

SECTION 8. POST-EMPLOYMENT BENEFITS

8.01 Voluntary Early Retirement Benefit Program

A. Eligibility

Teachers will be eligible for the early retirement benefit provided for in this Article if they a) declare, in writing, to the Board of Education, their retirement intentions prior to February 1 of the calendar year in which they intend to retire from an employer contributing to the Wisconsin Retirement System, b) are WRS eligible for retirement and c) were hired prior to July 1, 2009.

B. Application and Limitation

Application for participation in the early retirement benefit provided for in this Article must be made by the teacher in writing and submitted to the School Board on or before February 1st of the last school year prior to retirement from an employer contributing to the Wisconsin Retirement System. No more than three (3) teachers shall be eligible to begin participation in the early retirement benefits provided for in this Article in the same year unless the School Board, at its sole discretion, approves a higher number. In the event there are more applicants than are eligible to participate, the most senior applicants, based on Colby School District experience, will be selected. If seniority is equal, the selection will be based on the order of receipt of the application.

C. Early Retirement Benefit Health Insurance

For Staff hired prior to July 1, 1986

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for insurance premiums upon retirement.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1986, yet prior to July 1, 1992

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$100,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1992, yet prior to July 1, 2004.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$75,000) for the retiree for a premium only health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) ~~to be used for health insurance premiums upon retirement~~. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2004, yet prior to July 1, 2009.

Upon retirement, for an eligible teacher whose application has been approved, the District will credit up to three thousand dollars for each year of service ($\$3,000 \times \text{years of service}$ at the Colby School District, up to a maximum of \$50,000) for the retiree for a ~~premium only~~ health reimbursement account (HRA) until the teacher becomes entitled to Medicare.

- 1) Each qualifying teacher shall have \$3,000, or such amount as proportional to the employment status of the teacher pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) ~~to be used for health insurance premiums upon retirement~~. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2009.

Upon employment, for an eligible teacher, the District will contribute \$500 annually (each year of service) to a ~~premium only~~ health reimbursement account (HRA) for utilization upon retirement from the Colby School District.

D. Payment of Benefit

1a) For Staff hired prior to July 1, 1986

Upon Board approval of the retirement date, a monthly benefit is determined by dividing the total benefit credit by the number of months until the employee becomes entitled to Medicare eligibility.

1b) For Staff hired prior to July 1, 2009

Upon Board approval of the retirement date, an annual benefit is determined by dividing the total benefit credit by 5.

- 2) Retired employees may use the HRA credit for ~~premium only~~ health reimbursement account from a third party vendor selected by the district.
- 3) Retired employees who return to work in any position which offers health insurance shall have their benefit suspended until they no longer work in a position that is eligible for health insurance, subject to the terms for participation eligibility. Upon termination of any health insurance qualifying post retirement employment, monthly benefits with the Colby School District will be recalculated as described in Part II, Section 8, D(1a) and D(1b).
- 4) Decisions made by the District in the interpretation and operation of this benefit offering shall be in its sole discretion and are final and binding. In the event of any review of a decision by a court of law, the reviewing tribunal shall give deference to the District's decision, confirming such decision, unless it is shown that the District acted in an arbitrary and capricious manner. The decision of the District on all issues under this offering shall be final.

E. Calculation of Benefit

- 1) Hire Date: In instances where there is a break in service, the hire date used to determine the maximum benefit allowed under Section 8 is the most recent date of hire.
- 2) Years of Service: In instances where there is a break in service, the years of service are the total years of service within the District to determine the maximum benefit allowed under Section 8.

7.06 Holidays during Vacation

Should a paid holiday fall during an employee's vacation period the employee shall be allowed to take an additional day of vacation in lieu of such holiday.

SECTION 8. HOLIDAYS

8.01 Holidays Defined

A paid holiday is a day off with pay for the number of hours the employee normally works. Paid holidays will be provided to full-time and part-time employees according to the following schedule:

A. Employees working a full calendar year (260 work days)

| | |
|--------------|----------------------------|
| January 1 | Thanksgiving Day |
| Memorial Day | Day after Thanksgiving Day |
| Good Friday | December 24 |
| July 4 | December 25 |
| Labor Day | December 31 |

8.02 Holidays Falling on Weekends

If any of the holidays listed above, fall on a Saturday, the preceding workday shall be observed as the holiday. If any of the above named holidays falls on a Sunday, the following workday shall be observed as the holiday. If January 1st falls on a Sunday and school is scheduled to begin on the following Monday, the preceding Thursday shall be observed as the December 31st holiday and the preceding Friday shall be observed as the January 1st Holiday. If December 24 and December 31 fall on a Sunday, the preceding Friday shall be declared the holiday.

