Town sponsored Wellness Day and Benefits Fair on Thursday, May 8, 2008, Mary Ellen Dunn, Assistant Superintendent for Finance and Business, will conduct a repeating 30-minute informational presentation regarding the upcoming IRS compliance changes the district needs to make for January 1, 2009, and thereafter. Employees who are interested in what may happen with their existing accounts or are interested in what the 403(b) is may find this presentation helpful. No vendors, financial planners, or other industry personnel have been invited or will be present at this presentation. Employees only please.

Mary Ellen's presentations will be held at 12:30, 1:30, 2:30, and 3:30 in the Robbins Room, which is located in the lower level of Cary Hall next to Estabrook Hall. Room capacity is 50 people.





Human Resource Notes

Open Enrollment for Benefits

The annual Open Enrollment Period provides eligible employees an opportunity to review their benefits, make changes and/or enroll in health, dental or life insurance coverage.

Please review the attached materials for more information.

Bob Harris, Assistant Superintendent
for Human Resources

Teacher and Staff Vacancies 2007-2008

Elementary

- Instructional Assistant (33 hrs/wk) Assisting students in the Intensive Learning Program, will work with students with Autism who have ABA programming.

Middle School

- Special Classroom Teacher's Aide (35 hrs/wk) – Assisting in a substantially separate classroom for students with emotional-behavioral challenges. Middle school SPED certification and middle school experience preferred.

Support Vacancy (12-month position)

- Administrative Assistant to the High School Principal (37.5 hrs/wk) – Starting June 16, 2008

Support Vacancy (10-month position, starting immediately)

- High School Secretary for the METCO Program (37.5 hrs/wk)



Please forward letter of application, resume, and other supporting materials to:

Robert J. Harris, Assistant Superintendent for Human Resources
Lexington Public Schools
146 Maple Street
Lexington, MA 02420
Fax: 781-863-5829

Summer School Employment

1.0 School Nurse – The LPS Special Education Summer Program will be running from June 30 through August 8, 2008, 8:30 – 3:30, Monday – Friday

Anyone interested in working for the SPED Summer Program should email a notice of interest to Christine Greeley, Assistant Director for Student Services at cgreeley@sch.ci.lexington.ma.us

Administrative Vacancies 2008-2009

- **2.0 K-8 Supervisors of Special Education/Student Services (207 days)**

Each position is responsible for servicing one middle school and three feeder elementary schools. SPED license and Supervisor/Director license required.

- **K-12 Coordinator of School Health Services (196 days)**

Duties include, but not limited to: Coordinate all school nurses; develop in-service/professional development programs; communicate with school physician; update all nurses on current laws and procedures; and monitor and review Universal Health Guide and Procedures manual. School Nurse license required and a Supervisor/Director license preferred.

- **Department of English, Lexington High School
(0.5 Teaching/0.5 Supervision, 196 days)**

The Lexington Public Schools seeks a dynamic educational leader with a proven record of success in developing collaborative relationships that result in academic excellence, a commitment to continuous improvement, and outstanding communication and interpersonal skills. Candidates must possess a Master's Degree and a Supervisor/Director license. Experienced administrators preferred.

- **K-12 Coordinator of Physical Education & Wellness (196 days)**

Responsible for the oversight and implementation of the K-12 Physical Education/Wellness Curriculum and the supervision and evaluation of all department members. Candidates must possess a Master's Degree and licensure in Physical Education and be eligible for a Supervisor/Director license. Application Deadline: May 9, 2008

- **Elementary Assistant Principal
(0.5 Administration/0.5 Teaching, 186 days)**

Candidate must possess Principal/Asst. Principal and Elementary licensure.

Please forward a cover letter, resume, and other supporting materials to:

Robert J. Harris, Assistant Superintendent for Human Resources
146 Maple Street
Lexington, MA 02420



Anticipated Teacher Vacancies 2008-2009



Elementary

- 1.0 Math Specialist
- 2.0 Physical Education
- 1.0 Physical Education/Adapted Physical Education
- 1.0 Visual Arts
- 4.0 Classroom Positions (Grade Levels TBD)

Middle School

- 0.5 English / Social Studies
- 0.5 Mandarin
- 0.5 Math / Science
- 1.0 Math Intervention Specialist
- 0.25 Science
- 1.0 Social Studies - World Geography

High School

- 1.0 English
- 1.0 Librarian
- 1.0 Math
- 1.0 Earth Science
- 0.75 Biology
- 1.0 Debate/Social Studies – Lincoln Douglas/Policy
- 5.0 Social Studies – US History, World History, Psychology
- 1.0 Social Worker (DESE licensure required)
- 0.2 Spanish
- 0.2 Mandarin

