

<b>Sick Leave</b>	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.								
<b>Sick Leave Conversion</b>	Payment for unused sick leave upon retirement subject to the terms of the collective bargaining agreement.								
<b>Sick Leave Bank</b>	Eligible to enroll upon hire.								
<b>Personal Business Leave</b>	3 days per year (prorated for new employees). Unused personal business leave days at the end of each fiscal year are added to sick leave accumulation.								
<b>Family Illness Leave</b>	5 days per year (prorated for new employees) for required care for a serious illness or 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. Unused family illness leave days, at the end of each fiscal year, are added to sick leave accumulation.								
<b>Bereavement Leave</b>	4 days per occurrence. Maximum of 10 days per year.								
<b>Religious Leave</b>	3 days per year.								
<b>Cancer Screening</b>	Up to 4 hours per year for cancer screening exam.								
<b>Holidays</b>	14 days per year for employees working a 12 month office calendar. Ten (10) and eleven (11) month employees working an office calendar are entitled to holidays falling within their work year.								
<b>Vacation</b>	For 12 month employees working an office calendar, vacation is earned at the rate of 10 days per year for the first 4 years of employment, 15 days per year for the 5 <sup>th</sup> –10 <sup>th</sup> year of employment, one additional day for each year from the 11 <sup>th</sup> to the 14 <sup>th</sup> year and 20 days per year from the 15 <sup>th</sup> year of employment. <b>Vacation is credited after it is earned on July 1<sup>st</sup> each year.</b> Prorated vacation is available for 10 and 11 month employees working an office calendar.								
<b>Health Insurance</b>	Excellus Blue Cross/Blue Shield, Major Medical and prescription drug coverage. BOCES contributes 87% of the premium cost for individual coverage or 85% of the premium cost for 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 15 years of OCM BOCES employment.								
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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.								
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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>Retirement</b>	Ability to enroll in the applicable NYS Retirement System.								
<b>Flexible Spending Plan (IRS – Section 125)</b>	Flexible Spending Plan to include premium payment, unreimbursed medical expenses and dependent care expense accounts.								
<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>Salary</b>	In accordance with negotiated schedule. Overtime compensation and shift differential pay available. Longevity payments paid in accordance with the terms of the collective bargaining agreement. Salary is paid on a semi-monthly basis.								