

SCHEDULE C



**2015-16 CENTENNIAL BOCES
195 DAY, 190 DAY, 185 DAY, 173 DAY, 161 DAY EMPLOYMENT
BENEFIT SCHEDULE**

195 day employees work 8 hours per day, 1,560 hour total, 190 day employees work 8 hours per day, 1,520 hour total, 185 day employees work 8 hours per day, 1,480 hour total. Employees that work 173 and 161 days, work 7.5 hours per day for a total of 1298 and 1208 hours respectively. You are entitled to a 30 minute lunch and two 15 minute breaks. You may NOT opt out of lunch and / or breaks to depart early or arrive late.

Employees are eligible for benefits based upon policy definition of eligibility for benefits.

PERSONAL/BUSINESS LEAVE BENEFIT

- 2 days per year with no accrual
- Two (2) days are granted at the time of employment. Use of the two days must be approved in advance by the employee's supervisor. (Days are granted based upon the numbers of hours in the employee's work day.)

SICK LEAVE BENEFIT	195 Day Employee Accrual	190 Day Employee Accrual	185 Day Employee Accrual	173 Day Employee Accrual	161 Day Employee Accrual
Professional & Support Staff	77 hrs/yr 417 hrs max	76 hrs/yr 411 hrs max	75 hrs/yr 406 hrs max	72 hrs/yr 390 hrs max	67 hrs/yr 370 hrs max

- Hours will be accrued over a ten month period (September through June)
- If less than 1.0 FTE, leave time is accrued on a pro-rated basis
- Employees are not compensated for unused sick leave upon termination of employment

BEREAVEMENT BENEFIT

- 5 days for immediate family
- With prior approval, additional days shall also be granted for other deaths as determined by employee, program director and Executive Director

BENEFIT INSURANCE PACKAGE (Full participation required for all new employees based upon the definition of eligibility for benefits detailed below)

- Major Medical Insurance
- Life Insurance
- P.E.R.A. (all employees regardless of number of days are members of PERA)
- Dental Insurance
- Long Term Disability ***

- Employer only pays employee coverage - dependent coverage may be purchased by employee.

TUITION REIMBURSEMENT

- Tuition reimbursement as approved by Executive Director

Definitions of eligibility:
 *Employees who work .8 FTE or greater, and have an employment assignment of at least 90 days, shall be eligible for the CBOCES full benefit package.
 *Employees who work .5 to .79 FTE, and have an employment assignment of at least 90 days, shall be eligible for the CBOCES full benefit package on a pro-rated basis commensurate with the employee's FTE.
 *Employees who work .5 FTE or greater, and have an employment assignment of at least 90 days, are eligible to purchase dependent coverage through the insurance benefit package.
 *Employees who work .5 to .99 FTE accrue leave benefits on a pro-rated basis.
 *LTD coverage is paid on all full-time employees.