8.03 Retirement Contributions

Exempt Executive and supervisory employees who have worked over 1,000 hours in one fiscal year for the District are eligible to participate in the Wisconsin Deferred Compensation Program, non-instructional employees, to which the employee contributes 4% and the District contributes 8% of the employee's annual salary.

Specialists who work 440 hours in one fiscal year for the District are eligible to participate in the Wisconsin Retirement System (WRS); any specialists hired after July 1, 2011 must work 880 hours in one fiscal year. The Board agrees to contribute the employer's share. The employee agrees to pay the employee's required WRS contribution as required by state statute requirements. Under no circumstances shall the Board pay the employee's required WRS contribution.

SECTION 9. POST-EMPLOYMENT BENEFITS

9.01 Voluntary Early Retirement Benefit Program

A. Eligibility

Employees will be eligible for the early retirement benefit provided for in this Article if they declare, in writing, to the Board of Education, their retirement intentions no less than 90 days prior to the anticipated retirement date (unless a shorter period is approved by the Board of Education).

B. Application and Limitation

Application for participation in the early retirement benefit provided for in this Article must be made by the employee in writing and submitted to the School Board no less than 90 days prior to the anticipated retirement date. No more than three (3) employees shall be eligible to begin participation in the early retirement benefits provided for in this Article in the same year unless the School Board, at its sole discretion, approves a higher number. In the event there are more

applicants than are eligible to participate, the most senior applicants, based on Colby School District experience, will be selected. If seniority is equal, the selection will be based on the order of receipt of the application.

C. Early Retirement Benefit Health Insurance

For Staff hired prior to July 1, 1986

Upon retirement, for an eligible Part IV staff member whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District) for the retiree for a premium-only health reimbursement account (HRA) until the employee becomes entitled to Medicare.

- 1) Each qualifying employee shall have \$3,000, or such amount as proportional to the employment status of the employee pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for insurance premiums upon retirement.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1986, yet prior to July 1, 1992

Upon retirement, for an eligible employee whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$100,000) for the retiree for a premium-only health reimbursement account (HRA) until the employee becomes entitled to Medicare.

- 1) Each qualifying employee shall have \$3,000, or such amount as proportional to the employment status of the employee pursuant to his/her letter of appointment, designated in a HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 1992, yet prior to July 1, 2004

Upon retirement, for an eligible employee whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District, up to a maximum of \$75,000) for the retiree for a premium-only health reimbursement account (HRA) until the employee becomes entitled to Medicare.

- 1) Each qualifying employee shall have \$3,000, or such amount as proportional to the employment status of the employee pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.
- 2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.
- 3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2004, yet prior to July 1, 2009

Upon retirement, for an eligible employee whose application has been approved, the District will credit up to three thousand dollars for each year of service (\$3,000 x years of service at

the Colby School District, up to a maximum of \$50,000) for the retiree for a premium-only health reimbursement account (HRA) until the employee becomes entitled to Medicare.

1) Each qualifying employee shall have \$3,000, or such amount as proportional to the employment status of the employee pursuant to his/her letter of appointment, designated in an HRA (Health Retirement Account) to be used for health insurance premiums upon retirement. The HRA may be funded or unfunded as determined by the District unless otherwise required by law.

2) In the event of death of the retiree, his or her spouse will be eligible to the above credits on the above basis as if the retiree was still living through the eligibility period reflected in this benefit offering had the employee survived.

3) There is no cash equivalency benefit available under this provision for the retiree or any surviving spouse.

For Staff hired after July 1, 2009

Upon employment, for an eligible employee, the District will contribute \$500 annually (each year of service) to a premium-only health reimbursement account (HRA) for utilization upon retirement from the Colby School District

D. Payment of Benefit

1a) For Staff hired prior to July 1, 1986

Upon Board approval of the retirement date, a monthly benefit is determined by dividing the total benefit credit by the number of months until the employee becomes entitled to Medicare eligibility.

1b) For Staff hired prior to July 1, 2009

Upon Board approval of the retirement date, an annual benefit is determined by dividing the total benefit credit by 5.

2) Retired employees may use the HRA credit for premium-only health reimbursement account from a third party vendor selected by the district.

3) Retired employees who return to work in any position which offers health insurance shall have their benefit suspended until they no longer work in a position that is eligible for health insurance, subject to the terms for participation eligibility. Upon termination of any health insurance qualifying post retirement employment, monthly benefits with the Colby School District will be recalculated as described in Part II, Section 9, D(1a) and D(1b).