Special Education

- 1.5 Early Childhood
- 1.5 K-5 Teachers for Language Based Program (SPED & OG/Wilson Certification or Reading licensure required)
- 3.0 K-5 Teachers for SPED Reading Program (SPED & OG/Wilson Certification or Reading licensure required)
- 1.0 K-5 Evaluation Team Leader
- 1.0 K-5 Speech & Language Pathologist
- 1.0 6-8 Developmental Learning Program
- 1.0 6-8 Emotional/Behavioral Disorders
- 2.0 6-8 Resource Room
- 1.0 9-12 Resource Room
- 1.0 9-12 Intensive SPED (Asperger's background)
- 1.0 9-12 Language Learning Program (SPED & English licensure required)
- 1.0 9-12 Evaluation Team Leader
- 1.0 K-12 Occupational Therapist
- 0.9 K-12 Psychologist
- 2.0 Board Certified Behavior Analysts (BCBA)
- 2.0 Applied Behavior Analysts (ABA) tutors

DESE licensed candidates please apply online at: <http://lexington.eduresumes.com/>

Anticipated System-wide Support Vacancies 2008-2009

0.5 Administrative Support for Transportation

0.5 Medicaid Secretary

Please forward a cover letter, resume, and other supporting materials to:

Robert J. Harris, Assistant Superintendent for Human Resources
146 Maple Street
Lexington, MA 02420

Anticipated Coaching Vacancies 2008-2009

Lexington High School Athletics

Fall Sports: (August-November)

Football Coaches: Varsity, Junior Varsity, Freshman
 Boys' Soccer Coaches: Varsity, Junior Varsity, Freshman
 Girls' Soccer Coaches: Varsity, Junior Varsity, Freshman
 Field Hockey Coaches: Varsity, Junior Varsity, Freshman
 Girls' Varsity Swimming Coach
 Boys' Varsity Cross Country Coach
 Girls' Varsity Cross Country Coach
 Golf (Coed) Varsity Coach
 Volleyball Coaches: Varsity, Junior Varsity
 Football Cheer Leading Coach
 Soccer Cheer Leading Coach

Winter Sports: (December-February)

Boys' Basketball Coaches: Varsity, Junior Varsity, Freshman
 Girls' Basketball Coaches: Varsity, Junior Varsity, Freshman
 Boys' Ice Hockey Coaches: Varsity, Junior Varsity
 Girls' Ice Hockey Coaches: Varsity, Junior Varsity
 Wrestling Coaches: Varsity, Junior Varsity
 Boys' Varsity Indoor Track Coach
 Girls' Varsity Indoor Track Coach
 Boys' Varsity Swimming Coach
 Basketball Cheer Leading Coach

Spring Sports: (March-June)

Baseball Coaches: Varsity, Junior Varsity, Freshman
 Softball Coaches: Varsity, Junior Varsity, Freshman
 Boys' Lacrosse Coaches: Varsity, Junior Varsity, Freshman
 Girls' Lacrosse Coaches: Varsity, Junior Varsity, Freshman
 Boys' Varsity Outdoor Track Coach
 Girls' Varsity Outdoor Track Coach
 Boys' Tennis Coaches: Varsity, Junior Varsity
 Girls' Tennis Coaches: Varsity, Junior Varsity

Lexington Athletics — Diamond and Clarke Middle Schools

2 coaches per team, 1 per Middle School

Fall Sports: (August-November)

Field Hockey Coaches: Varsity, Junior Varsity
 Girls' Soccer Coaches: Varsity, Junior Varsity
 Boys' Soccer Coaches: Varsity, Junior Varsity
 Boys' Cross Country Coach
 Girls' Cross Country Coach

Winter Sports: (December-February)

Boys' Varsity Basketball Coach
 Girls' Varsity Basketball Coach

Spring Sports: (March-June)

Baseball Coaches: Varsity, Junior Varsity
 Softball Coaches: Varsity, Junior Varsity
 Boys' Track and Field Coach
 Girls' Track and Field Coach

Current coaches who would like to reapply please send an email to Tony Porter at: porter@sch.ci.lexington.ma.us or call 781-953-3848

New applicants please forward cover letter, brief coaching resume, and 3 references to: Tony Porter, Lexington Athletics Department, 146 Maple Street, Lexington, MA 02420

Lexington School Committee Meeting Agenda

*Lexington School
Committee Meeting
to be held on Tuesday,
May 6, 2008, in
Cary Hall Auditorium*

LEXINGTON SCHOOL COMMITTEE MEETING

Tuesday, May 6, 2008

Cary Hall

1605 Massachusetts Avenue

6:30 p.m. **Call to Order** (Ellen Stone Room):

6:35 p.m. **Executive Session** (Ellen Stone Room):

7:30 p.m. **Return to Public Session and Welcome** (Cary Hall Auditorium):

Public Comment – (Written comments to be presented to the School Committee; oral presentations not to exceed three minutes.)

