

SECURITY OFFICER – School Year
SALARY AND BENEFIT SCHEDULE

July 1, 2023 – June 30, 2025

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 provisions adopted in conjunction with this benefit package shall begin on July 1 or the first 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 was worked, unless federal or state law provides otherwise. Lunch is not included in these hours.

C. Experience Credit

1. 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.
2. 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.

School year security officers' work year corresponds to that of teachers and shall be employed for one hundred ninety-five (195) days annually, having the same beginning and ending dates as the academic year contracts of the teachers.

E. Responsibilities

The security officer shall be responsible to the Director of Safety and Security or the person designated by him.

F. School Closings Procedures

If for any reason school is called off, the security officer 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.

When an employee, due to an emergency situation, is advised by the Superintendent 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.

DAILY SALARY	2021-2022 = \$294	2022-2023 = \$299.88
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II. INSURANCE – Full time employees

A. Group Term Life

The Board of Education shall provide a group term life 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:

Plan	2023-2025
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:

	<u>Employee</u>	<u>Double</u>	<u>Family</u>
All Plans	\$6.65	\$7.79	\$9.15

D. Section 125

Section 125 of the IRS code allows an employee to pay the employee's 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 the 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 5 additional paid days. One who has accumulated 86 or more sick days is entitled to 10 additional paid days. Employees shall have been employed ten years or more and have applied for PERF benefits to be eligible for these additional paid days.

IV. ALLOWABLE DEDUCTIONS

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

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

V. LEAVE PROVISIONS

A. Sick Leave

1. On July 1, full-time personnel shall receive ten (10) sick days. New employees will be assigned a share of sick leave according to the following schedule:

July	10 days	January	5.5 days
August	10 days	February	5 days
September	8.5 days	March	4 days
October	8 days	April	3 days
November	7 days	May	1.5 day
December	6.5 days	June	1.5 day

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 ten (10). An employee may begin the year with no more than one hundred forty four (144) days.

3. In the event that an employee has three (3) consecutive sick days, the employee must provide a medical certification. In the case that an employee is absent before or after a holiday or scheduled break as designated in the Board approved calendar, the employee may be required to provide a medical certification.
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 (see income protection eligibility). Such donation must be writing over the signature of the giver. Donations can only be made to an employee who is on an FMLA Approved leave. Additionally, the leave must be consecutive days, and not intermittent. The use of donated days applies to a leave due to the employee's illness, and is not applicable to leave for an employee to care for his/her family member. Donated days cannot be banked, or carried over to the following school years.
5. Two (2) days of family emergency illness may be used as business days if requested no less than one day in advance.
6. Business Days must be taken in full day increments.
7. Business days may not be used on the working day before or the working day after a vacation, holiday, or recess time period.

B. Income Protection

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 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.
 - e. Income protection is available to an employee who is on an FMLA Approved leave.

Additionally, the leave must be consecutive days, and not intermittent.

- f. Income protection applies to a leave due to the employee's illness, and is not applicable to leave for an employee to care for his/her family member.
2. The Superintendent of Schools is authorized to waive the above guidelines by increasing benefit availability.

C. Emergency Leave

1. Immediate Family Death

Emergency leave for death in the immediate family shall be allowed with full compensation for up to ten (10) consecutive or non-consecutive contract days for the death of a spouse or child, or five (5) consecutive or non-consecutive contract days for all other immediate family members. The consecutive or non-consecutive contract days shall begin on either the day of the death or the day immediately following the death. The leave days are to be utilized for bereavement and related obligations for services and/or related business matters within ten (10) consecutive contract days of the passing of the family member. For extenuating circumstances that cause an employee to not meet the timeline of bereavement leave, a written request may be submitted to the Deputy Human Resources Officer to modify the leave window.

Immediate family is defined as husband, wife, child, father, mother, father-in-law, mother-in-law, brother, sister, grandchild, son-in-law, daughter-in-law, grandparent, brother-in-law, sister-in-law, or any relative who at the time of death is living as a member of the household of the employee.

Up to three (3) additional days which shall be deducted from accumulated sick leave days, may be taken for this purpose provided that advanced notice is given to the employee's supervisor and provided that these days are consecutive work days to those already used under this benefit.

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.

D. Paid Holidays

Employees shall be paid for the following seven (7) holidays annually:

New Year's Day	Memorial Day
Presidents' Day	Labor Day
Thanksgiving Day	Day after Thanksgiving
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.