4) Decisions made by the District in the interpretation and operation of this benefit offering shall be in its sole discretion and are final and binding. In the event of any review of a decision by a court of law, the reviewing tribunal shall give deference to the District's decision, confirming such decision, unless it is shown that the District acted in an arbitrary and capricious manner. The decision of the District on all issues under this offering shall be final.

Colby School District Extra-curricular and Co-curricular Wage Schedule

| | Years 1-4 | Years 5-8 | Years 9-12 | Years 13-16 | Years 17 - 20 | Years 21+ |
|---------------------------|-----------|-----------|------------|-------------|---------------|-----------|
| Head Football | \$3,276 | \$3,696 | \$4,116 | \$4,536 | \$4,956 | \$5,376 |
| Asst Football | \$2,778 | \$3,078 | \$3,378 | \$3,678 | \$3,978 | \$4,278 |
| MS Head Football | \$1,733 | \$1,953 | \$2,173 | \$2,393 | \$2,613 | \$2,833 |
| MS Asst Football | \$1,271 | \$1,491 | \$1,711 | \$1,931 | \$2,151 | \$2,371 |
| Head Volleyball | \$2,772 | \$3,192 | \$3,612 | \$4,032 | \$4,452 | \$4,872 |
| Asst Volleyball | \$2,295 | \$2,595 | \$2,895 | \$3,195 | \$3,495 | \$3,795 |
| MS Head Volleyball | \$1,617 | \$1,837 | \$2,057 | \$2,277 | \$2,497 | \$2,717 |
| MS Asst Volleyball | \$1,155 | \$1,375 | \$1,595 | \$1,815 | \$2,035 | \$2,255 |
| Head Cross Country | \$2,772 | \$3,192 | \$3,612 | \$4,032 | \$4,452 | \$4,872 |
| Asst Cross Country | \$2,053 | \$2,353 | \$2,653 | \$2,953 | \$3,253 | \$3,553 |
| MS Head Cross Country | \$1,733 | \$1,953 | \$2,173 | \$2,393 | \$2,613 | \$2,833 |
| Head Girls Swim | \$2,772 | \$3,192 | \$3,612 | \$4,032 | \$4,452 | \$4,872 |
| Asst Girls Swim | \$2,295 | \$2,595 | \$2,895 | \$3,195 | \$3,495 | \$3,795 |
| MS Head Swim Coach | \$1,617 | \$1,837 | \$2,057 | \$2,277 | \$2,497 | \$2,717 |
| MS Asst Girls Swim Coach | \$1,155 | \$1,375 | \$1,595 | \$1,815 | \$2,035 | \$2,255 |
| Head Basketball | \$3,276 | \$3,696 | \$4,116 | \$4,536 | \$4,956 | \$5,376 |
| Asst Basketball | \$2,536 | \$2,836 | \$3,136 | \$3,436 | \$3,736 | \$4,036 |
| MS Head Basketball | \$1,502 | \$1,722 | \$1,942 | \$2,162 | \$2,382 | \$2,602 |
| MS Asst Basketball | \$1,040 | \$1,260 | \$1,480 | \$1,700 | \$1,920 | \$2,140 |
| Head Wrestling | \$3,276 | \$3,696 | \$4,116 | \$4,536 | \$4,956 | \$5,376 |
| Asst Wrestling | \$2,536 | \$2,836 | \$3,136 | \$3,436 | \$3,736 | \$4,036 |
| MS Head Wrestling | \$1,502 | \$1,722 | \$1,942 | \$2,162 | \$2,382 | \$2,602 |
| MS Asst Wrestling | \$1,040 | \$1,260 | \$1,480 | \$1,700 | \$1,920 | \$2,140 |
| Head Track/Field | \$2,520 | \$2,940 | \$3,360 | \$3,780 | \$4,200 | \$4,620 |
| Asst Track/Field | \$2,053 | \$2,353 | \$2,653 | \$2,953 | \$3,253 | \$3,553 |
| MS Head Track/Field | \$1,502 | \$1,722 | \$1,942 | \$2,162 | \$2,382 | \$2,602 |
| MS Asst Track/Field | \$1,040 | \$1,260 | \$1,480 | \$1,700 | \$1,920 | \$2,140 |
| Head Baseball | \$2,772 | \$3,192 | \$3,612 | \$4,032 | \$4,452 | \$4,872 |
| Asst Baseball | \$2,295 | \$2,595 | \$2,895 | \$3,195 | \$3,495 | \$3,795 |
| Head Softball | \$2,772 | \$3,192 | \$3,612 | \$4,032 | \$4,452 | \$4,872 |
| Asst Softball | \$2,295 | \$2,595 | \$2,895 | \$3,195 | \$3,495 | \$3,795 |
| Head Golf | \$2,142 | \$2,562 | \$2,982 | \$3,402 | \$3,822 | \$4,242 |
| Asst Golf | \$1,570 | \$1,870 | \$2,170 | \$2,470 | \$2,770 | \$3,070 |