7:35 p.m. **Superintendent's Announcements:**

1. Essential School Health Services Grant Award

7:40 p.m. **Members' Reports / Members' Concerns:**

7:55 p.m. **Discussion Items:**

1. FY08 Third Quarter Financial Report (20 minutes)
2. Recommended 2009-2010 School Calendar (10 minutes)
3. Update on Full-Day and Half-Day Kindergarten (45 minutes)

9:25 p.m. **Action Items:**

1. Vote to Approve June School Committee Meeting Dates - June 3 and June 17 (5 minutes)
2. Vote to Accept \$1,510 in Playground Donations to Lexington Children's Place (5 minutes)

The next meeting of the School Committee is scheduled for Wednesday, May 21, 2008, at 7:30 p.m. at Cary Hall Auditorium, 1605 Massachusetts Avenue.

Announcements

Congratulations to Deputy Superintendent **Lynne Sarasin** on the arrival of her first grandchild, Sawyer James, on April 24. Sawyer weighed 6 lbs., 6 oz. and was 19.5" long.

Condolences

To Diamond Special Education Teacher **Phyllis Sachar** on the loss of her mother, Winifred A. Meehan, on March 28.

To Diamond Special Education Teacher **Carol Kline** on the loss of her father, Norman Albert "Gunnar" Sande, on March 29.

To Lexington Children's Place Director **Liz Billings-Fouhy** on the loss of her mother, Phyllis R. Billings on April 8.



LEXINGTON PUBLIC SCHOOLS 2008-2009

EXTRA DUTY STIPENDS

Level 1: \$7,144

HS Science Team*

HS Math Team*

Level 2: \$5,177

Lincoln – Douglas Debate Director

HS Music Director*

HS Drama Director*

Marching Band*

Policy Debate Director

* The dollar amounts listed are the total of the yearly stipends for the Director of the activity and any Assistant Directors. The Director will determine the need for and the number of any Assistants. Assistants must be paid minimally at level 6, but may receive more as determined by the Director of the activity.

Level 3: \$3,303

HS Yearbook

College Testing

Level 4: \$1,967

MS Math Team

MS Science Team

Pit Orchestra

HS Asst. Debate Coach

HS Newspaper

HS Science Fair

HS Drama Club

Assistant Lincoln-Douglas Debate Coach

Level 5: \$1,760

MS Department Chairs (Social Studies, Science, Math, Language Arts and Foreign Language)

MS Drama Director

MS Music Director

Elementary Music/Drama

MS Science Fair

HS Class Advisor

MS Student Council

Foreign Exchange Hosting

Foreign Exchange Abroad

MS Study Skills

HS National Honor Society

Facilitator of Professional Development & Department Activities for Library & Media Services

MS Team Leader

Level 6: \$880

MS Yearbook

MS Publications

Level 7: \$129

FL Exam Coordinator: per language

2007-2008 2nd Year Stipends - \$750

LHS SSD (Standardized Testing) Coordinator for Students with Special Needs (1 person)

LHS Model United Nations (1 person)

ELE Elementary Library Page Webmaster (1 person)

ELE After School Enrichment Program for Fiske /Harrington Students arriving early or leaving late due to bus schedule. (2 people)

**PLEASE SUBMIT A LETTER OF INTEREST TO YOUR PRINCIPAL
IF YOU HAVE QUESTIONS, CONTACT HUMAN RESOURCES AT (781) 861-2580**

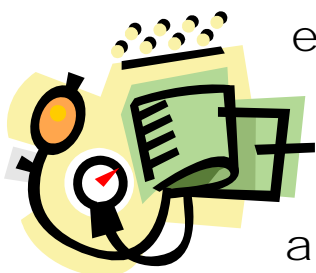


SAVE THE DATE!

MAY 8, 2008

WELLNESS DAY AND BENEFITS FAIR

Mark your calendar - the annual Wellness Day and Benefits Fair will be Thursday May 8, 2008, 8:30 am to 4:30 pm. Benefits providers will be at Cary Hall Auditorium (next to Police Station) all day to answer your benefits questions, assist with re-



enrollments and changes where applicable, and provide certain health screenings.

