

**CLARKSVILLE COMMUNITY SCHOOLS  
STATEMENT OF BENEFITS AND COMPENSATION FOR  
BEHAVIORIAL AND MENTAL HEALTH COUNSELORS  
July 1, 2018 to June 30, 2019**

**2.000 INSURANCE**

**2.050 Eligibility**

All full-time members of this employee group are eligible for the benefits described in Section 2.000.

**2.100 Medical Insurance**

A. Employees may participate in the prevailing group major medical, health and hospitalization insurance.

The Board of School Trustees shall contribute the following amounts to the insurance plan of employee choice:

<u>PPO Plan</u>	<u>HDP Plan</u>
Single	Board Contribution – \$4,500 towards Annual Premium
Family	Board Contribution – \$6,100 towards Annual Premium

**2.150 Dental/Vision Insurance**

Employees are eligible for participation in the single and family dental/vision insurance programs with the total premium to be paid by the employee.

**2.200 Life Insurance**

Employees may participate in the Group Policy Insurance Program equal to \$50,000 coverage. The Board of School Trustees will pay the total premium except for \$.72 per year.

**2.250 Long-Term Disability Insurance**

Employees may participate in the Long-Term Disability Insurance program at an amount equal to their annual salary. The Board of School Trustees will pay the total premium except for \$.72 per year.

### **3.000 PAID BENEFIT DAYS**

#### **3.050 Eligibility**

All full-time employees in this employee group shall be eligible for the benefits outlined below.

#### **3.100 Personal Leave**

The following days are awarded to Behavioral and Mental Health Counselors effective July 1 of each school year:

All Behavioral and Mental Health Counselors that work 184 days shall receive 3 personal days.

Days will be pro-rated for those individuals hired after July 1.

Unused personal days are added to sick days at the end of each school year. Personal leave days may not be used to extend a school holiday.

#### **3.150 Family Illness Leave (Sick Days)**

These days are allotted for illness of the employee or the employee's immediate family. The Corporation does not condone falsification of these days.

The following days are awarded to Behavioral and Mental Health Counselors effective July 1 of each school year.

Behavioral and Mental Health Counselors are awarded 9 days for illness.

Days will be pro-rated for those individuals hired after July 1.

Employees may accumulate up to 30 illness days. Employees with more than 30 days accumulated shall be paid \$30.00 per day for each day over 30 at the end of each school year. This will be added to the employee's payroll check at the end of the year.

#### **3.155 Unused Benefits**

Upon retirement or resignation any employee who has been with the Corporation a minimum of 10 years with unused benefit days up to 30 shall be compensated \$60.00 per day. This will be added to the employee's final payroll check.

#### **3.200 Holidays**

Employees identified in this group have no paid holidays.

#### **3.250 Vacations**

Employees identified in this group are not entitled to vacation time.

**3.330 Bereavement Leave**

Each full-time employee shall be entitled to bereavement leave with full salary and benefits for a period not exceeding five (5) school days, for a death in the immediate family. Up to a maximum of two (2) of the five (5) days may be reserved for bereavement-related matters to be taken, if needed, within thirty (30) calendar days of the date of death.

Immediate family is defined as:

Spouse, child, stepchild, parent, sibling, grandparent, grandchild and others whom the employee has legal guardianship.

In the event of the death of an aunt, uncle, nephew, niece or in-law, bereavement leave with full salary and benefits for up to two (2) days shall be granted.

**5.000 COMPENSATION**

**5.050 Hours, Work Day and Work Week**

A. The regular workday for all behavioral and mental health therapists is an 8 hour day inclusive of lunch. Daily starting and ending times may vary according to assignment. The workweek shall begin with Sunday and end with Saturday of the same week.

B. Individuals in this employee group work 184 days.

Begin/end dates for the 2018-2019 school year are noted below:

	<b>Start Date</b>	<b>End Date</b>
Behavioral and Mental Health Therapist	August 6, 2018	*May 28, 2019

\*end dates may change pending snow-make up days

C. All employees will receive their pay in 26 biweekly pays per year.

**5.100 Salary/Wage Schedule**

A. Wage Scale for Behavioral and Mental Health Counselors  
\$41,200

**5.250 Adjustments to Salary/Wages**

A. The mandatory employee contribution to the State Public Employees Retirement Fund (PERF) will be paid by Clarksville Community Schools for each member of PERF.

**5.350 Hazardous Weather Days**

- A. When schools are closed for hazardous weather (by official notification), employees do not report to work. These employees will be paid for the day. **However, the workdays will be made-up without additional compensation.**
- B. When schools experience early dismissals due to hazardous weather, employees will remain at work until the end of their workday, unless otherwise notified by their Supervisor.
- C. When the opening of school is delayed due to hazardous weather, employees will report to work, unless otherwise notified by their Supervisor.

**5.420 403B and 457**

- A. Employees are eligible to contribute in the corporation 403B and 457 Plans.

**6.00 Insurance Retirement Option**

Classified Employees/Insurance upon retirement:

Any employee who (a) has reached the age of Sixty (60), and (b) has been employed ten (10) continuous years in the Clarksville Community School Corporation shall have the right to remain in the group health insurance plan until the employee becomes eligible for Medicare, by paying the full applicable premium.

**Approved by the School Board of Trustees on July 10, 2018**