

**CLARKSVILLE COMMUNITY SCHOOLS
STATEMENT OF BENEFITS AND COMPENSATION FOR
TECHNOLOGY EMPLOYEES
July 1, 2025 to June 30, 2026**

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:

HDP Plan (effective 1/1/2026)

Board Contribution for Employee Only – \$7,800 towards Annual Premium
Board Contribution for Employee + Spouse – \$10,650 towards Annual Premium
Board Contribution for Employee + Children - \$10,650 towards Annual Premium
Board Contribution for Family - \$17,250 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

The Director of Technology may participate in the Group Policy Insurance Program equal to \$70,000 coverage. The Board of School Trustees will pay the total premium except for \$.72 per year.

All other technology 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

after satisfying the 90-day probationary period.

3.100 Personal Leave

The following days are awarded to technology staff effective July 1 of each school year:

Technology staff that work 260 days shall receive 4 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 without prior approval from Supervisor. In the event the employee does not receive prior approval, he/she will be charged 2 days per each day taken.

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. A Supervisor can request a doctor's note at any time. In the event, the employee uses a sick day to extend a school holiday, he/she will be charged 2 days per each day taken without a doctor's note.

The following days are awarded to technology staff effective July 1 of each school year:

Technology staff that work 260 days are awarded 12 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 who work a 260-day assignment receive 16 paid holidays. These days are as follows:

- Independence Day
- Labor Day
- 2 Days of Fall Break
- Thanksgiving Day
- Friday after Thanksgiving Day
- 4 Days of Winter Break
- New Year's Day
- Martin Luther King Day
- Presidents Day
- 2 Days of Spring Break
- Memorial Day

3.250 Vacations

Vacation days must be planned and approved by the supervisor. At the end of the fiscal year, unused vacation days will be transferred to sick leave. Only employees assigned to a 260-day assignment are eligible for vacation.

- A. Five (5) days vacation will be granted after reaching one-year experience from date of hire.
- B. Ten (10) days vacation will be granted after reaching the second thru eighth January 1.
- C. Twelve (12) days vacation will be granted after reaching ninth thru eleventh January 1.
- D. Thirteen (13) days vacation will be granted after reaching the twelve thru fourteenth January 1.
- E. Fifteen (15) days vacation will be granted after reaching the fifteenth January 1.
- F. Seventeen (17) days vacation will be granted after reaching the twentieth January 1.
- F. Twenty (20) days vacation will be granted after reaching twenty-five or more January 1.

3.255 Unused Vacation Benefit

Upon retirement or resignation, any employee with unused vacation benefit days shall be compensated their daily rate of pay for any unused days up to 20 days. This will be added to the employee's final payroll check.

3.330 Bereavement Leave

Each full-time employee shall be entitled to bereavement leave with full salary and benefits up to ten (10) school days, for a death of a spouse or a child, five (5) school days due to 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. Bereavement days may not be used in lieu of personal days.

Immediate family is defined as:

Spouse, child, stepchild, parent, sibling, grandparent, great grandparents, grandchild and similar relationships by marriage or step, significant other, life partner and others living in the household and other family members who is/are dependent on the employee. If an employee or employee's partner has a miscarriage than the unborn child will be deemed an immediate family member of the employee and the employee may use bereavement leave under this provision.

In the event of the death of an aunt, uncle, nephew, niece or in similar relationships, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin bereavement leave with full pay and benefits of one (1) day shall be granted.

5.000 COMPENSATION

5.050 Hours, Work Day, Work Week and Salary Scale

- A. The regular workday for this employee group 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.

Begin/end dates for 2025-2026 school year are noted below:

	Start Date	End Date	# of Work Days	Salary
Director of Technology	July 1	June 30	260; Days include paid holidays	\$86,800
Data Technician	July 1	June 30	260; Days include paid holidays	\$64,400
Technology Support Specialist	July 1	June 30	260; Days include paid holidays	\$53,500
Desktop Support Technician	July 1	June 30	260; Days include paid holidays	\$50,100

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

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 or TRF.

5.350 Hazardous Weather Days

- A. When schools are closed for hazardous weather (by official notification), 260 day employees must report to work, unless otherwise notified by their supervisor.
- B. When schools experience early dismissals due to hazardous weather, 260-day 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, within the first hour of the two-hour period of delay with no deduction in pay unless otherwise excused by their supervisor.

5.430 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 Board of School Trustees on December 9, 2025
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