

PLACEMENT PROCEDURES

Out-of-district like experience given at the rate of 1% above the starting salary for a maximum 15 years.

In-district like experience for job transfers given at the rate of 1% above the starting salary for each year in which the candidate worked an average of 20 hours per week or above.

After an employee is placed on a starting salary, raises are given according to the % of negotiated increase annually.

HEALTH/DENTAL/VISION/LIFE INSURANCE:

The district will pay \$583 per month for health insurance.

Employees must at least purchase single health insurance or HRP and single life insurance through the district's group health insurance plan.

Employees that participate in the District's Wellness Initiative by having their blood tested and completing a Health Review at the CEBT clinic will receive an additional \$40 per month for a total of \$623 to pay for health insurance.

SICK LEAVE

A number of sick days based upon the scheduled fiscal work days, cumulative up to and including a maximum of 180 days will be given to all full-time employees. Half of these days up to a maximum of five may be used annually for personal reasons.

Annual sick leave is accrued as follows: < 177 scheduled work days = 9 sick days, 178 - 205 scheduled work days = 10 sick days,

206 - 233 scheduled work days = 11 sick days, 234 - 259 scheduled work days = 12 sick days, 260 scheduled work days = 13 sick days.

For payroll purposes, days will be converted to hours with each day being calculated according to the individual definition of full-time. The sick leave bank is available for lengthy, confined, unforeseen illness of the member.

VACATION

Vacation time will accrue at the rate of 1.66 days per month for a total of 20 days per year for all administrators scheduled to work a 260 day contract.