

Memorandum I – Effective July 1, 2016
Non-Affiliated Personnel Fringe Benefits
District Office Administrators

The Assistant Superintendent for Management Services, the Assistant Superintendent for Curriculum and Instruction, Director of Staff Relations and the Assistant Superintendent for Human Resources are entitled to the following fringe benefits:

- Sick Leave** 14.4 days per year (Per the Administrators' Contract)
- Personal** 3 days per year (Per the Administrators' Contract)
Unused Personal Leave is added to accumulated sick leave
(Per the Administrators' Contract)
- Vacation** 30 days effective July 1 of each year
Effective as of July 1, of each year, but no later than June 15, of each year, and by each June 15th each year thereafter, each covered member may elect to be paid for up to fifteen (15) days of unused vacation days of the then current school year. Payment shall be equivalent to 1/240th of the current year's salary for each day to be paid. Such payment shall not be a part of the members' base salary. Payment shall be made no later than June 30th.
10 day carry over provision (Per the Administrators' Contract)
- Holidays** 13 days as designated (Per Twelve Month Employee Contracts)
- Insurance** A full benefit choice plan with a benefit credit will be provided for the purchase of any of the following:
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|-----------------------------------|-----------------------------------|
| District Offered Health Insurance | District Offered Vision Insurance |
| District Offered Dental Insurance | Un-Reimbursed Medical Expenses |
| Dependant Care Expenses | Long Term Care Insurance |
| Life Insurance | Disability Insurance |
| Retirement Plans | |
- The amount of the annual benefit credit shall be calculated as follows:
- 95% of the annual family Blue Cross / Blue Shield Health Insurance Premium, Plus
 - 95% of the annual District offered family Dental and Vision Premiums, Plus
 - \$7,000 towards the purchase of life insurance or other benefit excluding health, dental, and vision.
- Each employee shall annually elect how the benefit credit will be used.
- Professional Development** The District will establish an annual pool of graduate credits equivalent to nine (9) credit hours. Each covered employee may draw from this pool upon prior approval and successful completion until the credits are depleted.
Professional membership and conferences including but not limited to local, state, National and International organizations not to exceed \$3,500.
- Longevity** Will be paid each fiscal year beginning with:
- | | | | |
|------------|------------|--------------|------------|
| 5 - 6 year | - \$5,000 | 10 - 14 year | - \$15,000 |
| 7 - 9 year | - \$10,000 | 15 years | - \$17,500 |
- Retirement** One time payment equal to the accumulated sick leave multiplied \$80 for all days.
- Two years paid health insurance upon retirement, plus eight years paid health insurance upon retirement with ten years of service in the District. Spouse and dependent coverage to continue until the end of the coverage period should retiree predecease.
- | | |
|--|------------|
| Retirement award – After 5 yrs service under Memo #1 | - \$10,000 |
| After 7-10 yrs. | - \$30,000 |
| After 11-15 yrs. | - \$50,000 |
| After 16-19 yrs. | - \$60,000 |
| After 20 + yrs. | - \$70,000 |

Memorandum II – Effective July 1, 2016
Non-Affiliated Personnel Fringe Benefits
Classified Administrators

Head Mechanic, School Transportation Safety Officer, and the School Information Officer are entitled to the following fringe benefits:

Sick Leave	1.2 days sick leave per month (Per Office Personnel Contract)												
Personal Leave	3 days per year (Per Office Personnel Contract) Unused Personal Leave is added to accumulated sick leave (Per Office Personnel Contract)												
Vacation	22 days effective July 1 of each year (Per Administrators' Contract) 10 day carry over provision (Per Office Personnel Contract)												
Holidays	11, 12 or 13 days as designated (Per Office Personnel Contract)												
Insurance	Health/Waiver (Per Office Personnel Contract) Individual Coverage – District pays 90% of premium Family Coverage - District pays 80% of premium												
Dental	District contribution (\$200 individual / \$400 family) as stipulated in Teachers' Contract - Per prior agreement with Board												
Life	At employee's expense (District-Wide Benefit)												
Vision	District contribution (\$75/individual/\$125/Family) (Per Administrators' Contract)												
Longevity	Will be paid in a separate check annually in September or at the time of retirement if it occurs on or after July 1 st : <table border="0" style="margin-left: 40px;"> <tr> <td>After</td> <td>10 Years</td> <td>\$1,250</td> </tr> <tr> <td></td> <td>15 Years</td> <td>\$1,250 Additional</td> </tr> <tr> <td></td> <td>20 Years</td> <td>\$1,250 Additional</td> </tr> <tr> <td></td> <td>25 Years</td> <td>\$1,250 Additional</td> </tr> </table>	After	10 Years	\$1,250		15 Years	\$1,250 Additional		20 Years	\$1,250 Additional		25 Years	\$1,250 Additional
After	10 Years	\$1,250											
	15 Years	\$1,250 Additional											
	20 Years	\$1,250 Additional											
	25 Years	\$1,250 Additional											
Professional Development	Upon prior approval and successful completion, the District will reimburse the cost of tuition for a maximum of three (3) credit hours per year.												
Retirement	(Per Teachers' Contract) Five (5) years paid health insurance upon retirement and ten years of service to the District. Plus two (2) additional years at employee cost. One time only bonus of one (1) month paid health coverage prorated for every six and one quarter (6.25) accumulated but unused sick days up to a maximum of two hundred twenty-five (225) unused sick days at employee cost. At retirement and with 10 or more years of service in the district \$30 for each unused sick days to a maximum of 150 unused sick days.												
Reimbursements	Tools, shoes, and clothing \$450.00 maximum per year License and Permit Skills Tests \$250.00 maximum per year												