The Wellness Day committee has also planned some fun activities to motivate us to adopt a healthy lifestyle. And, there's the healthy lunch!



Stay tuned for more info....

TO: All Employees Eligible for Group Insurance
FROM: Denise Casey, Human Resources Director and Claudia Sheffield, Benefits Coordinator
Human Resources Department
DATE: April 23, 2008
SUBJECT: Health Insurance Rate Changes and Open Enrollment

Important Information – Please read this entire memo carefully

Open Enrollment:

Open Enrollment, effective today through Friday, May 16, 2008, is a period during which you can make changes in your health, dental or life insurance coverage elections (e.g. enroll in a plan, change from individual to family coverage, or change from one health plan to another) without any limitations on benefits. These changes in coverage are not allowed during any other time of the year unless you experience a “qualifying event” such as the loss of other coverage, marriage, birth of a dependent, etc.

If you have a “qualifying event” you **MUST** notify the Human Resources Department of the desired change within 30 calendar days after the event. Any employee or retiree, who fails to notify the Human Resources Department of a qualifying event within 30 calendar days after the event, will not be able to change benefits until the next open enrollment period scheduled for May 2009.

Rate Changes:

The health and dental insurance rates for the FY09 plan year, July 1, 2008 through June 30, 2009 are attached. These rates were developed using the actual claims experience for each individual insurance plan. In other words, if a plan had low claims experience, the increase was little or nothing. Plans that had higher claims experience received a higher increase over last year’s rates. By being better benefits consumers we can all help control the cost of our benefits.

Plan Information:

Health Insurance

The following health insurance options are available to employees on an Individual and Family plan basis.

	Blue Choice	Network Blue (HMO Blue)	Harvard Pilgrim Health Care	Blue Choice New England	Network Blue New England
Active Employees in MA	X	X	X		
Active Employees living outside MA				X	X

Dental Insurance

Active Employees may purchase Individual, 2 Person or Family plan options in Delta Premier or DeltaCare plans.

Life Insurance

Basic Life Insurance

Active Employees may purchase Basic insurance for \$5,000 of coverage (which converts to \$2,000 upon retirement).

Optional Life Insurance

Active Employees may purchase Optional insurance coverage up to \$1,000 less than annual salary up to a maximum of \$74,000. The cost of the Optional insurance is based on current age and may be ported upon termination.

Employees who wish to enroll in Basic or Optional coverage during open enrollment will need to complete an evidence of insurability form. The life insurance provider is Boston Mutual Life Insurance Company.

Health Care Reimbursement Plan and Dependent Care Reimbursement Plan

The Town sponsors a Health Care Reimbursement Plan and Dependent Care Reimbursement Plan for active employees, which allows active employees to set aside money on a tax-deferred basis for certain expenses not covered by health and dental insurance, as well as dependent care expenses.

You **MUST** re-enroll in the Health Care Reimbursement Plan and Dependent Care Reimbursement Plan **each year** in accordance with IRS regulations. The re-enrollment form **MUST** be submitted to the Human Resources Department by the deadline listed below.

If the Human Resources Department does not receive your re-enrollment form during open enrollment, deductions will stop in the last paycheck in June.

Additional Information on Benefits

Additional information on all these benefits, including applicable fees, is available at the Human Resources Departments in the Town Manager's Office and the School Central Office. If you have specific questions about coverage, please call the benefit providers directly. The phone numbers and web sites for all benefits providers are listed on the attached sheet. ***As a reminder: the Wellness Day~Benefits Fair will be May 8, 2008, 8:30 am to 4:30 pm at Cary Hall and the Town Office Building. Please watch for emails and postings at your location.***

If You Wish To Continue Your Current Benefits:

It is not necessary to contact the Human Resources Department if you are not making any changes to your coverage. All of your current health, dental and life insurance benefits will remain in effect unless a signed enrollment form requesting a change is received in the Human Resources Department by the deadline listed below.

How To Make Benefits Changes:

Health, Dental or Life Insurances

You **MUST** complete the applicable enrollment form and submit to the Human Resources Department by the deadline listed below.

Verify Your Payment Amount:

Please compare the rates to the deductions on your pay stub to be sure you are paying the correct amount. The new deductions will be reflected in the first town and school paychecks in June.

