

SCHEDULE C



**2019-20 CENTENNIAL BOCES  
195 DAY, 190 DAY, 185 DAY, 179 DAY, 173 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 179 day employees work 8 hours per day, 1,432 hour total. Employees that work 173 days, work 7.5 hours per day for a total of 1298 hour total. 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.)

	195 Day Employee Accrual	190 Day Employee Accrual	185 Day Employee Accrual	179 Day Employee Accrual	173 Day Employee Accrual
<b>SICK LEAVE BENEFIT</b>					
<b>Licensed, Professional, &amp; Support Staff</b>	77 hrs/yr 417 hrs max	76 hrs/yr 411 hrs max	75 hrs/yr 406 hrs max	74 hrs/yr 400 hrs max	72 hrs/yr 390 hrs max
<b>*Base Sick Leave Days/Hours</b>	15.75 days/ 126 hrs	15.38 days/ 123 hrs	14.88 days/ 119 hrs	14.44 days/ 115 hrs	14.0 days/ 112 hrs

- 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 will be compensated for unused sick leave in excess of the base sick leave days/hours noted above upon separation of employment at the current state minimum wage

**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)
- Employer only pays employee coverage - dependent coverage may be purchased by employee.
- Dental Insurance
- Long Term Disability \*\*\*

**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.