

## Benefits Information

### All regular employees are eligible for benefits as follows:

Employees working full-time (90% or higher) on a 9, 10, 11 or 12 month schedule are required to enroll in a SLOCOE benefit plan. Part-time employees working less than full-time but at least half-time are eligible to enroll in a benefit plan and rates are pro-rated.

- Plan Details & Options: [http://www.slocoe.org/?page\\_id=3542](http://www.slocoe.org/?page_id=3542)
- Benefits Guides with Rates: [http://www.slocoe.org/?page\\_id=5395](http://www.slocoe.org/?page_id=5395)

Certificated employees are enrolled in STRS (State Teachers Retirement System). Eligible classified employees are enrolled in PERS (Public Employee Retirement System).

Effective January 1, 2013 the Public Employees' Pension Reform Act of 2013 (PEPRA or AB340), makes substantial changes to public employee pension plans. PEPRA impacts the pension benefits of **current employees** (employees hired on or before 12/31/12) **and all future hires** (those hired on or after 1/1/13).

### All regular employees accrue annual sick leave as follows:

- Classified – one day for every month worked plus one additional day. (i.e. 13 days for a 12 month employee).
- Certificated, non-management – 10 days (pro-rated for less than full year)
- Certificated, management – varies depending on number of days worked in a calendar year  
There is no limit to the amount of sick leave that can be accrued.

### Classified employees also accrue vacation as follows:

- A 12 month non-management employee working 8 hours per day accrues 15 days of vacation each year with accrual rate rising at 5, 10 and 15 years of service. Employees working less than 12 months or 8 hours per day receive comparable accruals which are pro-rated.
- A classified manager's vacation accrual is determined by the number of days worked in a fiscal year. 12 month managers accrue 23 days per year.

### Holidays:

Certificated employees are not paid for holidays. Classified employees who work 12 months have 13 paid holidays per year. Employees working less than 12 months per year are paid for holidays which fall during their work year.

### Substitutes, Limited-Term and Temporary Employees:

Substitutes and Limited-Term employees do not receive benefits, unless they meet eligibility requirements.

Employees on Temporary Certificated contracts may be eligible for benefits if they meet eligibility criteria.