ALL ENROLLMENTS, REQUESTS FOR CHANGES, ADDITIONS, OR DELETIONS OF BENEFITS MUST BE RECEIVED ON THE APPROPRIATE HEALTH, DENTAL, LIFE INSURANCE OR FSA PLAN ENROLLMENT FORM, IN THE TOWN HUMAN RESOURCES DEPARTMENT
BY 4:00 P.M. FRIDAY MAY 16, 2008.

**If you have any questions, please contact the Town Human Resources Dept.
at (781) 862-0500 X276 or by email at csheffield@ci.lexington.ma.us**

**PLEASE NOTE DUE TO DEADLINES IMPOSED BY THE BENEFIT PROVIDERS
FORMS RECEIVED AFTER THE DEADLINE WILL NOT BE PROCESSED!**

FISCAL YEAR 2009**Health and Dental Rates****Effective 07/01/08 - 06/30/09****HEALTH**

Family Plan	Monthly Rate	COBRA Rate	Monthly Town Share	Monthly Employee Share	Bi-Weekly 26 Pay	Bi-Weekly 21 Pay	Total Annual Cost	Town Annual Cost	Employee Annual Cost
Blue Choice of MA & Blue Choice New England	\$2,056.24 same as above	\$2,097.36	\$1,644.99	\$411.25	\$189.81	\$235.00	\$24,674.84	\$19,739.87	\$4,934.97
Network Blue (HMO Blue) of MA & Network Blue New England	\$1,453.45 same as above	\$1,482.52	\$1,235.43	\$218.02	\$100.62	\$124.58	\$17,441.43	\$14,825.22	\$2,616.21
Harvard Pilgrim	\$1,234.90	\$1,259.60	\$1,049.67	\$185.24	\$85.49	\$105.85	\$14,818.80	\$12,595.98	\$2,222.82
Individual Plan									
Blue Choice of MA & Blue Choice New England	\$787.33 same as above	\$803.08	\$629.87	\$157.47	\$72.68	\$89.98	\$9,447.99	\$7,558.39	\$1,889.60
Network Blue (HMO Blue) of MA & Network Blue New England	\$558.56 same as above	\$569.73	\$474.77	\$83.78	\$38.67	\$47.88	\$6,702.70	\$5,697.29	\$1,005.40
Harvard Pilgrim	\$490.86	\$500.68	\$417.23	\$73.63	\$33.98	\$42.07	\$5,890.32	\$5,006.77	\$883.55
Retiree/Senior Plans									
Blue Care Elect Family*	\$2,056.24	\$2,097.36	\$1,644.99	\$411.25			\$24,674.84	\$19,739.87	\$4,934.97
Blue Care Elect Individual*	\$866.07	\$883.39	\$692.85	\$173.21			\$10,392.79	\$8,314.23	\$2,078.56
Medex III	\$413.61	\$421.88	\$330.89	\$82.72			\$4,963.30	\$3,970.64	\$992.66
Managed Blue for Sr's.	\$401.31	\$409.34	\$321.05	\$80.26			\$4,815.72	\$3,852.58	\$963.14
Harvard 1st. Seniority Freedom**	\$208.00	\$212.16	\$166.40	\$41.60			\$2,496.00	\$1,996.80	\$499.20

*For out of state Retirees, under age 65 or not Medicare eligible only

**Increases January 1st

DENTAL**Delta Premier**

Individual	\$47.45	\$48.40	\$23.73	\$23.73	\$10.95	\$13.56	\$569.43	\$284.71	\$284.71
Individual +1	\$76.26	\$77.79	\$38.13	\$38.13	\$17.60	\$21.79	\$915.13	\$457.57	\$457.57
Family	\$122.02	\$124.46	\$61.01	\$61.01	\$28.16	\$34.86	\$1,464.29	\$732.14	\$732.14
DeltaCare									
Individual	\$26.96	\$27.50	\$13.48	\$13.48	\$6.22	\$7.70	\$323.49	\$161.74	\$161.74
Individual +1	\$50.53	\$51.54	\$25.27	\$25.27	\$11.66	\$14.44	\$606.37	\$303.18	\$303.18
Family	\$75.99	\$77.51	\$38.00	\$38.00	\$17.54	\$21.71	\$911.91	\$455.95	\$455.95

Phone Contact Information:

Blue Choice/Network Blue/Managed Care for Seniors: 1-800-782-3675

Medex: 1-800-258-2226

Harvard Pilgrim HMO/1st Seniority: 1-800-542-1499

Delta Premier: 1-800-872-0500

Delta Care: 1-800-327-6277

Web Contact Information:Blue Cross/Blue Shield: www.bluecrossma.comHarvard Pilgrim: www.harvardpilgrim.orgDelta Dental: www.deltadental.com