

SETTLEMENT AGREEMENT IN THE MATTER OF
BRICK TOWNSHIP EDUCATION ASSOCIATION
AND
BRICK TOWNSHIP BOARD OF EDUCATION
DOCKET NO.: CO-2017-112

The parties to this Agreement, the Brick Township Education Association ("Association"), and the Brick Township Board of Education ("Board"), hereby agree to settle and resolve the unfair practice charge pending before the Public Employment Relations Commission ("PERC") entitled Brick Township Board of Education and Brick Education Association, Docket No.: CO-2017-122 [REDACTED]

[REDACTED] based upon the following terms:

1. On or about July 1, 2015, the Association and the Board entered into a Collective Bargaining Agreement ("CBA") covering the term of July 1, 2015 – June 30, 2018.
2. Article XIII of the C.B.A. documents the parties' agreement on Insurance, including prescription plan benefits. This C.B.A. incorporated certain changes to the drug management program, effective July 1, 2015. (See Exhibit A).
3. Between July 1, 2015 and August 1, 2016, the prescription plan for the Association's bargaining unit members was provided and administered by Express Scripts.
4. On or about August 1, 2016, the Board contracted with CVS Caremark to replace Express Scripts as the provider and administrator of the prescription plan coverage.
5. If any members have incurred or do incur charges in excess of plan contract terms, said members shall be reimbursed in compliance with the plan contract upon timely and satisfactory appeal via the plan contract and submission of supporting documentation and/or via grievance process or order from a court or agency of competent jurisdiction. In addition, the parties agree to the reimbursements

set forth in Exhibit B which were incurred during August 1, 2016 -- November 1, 2016, (without admission of error on the part of either party).

6. In consideration of the Board's agreement with these conditions, the Association agrees to dismiss with prejudice and without costs the unfair practice charge [REDACTED] regarding the change of plan administrator for prescription benefits plan from Express Scripts to CVS-Caremark.

Brick Township Board of Education

By: _____
Stephanie Wohlrab, Board President

Witness

Dated: _____

Brick Township Education Association

By: Wayne Tim Puglisi
Wayne Tim Puglisi, President

Witness

Dated: 10/15/18

Elements to Drug Management Program

- Compound Medication protocols - installs quality and authorization features around questionable compound drugs that are deemed not medically necessary (*must be implemented group wide and not by sub-group*)
- DAW² Dispense As Written (mandatory generics) - requires the member to pay the difference in cost between the generic and brand-name drug as well as the brand-name copay in a situation where the member chooses a brand name medication when a generic medication is available. (*There will be no out of pocket differential surcharge should the provider mark the prescription for a brand drug with no substitution allowed*)
- Home Delivery Maintenance - encourages members to receive long term maintenance medications through the mail order. Members can receive up to 60 days of medication at a retail pharmacy and then must have maintenance medications fill through the mail service; if the member did not opt out of home delivery. *If the member did not opt out of the home delivery then the 3rd fill of the maintenance script would be denied at retail.*
- Expanded Prior Authorization - requires certain high cost and complex medications to be pre-certified to ensure clinical appropriateness before a script is filled
- Step Therapy with grandfathering - a clinical quality feature that ensures members utilize medications in appropriate clinical order to ensure safety, quality and cost management. The program would impact new prescriptions only for the select drug classifications or prescriptions not filled within the last 130 days. *Members currently using drugs within the classifications will not be affected.*
- Drug Quantity Management (DOM) - a program that aligns dispensing limits to FDA approved dosage guidelines and other supportive medical evidence

EXHIBIT B

EXHIBIT B

Brick Township Education Association

[REDACTED]	\$416.38
[REDACTED]	\$20.00
[REDACTED]	\$20.00
[REDACTED]	\$50.00
[REDACTED]	\$15.00
[REDACTED]	\$25.00
[REDACTED]	\$55.00

[REDACTED]	\$40.00
[REDACTED]	\$25.00
[REDACTED]	\$75.00

[REDACTED]	\$240.00
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[REDACTED]	\$55.00
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