

SICK LEAVE 12, 13 or 14 days per year for 10, 11 or 12 month employees credited at the beginning of each fiscal year (July 1). Initial credit for new employees is prorated from the date of employment through June 30 and credited upon employment. Employees will be credited with 50% of sick leave accumulation from previous school district immediately preceding BOCES employment. Maximum accumulation is 250 days.

SICK LEAVE CONVERSION Payment for unused sick leave upon separation of employment or retirement subject to the terms of the collective bargaining agreement.

SICK LEAVE BANK Eligible for enrollment after one year of employment.

PERSONAL BUSINESS LEAVE 3 days per year, prorated for new employee. Unused personal business leave days at the end of each fiscal year are added to sick leave accumulation.

FAMILY ILLNESS LEAVE 5 days per year for required care for a serious illness of a member of the employee's immediate family or for medical/dental appointments for an employee's immediate family. An additional 5 days may be taken from the employee's sick leave accumulation if the 5 family leave days are exhausted. Days are prorated for new employee hired after the start of the fiscal year. Unused Family Illness Leave days at the end of each fiscal year are added to sick leave accumulation.

BEREAVEMENT LEAVE 4 days per occurrence. Maximum of 10 days per year.

RELIGIOUS LEAVE 3 days per year.

MILEAGE REIMBURSEMENT Mileage reimbursement for business related travel at the IRS rate.

HEALTH INSURANCE

Individual	\$48.36/month
Family	\$116.00/month

Excellus Blue Cross/Blue Shield, Major Medical and prescription drug coverage. BOCES contributes 90% of the premium cost for individual coverage or family coverage. Coverage is effective on the first of the month coinciding with or following the date of employment. Health Insurance coverage may be continued after retirement with 10 years OCM BOCES employment.

DENTAL INSURANCE

Individual	\$ 6.40/month
Family	\$60.79/month

Dental Plan includes orthodontic coverage for dependent children. BOCES contributes up to \$225 toward the premium for individual coverage and \$275 toward the premium for family coverage.

RETIREMENT Ability to enroll in the applicable NYS Retirement System.

FLEXIBLE SPENDING PLAN (IRS - SECTION 125) Flexible Spending Plan to include premium payment, unreimbursed medical expenses and dependent care expense accounts.

TAX DEFERRED PROGRAM (IRS - Section 403 (b)) Ability to set aside, through payroll deductions, money for retirement purposes. The amount of employee contributions is excluded from the employee's federal and state taxable income.

CONFERENCE ATTENDANCE Available subject to supervisory approval.

SALARY In accordance with the terms of the collective bargaining agreement. Salary is paid on a bi-weekly basis. Longevity payments also paid in accordance with the terms of the collective bargaining agreement.

EMPLOYEE ASSISTANCE PROGRAM Free confidential assistance in dealing with personal or family problems.