Memorandum III – Effective July 1, 2016
Non-Affiliated Personnel Fringe Benefits
Office Personnel

The secretaries to the Superintendent, Assistant Superintendents, Director of Staff Relations and the Assistant Accounting Supervisor, Payroll Clerks, Claims Auditor/Benefit Clerk, Software Support Specialist, Programmer I, Network Administrator, Information Systems Coordinators, LAN Technical Support Specialist and School Bus Dispatchers are entitled to the following fringe benefits:

Sick Leave	1.2 days sick leave per month (Per Office Personnel Contract)												
Personal Leave	3 days per year (Per Office Personnel Contract) Unused Personal Leave is added to accumulated sick leave (Per Office Personnel Contract)												
Holidays	Holidays 11, 12 or 13 holidays as designated (Per Office Personnel Contract)												
Vacation	0 – 9 years of service a total of 12 days 10 – 14 years of service a total of 17 vacation days 15 – 17 years of service a total of 19 vacation days After eighteen years of service a total of 20 vacation days 10 Month employees are NOT eligible for vacation												
Insurance													
Health/Waiver	(Per Office Personnel Contract) Individual Coverage – District pays 90% of premium Family Coverage - District pays 80% of premium												
Dental	District contribution (\$200 individual / \$400 family) as stipulated In Teachers' Contract (Per prior agreement with Board)												
Life	At employee's expense (District-Wide Benefit)												
Vision	District Contribution (\$75 Individual / \$125 Family) (Per Teachers' Contract)												
Longevity	Will be paid in a separate check annually in September or at the time of retirement if it occurs on or after July 1 st : <table border="0" style="margin-left: 40px;"> <tr> <td>After</td> <td>10 Years</td> <td>\$1,250</td> </tr> <tr> <td></td> <td>15 Years</td> <td>\$1,250 additional</td> </tr> <tr> <td></td> <td>20 Years</td> <td>\$1,250 additional</td> </tr> <tr> <td></td> <td>25 Years</td> <td>\$1,250 additional</td> </tr> </table>	After	10 Years	\$1,250		15 Years	\$1,250 additional		20 Years	\$1,250 additional		25 Years	\$1,250 additional
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	20 Years	\$1,250 additional											
	25 Years	\$1,250 additional											
Overtime	For the purpose of computing overtime, paid leave will be considered constructively present.												
Professional Development	Upon prior approval and successful completion, the District will reimburse the cost of tuition for a maximum of three (3) credit hours per year.												
Retirement	At retirement, two (2) years free Family or four (4) free years of individual health insurance coverage for 10 or more years of service. Also, one additional year of free health insurance for each 50 days of accumulated and unused sick leave to a maximum of five additional years. Sick leave will be prorated in blocks of twelve and a half (12.5) days. Twelve and a half days will equal 3 months of free health insurance. At retirement, and with 10 or more years of full-time service in the District, \$40 for each unused sick days to a maximum of one hundred fifty (150) unused sick days												

Memorandum IV – Effective July 1, 2016
Non-Affiliated Personnel Fringe Benefits
Classified Administrators

The Accounting Supervisor, Director of Facilities III, and the Transportation Supervisor are entitled to the following fringe benefits:

Sick Leave	1.2 days sick leave per month (Per Office Personnel Contract)
Personal Leave	3 days per year (Per Office Personnel Contract) Unused Personal Leave is added to accumulated sick leave (Per Office Personnel Contract)
Vacation	22 days effective July 1 of each year (Per Administrators' Contract) 10 day carry over provision (Per Office Personnel Contract)
Holidays	11, 12 or 13 days as designated (Per Office Personnel Contract)
Insurance	Health/Waiver (Per Office Personnel Contract) Individual Coverage – District pays 90% of premium Family Coverage - District pays 80% of premium
Dental	District contribution (\$200 individual / \$400 family) as stipulated in Teachers' Contract – (Per prior agreement with Board)
Life	At employee's expense (District-Wide Benefit)
Vision	District contribution (\$75 individual / \$125 Family) (Per Administrators' Contract)
Longevity	Will be paid each fiscal year beginning with: 5th Year of service \$2,500 pro-rated bi-weekly payment 7th Year of service \$3,500 pro-rated bi-weekly payment 10th or more Years of service \$7,500 pro-rated bi-weekly payment
Professional Development	Upon prior approval and successful completion, the District will reimburse the cost of tuition for a maximum of three (3) credit hours per year.
Retirement	(Per Teachers' Contract) Five (5) years paid health insurance upon retirement and ten years of service to the District. Plus an additional two (2) years at employee cost. One time only bonus of one (1) month paid health coverage prorated for every six and a quarter (6.25) accumulated but unused sick days up to a maximum of two hundred twenty-five (225) unused sick days at employee cost. Plus an additional three (3) years at employee cost. Retirement Award – twenty percent (20%) of the final year's salary after 10 years of service with the district. Twenty-five (25%) after 15 years of service.

OR

Retirement incentive – forty percent (40%) of final year's salary with NYS Retirement first year of eligibility (no penalty). The award amount shall not exceed \$34,000.