

<b>Applicability</b>	Adult Education Teacher employed in an assignment for a minimum of 32.5 hours per week (exclusive of a one-half hour meal period) having a fixed duration of at least thirteen (13) weeks exclusive of vacations.								
<b>Appointment</b>	Short Term Adult Education Teachers will receive term appointments consistent with the length of their assignment. Such appointments will not accrue tenure or permanent status rights and may be discontinued for any reason.								
<b>Compensation</b>	Short Term Adult Education Teachers will be paid on an hourly basis with rate increases subject to negotiations with OCMBFT.								
<b>Holiday Pay</b>	Payment for holidays occurring within the term of appointment. No payment for floating holiday(s) that may be included in the holiday schedule.								
<b>Bereavement Leave</b>	Payment for up to two bereavement days per year for death in the immediate family. Immediate family is defined in Section G of Article XI.								
<b>Cancer Screening</b>	Up to 4 hours per year cancer screening exam.								
<b>PTO / Earned Leave Credit</b>	8 days of Paid Time Off (PTO) 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. Any PTO not used by fiscal year end (June 30) will be converted to Earned Leave Credit (ELC) hours and paid to employee on July 30. ELC hours are earned at the rate of one (1) hours pay for each thirty-two (32) hours worked (not to exceed 60 hours total).								
<b>Emergency Closing</b>	Payment for emergency or weather related closings causing cancellation of classes.								
<b>Health Insurance</b>	Excellus Blue Cross/Blue Shield, Major Medical and prescription drug coverage. BOCES contributes 90% of the monthly premium cost for individual coverage or family coverage. Coverage will commence on the first of the month coinciding with or following the effective date of employment and continue through the end of the month of the teacher's term of employment. Teachers will not be entitled to accrue continued insurance benefits upon retirement.								
<table border="1"> <tr> <td><b>Individual</b></td><td>\$ 81.48/month</td></tr> <tr> <td><b>Family</b></td><td>\$198.20/month</td></tr> </table>		<b>Individual</b>	\$ 81.48/month	<b>Family</b>	\$198.20/month				
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<b>Dental Insurance</b>	Dental Plan includes orthodontic coverage for dependent children. BOCES contributes \$225 towards the annual premium for individual coverage or \$275 towards the annual premium for family coverage.								
<table border="1"> <tr> <td><b>Individual</b></td><td>\$ 16.88/month</td></tr> <tr> <td><b>Family</b></td><td>\$ 95.70/month</td></tr> </table>		<b>Individual</b>	\$ 16.88/month	<b>Family</b>	\$ 95.70/month				
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<b>Vision Insurance</b>	Vision Plan is 100% employee paid. Coverage is effective on the first of the month coinciding with or following the date of employment.								
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<b>Life Insurance</b>	Supplemental Life and AD&D insurance is provided to employees and dependents within the first 30 days of employment. Premiums are 100% employee paid.								
<b>Tax Deferred Program (IRS – Section 403(b))</b>	Ability to set aside, through payroll deduction, money for retirement purposes. The contribution is excluded from the employee's federal and state taxable income.								
<b>Retirement/Social Security</b>	Option to join the New York State Teachers' Retirement System								
<b>Rest Periods</b>	Thirty (30) minutes unpaid meal period and two fifteen (15) minute paid rest periods.								