

EDUCATIONAL SUPPORT PERSONNEL

Salary Plan & Benefits

All full-time and part-time non-certified employees will be compensated upon an individual basis depending upon experience and type of work:

Part-time employees who work 50% or more shall enjoy pro-rated benefits.

Fringe benefits include:

Ten (10) days sick leave per year, to be accumulated to a maximum of 180 days. These days are not reimbursable.

Two (2) personal leave days, unused leave days will be accumulated as sick leave. Forty-eight (48) hour notice required except with administrative approval.

Bereavement days (maximum of four) for immediate family members.

Health insurance for the employee provided the first day of the month following employment.

Vacation* - one week after one year of employment (anniversary date of hire)
- two weeks after two years
- three weeks after five years

Vacation shall be taken when school is not in session or at other times approved by administration. Each year's vacation must be used prior to the start of the next school year, consistent with existing practice. Unused vacation days shall not accumulate.

Holidays* New Year's Eve, New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Thanksgiving Day Friday, Christmas Eve and Christmas Day.

Religious holidays may be exchanged with administrative approval.

*Vacation & Holiday benefits do not pertain to teacher/classroom/individual aides.

FIRST READING: August 21, 2002

ADOPTED: August 21, 2002

REVISED: October 18, 2006