

**PRODUCTION PRINTER**  
**SALARY AND BENEFIT SCHEDULE**  
**July 1, 2017 – June 30, 2019**

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**I. SALARY AND RESPONSIBILITIES**

**A. Twelve-Month Pay**

Beginning with an employee's first paycheck of the academic year, he/she shall have his or her annual pay divided into twenty-six (26) equal installments. Pay dates will be scheduled for Fridays.

Salary and benefits provisions adopted in conjunction with this benefit package shall begin on July 1 or the first working day of the school year, whichever is applicable.

**B. Work Hours**

Each full-time employee shall be paid in accordance with this benefits schedule for work of 40 hours per week. Any hours worked in excess of 40 hours in one week shall be compensated at one and one-half times the regular hourly rate of that employee for the week in which the overtime is worked, unless federal or state law provides otherwise. Lunch is not included in these hours.

**C. Experience Credit**

All employees who were hired prior to March 1 shall on July 1 of each year advance one step on the salary schedule until such time that they attain the highest possible level.

The Board of Education, upon recommendation of the Superintendent of Schools reserves the right to grant additional compensation to specially qualified personnel.

**D. Salary Basis**

The salary schedule is based on a minimum workweek of five (5) days, forty (40) hours of work. The workday shall consist of a lunch (nonpaid) and two fifteen-minute break times (paid). Such paid break times and unpaid lunch periods shall be established by the immediate supervisor.

**E. Responsibilities**

The production printer shall be responsible to the Chief Communications Officer or the person designated by him/her.

**F. School Closing Procedures**

Production printer is expected to report to work on bad weather days except as directed by the Superintendent.

If for any reason school is called off, the production printer shall report to the high school by 10:00 a.m. and work a minimum of eight (8) hours. Any changes in this procedure will be the decision of the Superintendent of Schools and the Director of Schools and Community Services.

When an employee, due to an emergency situation, is advised by the Superintendent or the Director of Schools and Community Services that he/she is not required to report for work on what would normally be a regular workday, he/she shall be paid for such day.

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**ANNUAL BASE SALARY**

**2017-2019 = \$57,835.84**

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**II. INSURANCE – Full time employees**

**A. Group Term Life**

The Board of Education shall provide a group term like policy in the amount of \$47,500 for each employee with the provision that each shall contribute \$1.00 per year toward the premium.

**B. Group Health**

1. The Board of Education shall provide the following contribution toward the per pay membership cost of an approved health insurance plan, provided said contribution does not exceed the cost of the particular kind of membership:

<b>Plan</b>	<b>2017-2019</b>
Single	\$188
Employee + (Child)ren	\$346
Employee + Spouse	\$360
Family	\$470

2. Employees who retire prior to age 65 may remain in the health insurance group in which (s)he held membership at the time of retirement until the age of Medicare eligibility or until the death of the member, providing (s)he makes application for PERF benefits to which (s)he might be entitled and makes semi-annual payments in advance for the amount of the premium.

**C. Group Dental**

The Board of Education shall provide the following contribution toward the per pay membership cost of an approved dental insurance plan, provided said contribution does not exceed the cost of the particular kind of membership:

	<b><u>Employee</u></b>	<b><u>Double</u></b>	<b><u>Family</u></b>
<b>All Plans</b>	\$5.54	\$5.54	\$5.54

**D. Section 125**

Section 125 of the IRS code allows an employee to pay his or her share of health and dental premiums with before-tax dollars, thereby reducing tax deductions on the money paid for insurance benefits. Employees may participate in the Flexible Fringe Benefit Plan as long as such is provided for by law or IRS rules.

**III. RETIREMENT**

**A. PERF**

The Board of Education shall pay the employee's share of the Public Employees' Retirement Fund (PERF) (3%).

**B. Severance Pay**

Upon retirement any employee who has accumulated 65-85 sick days is entitled to one week's additional vacation with pay. One who has accumulated 86 or more sick days is entitled to two weeks additional vacation with pay. Employees shall have been employed ten years or more and shall have made application PERF benefits to be eligible for this additional paid vacation.

**IV. ALLOWABLE DEDCUTIONS**

Employees are eligible to participate through payroll deductions in each of the following programs:

- Tax sheltered annuity
- Disability Insurance
- Voluntary Term Life Insurance
- Voluntary Vision Insurance

**V. LEAVE PROVISIONS**

**A. Vacation Days**

1. Employees shall qualify for paid vacation days on the anniversary date of their employment according to the following schedule:

<b>1 year – 5 days</b>	<b>2 years – 10 days</b>	<b>3 years – 15 days</b>
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2. Those whose anniversary date occurs after the beginning of the school year shall be allowed to take up to five (5) days vacation during the winter break.
3. Employees on extended leave without pay may qualify for vacation days in the succeeding school year on a *pro rata* basis. Persons may qualify for the same percentage of their vacation days as they were paid during the previous school year. **(Example:** An employee who drew pay for 65% of the days in 2013-2014 will qualify for 65% of the vacation allotment in 2014-2015 for which he/she would otherwise have been eligible.)
4. Vacation days must be scheduled as approved by the immediate supervisor two (2) weeks prior to the vacation request. The Director of Schools and Community Services may allow the use of vacation days at other times in case of severe hardship on the part of the employee.
5. Vacation days provided must be used by the end of June or they will be lost unless approval by the Director of Schools and Community Services is secured in advance.

