



**2023-24 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.)

	<b>195 Day Employee Accrual</b>	<b>190 Day Employee Accrual</b>	<b>185 Day Employee Accrual</b>	<b>179 Day Employee Accrual</b>	<b>173 Day Employee Accrual</b>
<b>SICK LEAVE</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

**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 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

**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 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.