

CUSTODIAL SERVICES MANAGER

SALARY AND BENEFIT SCHEDULE

July 1, 2023 – June 30, 2024

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 working day of the school year, whichever is applicable.

B. Work Hours/ Salary Basis

The Custodial Services Manager's salary schedule is based on a minimum work week of five (5) days, forty (40) hours of work. Exact work times will be established by Supervisor of Facilities and Grounds. Each full-time employee shall be paid in accordance with this benefit 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. Any work in excess of 40 hours in one week must be approved by Supervisor of Facilities and Grounds. Lunch is not included in these hours.

C. Experience Credit

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

D. Responsibilities

The Custodial Services Manager shall be responsible to the Supervisor of Facilities and Grounds, or the person designated by him/her.

E. School Closing Procedures

The Custodial Services Manager is expected to report to work on bad weather days, except as directed by the Superintendent.

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

ANNUAL BASE SALARY	2023-2024 = \$70,424.39	2024-2025 = \$71,832.88
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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	\$156.66
Employee + (Child)ren	\$390.01
Employee + Spouse	\$412.13
Family	\$557.05

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 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 (2) weeks additional vacation with pay. Employees must have been employed ten (10) years or more and must have applied for PERF benefits to be eligible for this additional paid vacation.

IV. ALLOWABLE DEDUCTIONS

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. Vacations

1. Designated Vacation Days

- a. Summer Break (July) – 4 days
- b. Winter Break (December/January) – 4 days

2. Discretionary Days - 12 month Employees Only

- a. Employees shall qualify for a paid vacation day on the anniversary of an employee's first three months, six months, and nine months on the job.
- b. On the first anniversary of the employee's date of hire until the following July 1, he/she will be awarded a pro rata share of the vacation days for that benefit year according to the following schedule:

Anniversary Month	On First Anniversary of Date of Hire
July	5.0
August	5.0
September	4.5
October	4.0
November	3.5
December	3.0
January	3.0
February	2.5
March	2.0
April	1.5
May	1.0
June	0.5

- c. On July 1 after the first full year of employment the employee shall be awarded five (5) days with pay per benefit year.
- d. On July 1 following the second anniversary of the date of hire and each year thereafter the employee shall receive ten (10) days with pay per benefit year.

- e. On July 1 following the third anniversary of the date of hire and each year hereafter the employee shall receive fifteen (15) days with pay per benefit year.
- f. 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.)
- g. After three (3) years of service with the accumulation of sick days, bonus vacation days will be granted as follows:

20 sick days - 1 vacation day	50 sick days - 4 vacation days
30 sick days - 2 vacation days	60 sick days - 5 vacation days
40 sick days - 3 vacation days	

Bonus vacation days shall not be deducted from accumulated sick days.

Bonus days shall be awarded based upon the number of sick leave days accumulated as of the June date that the final vacation schedule is approved by the school principal and the Chief Operations Officer.

- h. If an employee resigns his/her position, the employee will be paid for his/her remaining vacation days (rounded up the nearest full day) according to the following schedule:

Month of Resignation

July/Aug/Sep	25% of remaining vacation days
Oct/Nov/Dec	50% of remaining vacation days
Jan/Feb/Mar	75% of remaining vacation days
Apr/May/June	100% of remaining vacation days

- i. Vacation days must be scheduled as approved by the principal and the Chief Operations Officer two (2) weeks prior to vacation request. The Chief Operations Officer may allow the use of vacation days at other times in case of severe hardship on the part of the employee.

An employee may schedule vacation days during student non-attendance days. An employee may request up to five (5) of his or her vacation days to be taken during regular student attendance days, providing existing personnel can cover for the absent employee. No substitute will be hired for an employee on vacation.

- j. Vacation days provided must be used by the end of June or they will be lost unless approval of the Chief Operations Officer is secured in advance.
- k. Employees who are recognized as having perfect attendance by the school corporation are eligible to receive one paid day off during the next school year with management approval. An employee recognized for two consecutive years of perfect attendance shall qualify for a second bonus vacation day which may be used at any time agreeable to the principal and Chief Operations Officer.

B. 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	9 days	February	4.5 days
September	8.5 days	March	4 days
October	7.5 days	April	3 days
November	7 days	May	2.5 days
December	6 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 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 in order to be paid for that day/holiday.
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. 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 sick leave may be used as business days if requested no less than one day in advance. The Income Protection Plan shall not be used for family illness.
6. Business Days must be taken in full day increments and they may not be used on the working day before or the working day after a vacation, holiday, or recess time period.

C. 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) working 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.

D. Emergency Leave

1. Immediate Family Death

Emergency leave for death in the immediate family, shall be allowed with full compensation for up to five (5) consecutive or non-consecutive work days. The five (5) consecutive or non-consecutive work days shall begin either on the day of the death or the day immediately following the death. The five (5) leave days are to be utilized for bereavement and related obligations for services and/or related business matters within ten (10) consecutive work days of the passing of the family member. For extenuating circumstances that cause an employee not to 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.

E. Paid Holidays

Employees shall be paid for the following ten (10) holidays:

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

Any employee who is absent from work for any part of the day, for any reason, preceding or following a scheduled paid holiday will not be granted holiday pay unless he/she submits a physician's certificate of illness. 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 and submit the Request for Transfer form to the Human Resources Office.
2. Any employee who wishes to apply to any other posted position may complete a letter of interest and submit it to his or her immediate supervisor and 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 immediate supervisor.