

Sick Leave	12, 13 or 14 days per year for 10, 11 or 12 month employees credited at the beginning of each fiscal year (July 1). Initial credit for new employees is prorated from the date of employment through June 30 and credited upon employment. Employees will be credited with 50% of sick leave accumulation from previous school district immediately preceding BOCES employment.								
Sick Leave Conversion	Payment for unused sick leave upon retirement subject to the terms of the collective bargaining agreement.								
Sick Leave Bank	Eligible to enroll upon hire.								
Personal Business Leave	3 days per year (prorated for new employees). Unused personal business leave days at the end of each fiscal year are added to sick leave accumulation.								
Family Illness Leave	5 days per year (prorated for new employees) for required care for a serious illness or medical/dental appointments for an employee's immediate family. An additional 5 days may be taken from the employee's sick leave accumulation if the 5 family leave days are exhausted. Unused family illness leave days, at the end of each fiscal year, are added to sick leave accumulation.								
Bereavement Leave	4 days per occurrence. Maximum of 10 days per year.								
Religious Leave	Up to 3 days per year for observance of religious holidays not recognized on the OCM BOCES Calendar.								
Cancer Screening	Up to 4 hours per year for cancer screening exam.								
Holidays	15 days per year for employees working a 12 month office calendar. Ten (10) and eleven (11) month employees working an office calendar are entitled to holidays falling within their work year.								
Vacation	For 12 month employees working an office calendar, vacation is earned at the rate of 10 days per year for the first 4 years of employment, 15 days per year for the 5 th –10 th year of employment, one additional day for each year from the 11 th to the 14 th year and 20 days per year from the 15 th year of employment. Earned Vacation is credited on the first day of the month following the month it is earned. Prorated vacation is available for 10 and 11 month employees working an office calendar.								
Health Insurance	Excellus Blue Cross/Blue Shield, Major Medical and prescription drug coverage. BOCES contributes 87% of the premium cost for individual coverage or 85% of the premium cost for family coverage. Coverage is effective on the first of the month coinciding with or following the date of employment. Health Insurance coverage may be continued after retirement with 15 years of OCM BOCES employment.								
<table border="1"> <tr> <td>Individual</td><td>\$ 115.78/month</td></tr> <tr> <td>Family</td><td>\$324.97/month</td></tr> </table>	Individual	\$ 115.78/month	Family	\$324.97/month					
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Dental Insurance	Dental Plan includes orthodontic coverage for dependent children. BOCES contributes \$225 towards the annual premium for individual coverage or \$275 towards the annual premium for family coverage.								
<table border="1"> <tr> <td>Individual</td><td>\$ 16.88/month</td></tr> <tr> <td>Family</td><td>\$ 95.70/month</td></tr> </table>	Individual	\$ 16.88/month	Family	\$ 95.70/month					
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Vision Insurance	Vision Plan is 100% employee paid. Coverage is effective on the first of the month coinciding with or following the date of employment.								
<table border="1"> <tr> <td>EE Only</td><td>\$ 8.38/month</td></tr> <tr> <td>EE+Spouse</td><td>\$ 16.76/month</td></tr> <tr> <td>EE+Child(ren)</td><td>\$ 17.60/month</td></tr> <tr> <td>Family</td><td>\$ 24.51/month</td></tr> </table>	EE Only	\$ 8.38/month	EE+Spouse	\$ 16.76/month	EE+Child(ren)	\$ 17.60/month	Family	\$ 24.51/month	
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Life Insurance	Supplemental Life and AD&D insurance is provided to employees and dependents within the first 30 days of employment. Premiums are 100% employee paid.								
Retirement	Ability to enroll in the applicable NYS Retirement System.								
Flexible Spending Plan (IRS – Section 125)	Flexible Spending Plan to include premium payment, unreimbursed medical expenses and dependent care expense accounts.								
Tax Deferred Program (IRS – Section 403(b) & 457(b))	Ability to set aside, through payroll deduction, money for retirement purposes. The contribution is excluded from the employee's federal and state taxable income.								
Salary	In accordance with negotiated schedule. Overtime compensation and shift differential pay available. Longevity payments paid in accordance with the terms of the collective bargaining agreement. Salary is paid on a semi-monthly basis.								