

2023-2024 Benefits/Rate Summary

ESL Tutors

<u>Wages:</u>	\$30.00 per hour
<u>Sick Leave:</u>	Seven sick days earned per year which may accumulate and carryforward to a total of 50 days.
<u>Personal Leave:</u>	Two days per year – non cumulative.
<u>Health and Life Insur.:</u>	Available if weekly hours exceed 20 hours per week on a sustained basis. Available plan is Blue Cross/Blue Shield. Contribution rate is currently 30% for the employee, 25% for employees hired before August 2020. Term life insurance is also available for eligible staff. A dental plan is available at 100% employee premium cost.
<u>Retirement Plans:</u>	Membership in OBRA retirement system is mandatory.
<u>Pay Dates:</u>	Pay day for hourly rate staff including ESL tutors is bi-weekly on Friday. Because there is a two-week turnaround for payroll preparation, pay received on Friday is for work completed two weeks prior.
<u>Miscellaneous:</u>	Holidays are not a paid benefit.

Other Post-Retirement Benefits (OPEB) Contribution:

- A. Each full-time (over 20 hours per week) Town of Millbury employee shall contribute the equivalent of 0.5% of their pay to an Other Post-Employment Benefits (OPEB) Trust Fund established and maintained by the Town of Millbury for the purpose of funding other post-employment benefits for retired Millbury employees. The post-employment benefits are primarily health insurance premiums paid for by the town during the retiree's retirement. Contributions shall be made in equal installments for each payroll period in the amount equal to 0.5% of the employee's pay rate for that pay period.
- B. Should the Employee, upon the cessation of employment with the Town of Millbury, elect to forgo other post-employment benefits from the Town of Millbury, they shall be reimbursed the entirety of their OPEB contributions made during their employment upon written request to the Town of Millbury's Finance Director.