



**2023-24 CENTENNIAL BOCES
230 DAY, 225 DAY, 220 DAY, 210 DAY, 205 DAY, 200 DAY
BENEFIT SCHEDULE**

Normal work hours are 8:00 a.m. to 4:30 p.m. with a 30-minute break for lunch. In addition, the employee may use two 15-minute breaks during the work day. The breaks may be combined with the lunch break to create one break for 60 minutes within the 8 hour workday. 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 granted are based upon the number of hours in employee’s work day.

SICK LEAVE	230 Day Employee Accrual	225 Day Employee Accrual	220 Day Employee Accrual	210 Day Employee Accrual	205 Day Employee Accrual	200 Day Employee Accrual
Licensed, Professional, and Support Staff	88 hrs/year 492 hr max	87 hrs/year 482 hr max	85 hrs/year 471 hr/max	82 hrs/year 433 hr/max	80 hrs/year 425 hr/max	78 hrs/year 421 hr/max
*Base Sick Leave Days/Hours	18.5 days/ 148 hrs	18.13 days/ 145 hrs	17.75 days/ 142 hrs	16.88 days/ 135 hrs	16.5 days / 132 hrs	16.13 days/ 129 hrs

- Hours will be accrued on a monthly basis 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

FAMLI ACT LEAVE

- Paid Family and Medical Leave Insurance (FAMLI) Act is optional, dependent upon meeting program requirements
- Employee may use accrued BOCES-provided leave (as appropriate/available) as a supplement to FAMLI insurance benefits, with the total of FAMLI benefits and leave benefits not exceeding the employee’s average weekly wage

BEREAVEMENT

- 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

INSURANCE BENEFIT PACKAGE (Definition of eligibility for benefits below)

- Major Medical Insurance, Dental Insurance **, Life Insurance, Long Term Disability***, PERA
- Dependent coverage(s) may be purchased by employee.

TUITION REIMBURSEMENT

- Tuition reimbursement as approved in advance, by department 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.
 ** Employee paid benefit.
 ***LTD coverage is paid on all full-time employees.