| CO-CURRICULAR | |
|--------------------------|-------|
| Educators Rising Advisor | \$845 |
| FBLA Head Advisor | \$845 |
| FBLA Assistant Advisor | \$725 |

| | |
|-------------------------------------|---------|
| FCCLA Advisor | \$845 |
| FFA Advisor (Co Advisors) | \$845 |
| Assistant FFA Advisor (Co Advisors) | \$845 |
| Newspaper Advisor | |
| Pep Band Instructor | \$1,210 |
| Show Band Advisor | \$1,090 |
| Show Choir Advisor | \$1,210 |
| Skills USA Advisor | \$845 |
| Skills USA Assistant | \$705 |

EXTRA-CURRICULAR

| | |
|-------------------------------------|---------|
| Annual Advisor - HS | \$1,575 |
| Annual Assistant Advisor - HS | \$725 |
| Annual Advisor - MS | \$365 |
| Annual Assistant Advisor - MS | \$275 |
| Chess Team Advisor * | \$590 |
| Drama Advisor | \$1,575 |
| Drama Assistant Advisor | \$1,210 |
| Drama Musical Instrumental Director | \$605 |
| Drama Musical Vocal Director | \$605 |
| Foreign Language Advisor | \$845 |
| Forensics Advisor | \$1,330 |
| Forensics Assistant Advisor | \$605 |
| Madrigal Director | \$605 |
| Math Team Co-Advisor * | \$303 |
| Math Team Co-Advisor* | \$303 |
| NHS Co-Advisor - HS | \$303 |
| NHS Co-Advisor - HS | \$303 |
| NHS Advisor - MS | \$365 |
| Prom Co-Head | \$183 |
| Prom Co-Head | \$183 |
| SADD Advisor | \$605 |
| Student Council Advisor - HS | \$975 |
| Student Council Advisor - MS | \$355 |
| * Interscholastic Competition | |

EXTRA DUTY

| | | |
|-------------------------------------|---------|---------------------|
| Co-Athletic Direct | \$7,000 | +1500 each semester |
| Athletic Announcer/Media Specialist | \$865 | |
| Carl Perkins Staff Coordinator | \$545 | |
| Chemical Hygiene Coordinator | \$790 | |
| Curriculum Leadership | \$5,750 | |
| ESEA Grant Planning and Writing | \$4,600 | |

| | |
|--|-----------|
| ESEA Fiscal Grant Management | \$4,600 |
| Mentor | \$620 |
| Mentor Specialist | \$5,000 |
| Steering Committee - Elementary, MS, HS | \$595 |
| Substitute Caller Grades K-4 | \$2,535 |
| Substitute Caller Grades 5-12 | \$2,535 |
| Summer School Coordinator | \$3,000 |
| Wellness Coordinator | \$790 |
| Digital Learning Coordinator | \$2,500 |
| Instructional Tech. District Coordinator | \$2,500 |
| Instructional Tech. HS Support | \$1,725 |
| Instructional Tech. MS Support | \$1,725 |
| Instructional Tech. Elem. Support | \$1,725 |
| Teacher Overload Assignment | \$1,500 |
| Paraprofessional Overload Assignment | \$1,500 |
| SEASONAL WAGE SCHEDULE | |
| Community Education Instructor | \$40/hour |
| Summer CTE Maintenance | \$29/hour |

Colby School District

Teacher Substitute Pay Schedule

| CATEGORY | WAGE |
|---|---|
| Short-Term Per Diem Substitute (School Lunch Included) | \$125/Day |
| AFTER 20 Days (In a School Year) | \$135/Day |
| AFTER 40 Days (In a School Year) | \$145/Day |
| Long-Term Per Diem Substitute (If employee works more than ten (10) days in the same position, then the long-term rate applies beginning with the first day, unless the nature of the assignment is known in advance, in which case payment will begin on first day.) | \$227 /Day |
| 6 th -12 th Grade Teacher Substituting in a Classroom | \$20.00/\$13.50/1-30 Minutes \$40.00/\$27/31-60 Minutes |
| PreK-5th Grade Teacher Substituting in a Classroom* *Teacher doubles up classrooms with additional students for staff absences when a sub is unavailable. | \$40.00/\$27/More than 30 Minutes \$75.00/\$54/More than 4 Hours |
| Homebound or Alternative Site Instruction | \$27/Hour |
| Voluntary Assignment During Lunch Period | \$18/Hour |