

SUPPORT PERSONNEL BENEFITS – 9/10 MONTH

GROUP HEALTH INSURANCE:

Support personnel shall receive financial support for health insurance as determined by the school board.

Thirty three working hours per week is the minimum which qualifies support personnel for group health insurance benefits. Support personnel working less than 12 months but qualifying for group health insurance benefits shall earn those benefits on a pro-rata basis.

403(b) MATCH PROGRAM

The school district shall match contributions of support personnel working 33 or more hours per week to a qualified 403(b) Tax Deferred Annuity contract/s up to the amounts listed below.

The annual amount of the school district's contribution will be based on the following schedule and the support personnel's years of experience in the district working 33 or more hours per week.

1 st -5 th Year	\$0.00
6 th -10 th Year	\$500.00
11 th Year and above	\$1,000.00

PERSONAL LEAVE:

Support personnel shall receive three days of personal leave per year, to be used at the discretion of the school district. Employees will receive one additional day of personal leave, after ten years of service. Personal days may accumulate to five days and may be used in half day increments. After personal leave is used and a need arises the support staff may pay for a sub for one day. Employees with ten or more years of experience may pay for two days of sub pay. Personal leave days not utilized will be paid at the current non-certified substitute rate according to the number of hours on your letter of assignment, to be paid no later than June 30th of each year. Payroll must be notified by May 31st of the current school year if you wish to carry over any personal days to the next school year.

SICK LEAVE:

Support personnel shall earn sick leave at a rate of one working day for each month of service accumulative to 65 days.

Sick leave may be used for personal illness or illness and death in the immediate family. The immediate family shall be understood to include wife, husband, child, brother, sister, grandparent, parent, grandchild or guardian of employee or his or her spouse. Sick leave to a maximum of two days per year may be used for death outside the immediate family as defined above.

SICK LEAVE PROTECTION BANK:

When a support staff employee has used all of his/her sick leave, they may, as determined by 3 members selected by the support staff and a building principal, apply to the support staff protection bank if the illness is a personal illness. The support staff protection bank may also be used when illness is to care for immediate family members such as spouse or child.

- (a) Membership will be open to all support personnel at the beginning of each school year.
- (b) All support personnel who wish to participate will be assessed one day of sick leave. All assessed days will be accumulated from year to year in a bank where they will be available to support personnel who have used all their designated sick leave days. When all the days in the bank have been exhausted, all participating support personnel will be assessed one day.
- (c) The support staff protection bank shall not be used when a support staff employee qualifies for long term disability insurance.
- (d) A support staff employee may withdraw from the support staff protection bank at the beginning of any school year. In case of withdrawal, a support staff employee's contribution of days to the support staff protection bank stays in the bank.

SUPPORT PERSONNEL BENEFITS-12 MONTH

GROUP HEALTH INSURANCE:

Support personnel shall receive financial support for health insurance as determined by the school board.

Thirty three working hours per week is the minimum which qualifies support personnel for group health insurance benefits.

GROUP LIFE INSURANCE AND LONG TERM DISABILITY INSURANCE

Support personnel working 12 months per year shall receive group life insurance in the amount of \$50,000 and long term disability insurance.

403(b) MATCH PROGRAM

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The annual amount of the school district's contribution will be based on the following schedule and the support personnel's years of experience in the district working 33 or more hours per week.

1 st -5 th Year	\$0.00
6 th -10 th Year	\$500.00
11 th Year and above	\$1,000.00

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Support personnel shall receive three days of personal leave per year, to be used at the discretion of the school district. Employees will receive one additional day of personal leave, after ten years of service. Personal days may accumulate to five days and may be used in half day increments. Personal leave days not utilized will be paid at the current non-certified substitute rate according to the number of hours on your letter of assignment, to be paid no later than June 30th of each year. Payroll must be notified by May 31st of the current school year if you wish to carry over any personal days to the next school year.

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- (c) The support staff protection bank shall not be used when a support staff employee qualifies for long term disability insurance.
- (d) A support staff employee may withdraw from the support staff protection bank at the beginning of any school year. In case of withdrawal, a support staff employee's contribution of days to the support staff protection bank stays in the bank.

VACATION:

Only 12 month support personnel working at least 7 hours per day shall earn vacation. Vacations shall be determined as of July 1 of each year.

Vacation shall be earned according to the following schedule:

After 1 year	1 week
After 2 years	2 weeks
After 10 years	3 weeks
After 15 years	1 additional day/year up to 4 weeks
After 20 years	4 weeks

Three (3) days of vacation shall be granted to an employee during the first year of employment if he/she worked six (6) months or more prior to July 1. If employed less than six (6) months during the first fiscal year, an employee shall earn no vacation. Vacation time is not accumulative and therefore cannot be carried into a new fiscal year. All requests for vacation time shall be approved by the superintendent or _____.

2015-2016 SUPPORT STAFF SALARY SCHEDULE

1/7/2016

Helper	Coach	A11	A12	B21	B22	B23	C41	C42	C43
0 \$	9.00 \$	12.92 \$	13.26 \$	14.40 \$	15.31 \$	16.91 \$	19.77 \$	20.79 \$	22.78
1 \$	9.31 \$	13.21 \$	13.69 \$	14.83 \$	15.73 \$	17.52 \$	20.38 \$	21.40 \$	23.38
2 \$	9.67 \$	13.52 \$	14.11 \$	15.26 \$	16.15 \$	18.12 \$	20.98 \$	22.00 \$	24.00
3 \$	9.98 \$	13.82 \$	14.54 \$	15.68 \$	16.59 \$	18.74 \$	21.60 \$	22.61 \$	24.61
4 \$	10.34 \$	14.12 \$	14.97 \$	16.10 \$	17.02 \$	19.35 \$	22.20 \$	23.23 \$	25.23

2016-2017 SUPPORT STAFF SALARY SCHEDULE

Helper	Coach	A11	A12	B21	B22	B23	C41	C42	C43
0 \$	9.23 \$	13.24 \$	13.60 \$	14.76 \$	15.70 \$	17.34 \$	20.27 \$	21.31 \$	23.34
1 \$	9.55 \$	13.54 \$	14.04 \$	15.20 \$	16.13 \$	17.96 \$	20.89 \$	21.94 \$	23.96
2 \$	9.92 \$	13.86 \$	14.47 \$	15.64 \$	16.56 \$	18.58 \$	21.51 \$	22.55 \$	24.60
3 \$	10.23 \$	14.16 \$	14.91 \$	16.07 \$	17.01 \$	19.21 \$	22.14 \$	23.18 \$	25.23
4 \$	10.60 \$	14.48 \$	15.34 \$	16.51 \$	17.44 \$	19.84 \$	22.76 \$	23.81 \$	25.86