**B. Sick Leave**

1. On July 1, full-time personnel shall receive seven (7) sick days. New employees will be assigned a share of sick leave according to the following schedule:
 

July	7 days	January	4 days
August	6.5 days	February	3.5 days
September	6 days	March	3 days
October	5.5 days	April	2.5 days
November	5 days	May	2 days
December	4.5 days	June	1.5 days
2. Unused sick leave shall be accumulated to a maximum total of one hundred forty-four (144) days. Once one hundred forty-four (144) days have been accumulated and the employee begins the year with the same, no additional days will be provided. If any portion of the accumulation is used during a school year, the employee will receive new days at the start of the next school year up to the annual maximum of seven (7). An employee may begin the year with no more than one hundred forty-four (144) days.
3. An employee will be required to submit a doctor's certificate in order to be paid for sick leave days that extend beyond three consecutive days.
4. Each employee may donate one or two sick leave days each school year to another Wayne classified employee who has exhausted his or her sick leave and income protection benefits. Such donation must be in writing over the signature of the giver.

**C. Income Protection Plan**

1. Employees with three (3) years or more experience will be eligible for income protection according to the following provisions:
  - a. Benefits will begin after all accumulated sick leave and earned vacation have been used and after additional waiting period of five (5) days.
  - b. Daily benefits will be equal to seventy -five percent (75%) of the daily rate of pay of the employee in question.
  - c. Benefits will continue one week (5) days for each year of service in the MSD of Wayne Township, up to a maximum of twenty (20) weeks per employee, per career. When this time has been used, employee is not entitled to any holiday pay.
  - d. The employee shall furnish to the employer prior to the assumption of such benefits a physician's certificate stating the employee's inability to perform his or her duties. During extended illness the employee shall submit physician's certificates each thirty (30) calendar days.
2. The Superintendent of Schools is authorized to waive the above guidelines by increasing benefit availability.

**D. Emergency Leave**

**1. Family Illness/Business Days**

Full-time personnel may be granted three (3) days per year, effective July 1, for emergency illness of the family who reside in the household, or husband, wife, child, mother, father, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, and grandchild. New employees will be assigned a share of family illness leave according to the following schedule:

July	3 days	January	1.5 days
August	3 days	February	1.5 days
September	2.5 days	March	1 day
October	2.5 days	April	1 day
November	2 days	May	.5 day
December	2 days	June	.5day

- a. Additional days needed for this purpose may be taken, but shall be deducted from accumulated sick leave. The Income Protection Plan shall not be used for family illness.
- b. If these three (3) emergency illness days are not used, they will be added to the accumulated sick or injury days.

- c. Two (2) days of family emergency illness may be used as business days if requested no less than one day in advance.
- d. Business Days must be taken in full day increments.

**2. Immediate Family Death**

Emergency leave for death in the immediate family is for a period of not more than five (5) days. The State Board of Accounts has ruled that this is to mean five (5) work days. The five (5) work days shall begin either on the day of death or the day immediately following the death. Immediate family is interpreted to mean: husband, wife, child, father, mother, brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandchild, grand parent, brother-in-law, sister-in-law, or any relative who at time of death is living as a member of the household. These five (5) days shall not be deducted from sick leave

**3. Other Family Death**

One day is allowed for attendance at the funeral of an aunt, uncle, niece, or nephew. This leave shall not be deducted from sick leave.

**E. Paid Holidays**

Nine (9) scheduled paid holidays are as follows:

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|--------------------------------|---------------------------|
| New Year's Day                 | Independence Day          |
| Dr. Martin Luther King Jr. Day | Labor Day                 |
| Presidents' Day                | Thanksgiving Day (2 days) |
| Memorial Day                   | Christmas Day             |

Any employee who is absent from work for any part of the day due to illness, preceding or following a scheduled paid holiday must have a physician's certificate of illness before he receives pay for the holiday. Holiday pay shall not be deducted from accumulated sick days.

**VI. MISCELLANEOUS PROVISIONS**

**A. At-Will Employees**

Persons covered by these provisions are at-will employees whose employment will continue as long as the individual's performance is satisfactory and the position occupied continues to exist unless notified otherwise.

**B. Liability Coverage**

All reasonable and prudent actions taken by employees in the course of their employment are covered by the district's liability policy.

**C. Payroll Distribution**

Employees shall have their pay deposited directly to accounts in financial institutions which are members of the Automatic Clearing House program.

**D. Other Conditions**

Beginning and ending times, assignments, and other conditions of employment not specified elsewhere in this benefit schedule may be changed or altered with appropriate notice from the management staff. If the changes impose difficulties, the employee may seek the assistance of the Human Resources Office in securing a different position in the district when such positions become available.

**E. Postings and Transfers**

1. Any employee who wishes to apply for transfer to any posted position may complete the Request for Transfer form and submit it to the Human Resources Office.
2. Any employee who wishes to apply to any other posted position may submit a letter of interest to the Human Resources Office. All employees will be notified of the job status.

**F. Termination of Employment**

Any employee leaving the MSD of Wayne Township of his or her own accord shall submit a letter of resignation to his or her supervisor.