

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.

2) Optional Payment of Early Retirement Benefit Program

Upon Board approval of the retirement date that is after a current contract year, an annual benefit is determined by multiplying three thousand dollars for each year of service (\$3,000 x years of service at the Colby School District) up to a maximum as determined by date of hire as identified in section 8.01(c).

With the calculation of the total benefit (annual benefit x 5), the employee may request that up to 50% of the total benefit be paid in the subsequent contract year(s) as regular payroll.

This total dollar amount is then determined by calculating the dollar amount requested in payroll, subtracting 13.65% (to make the District whole for WRS, FICA, etc.). This amount is divided over the remaining contract years as determined by the Board of Education approved retirement date.

Actual payment of this option is dispersed as identified in Part I, Section 6 and subject to all normal payroll deductions as applicable to salary.

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.

Colby School District

Teacher Substitute Pay Schedule

CATEGORY	WAGE
Short-Term Per Diem Substitute (School Lunch Included)	\$125/Day \$95/Day
AFTER 20-30 Days (In a School Year)	\$135/Day \$105/Day
AFTER 40-60 Days (In a School Year)	\$145/Day \$115/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.)	\$172.87/Day
6th-12th Grade Teacher Substituting in a Classroom	\$12/1-30 Minutes \$24/31-60 Minutes
PreK-5th Grade Teacher Substituting in a Classroom* *Teacher doubles up classrooms with additional students for staff absences when a sub is unavailable.	\$24/More than 30 Minutes \$48/More than 4 Hours
Homebound or Alternative Site Instruction	\$24/Hour
Voluntary Assignment During Lunch Period	\$18/Hour