

**EMPLOYMENT CONTRACT
ONTEORA CENTRAL SCHOOL DISTRICT
SCHOOL DISTRICT TREASURER
DEBRA D'APRILE
2026-2027 SCHOOL YEAR**

BENEFITS:

Cumulative Longevity: at the completion of years

10 Years	\$1,500
15 Years	\$2,500
17 Years	\$2,500
20 years	\$4,500

Work Day/Week:

When school is in session, the work week will be 40 hours excluding a daily 30-minute lunch. When school is not in session during Winter Break, Spring Break, Summer Break, the work week will be 37.5 hours exclusive of a daily 30-minute lunch. The reduction in the workday assumes one half hour of paid leave time.

Holidays

Treasurer is a twelve-month salaried employee and is required to work the full calendar year and shall receive all holidays which are agreed upon with ONTEA via the annual "Holiday Schedule for ONTEA" memo.

Snow Days:

Employees will not be expected to report to work when school is closed due to inclement weather. If school is closed for a reason other than inclement weather, employees will be expected to report to work at the Superintendent's discretion.

Sick Leave

Eighteen (18) days per year for personal and/or family illness.

Personal Days

Four (4) days per year with unused days rolled over into sick days in the following year.

Bereavement Days

Five (5) days for each member of the immediate family and three (3) days per year for non-immediate family members.

Vacation Days

12 days per year	Prorated for the first year and up to three years (in Confidential staff)
15 days per year	After three years of service (prorated after 3 rd anniversary)
20 days per year	After five years of service (prorated after 5 th anniversary)
25 days per year	After ten years of service (prorated after 10 th anniversary)

Vacation Reserve shall be a maximum of twenty (20) days above eligibility for current year. An employee may annually cash up to eight (8) days at their per diem rate.

In the event an employee resigns or retires mid-year, the annual allotment of vacation, sick and personal days will be pro-rated.

Health and Dental

Employees Working a Minimum of 28 Hours Per Week are eligible for health insurance.

Effective 7/1/2025, the District shall contribute 98% of the cost of the premium for the health insurance for DEHIC EPO 20, and 88% of DEHIC Alt PPO.

Buyout

In the event employees waives Family health insurance coverage offered by the District, they will be eligible for a buyout of \$3,500, prorated for the time they are not covered by District health insurance.

Welfare Plan

The Confidential employees shall be permitted to be members of the OTA Benefit Trust and the District will fund and make payments to the OTA Benefit Trust for the full annual amount.

Sick Bank

The District Treasurer shall be permitted to be members of the OTA Sick Bank. They will have the option to join at the time of hire or at a renewal period.

Disability Coverage

The District will contribute \$300 per year per person toward the premium for Disability insurance.

Retirement Incentive (Added in 2024)

Retirement Incentive for employees with 10 years of service in a confidential position who retire in accordance with the eligibility requirements of ERS: One percent (1%) of that year's contract salary times the number of years of District credited service.

Health Insurance in Retirement

Employees hired on or before 10/20/2003 must complete five (5) years of service with the District and meet the retirement eligibility requirements of ERS in order to be eligible for retiree health insurance. Any employee hired subsequent to 10/20/2003 must complete ten (10) cumulative years of service with the District and meet the retirement eligibility requirements of ERS to be eligible to receive retiree health insurance.

The District contribution for health insurance premium payments for retirees hired prior to 7/1/2015 shall be 100% for individuals and fifty percent(50%) of the difference between individual and family premium costs for family coverage.

The District contribution for health insurance premium payments for retirees hired on or after 7/1/15 shall be at the same percentage of District contribution in effect for the retiring employee as of the date of retirement for individual coverage plus fifty percent (50%) of the difference between individual and family premium costs for family coverage.

Payment for Unused Sick Leave Upon Retirement

Any employee eligible for retiree health insurance shall be paid for unused sick leave days upon retirement from the District according to the following formula:”

0 – 75 Days	\$0 per day
76 – 100 days	\$43 per day
101 – 125 days	\$58 per day
126 – 150 days	\$78 per day
151 – 200 days	\$103 per day
201 – 220 days	\$106 per day
221 days and over	\$0 per day

Sick Day Buy Out is capped at a maximum of 220 days.

Resignation/Termination

Employees resigning will provide the District with thirty days notification, unless mutually agreed upon by the employee and the Superintendent. Any District initiated termination will afford the employee with thirty days notification.

Approved: June 2, 2026