Appendix C

TABOR COLLEGE – UNIFIED SCHOOL DISTRICT 410 DURHAM-HILLSBORO-LEHIGH
Staff Funding Agreement
Ownership, Use, Operation and Maintenance of Athletic Facilities Agreement

Under the direction of the INTERLOCAL COOPERATION AGREEMENT (dated December 14, 2007) between the District and the College, the purpose of this Addendum is to establish guidelines and policies under which these entities will cooperate in an effort to maintain the Athletic Facilities.

Scope of Cooperation **(Directed by the Interlocal Cooperation Agreement,** as stated in Article VII, **and as excepted under the Ownership, Use, Operation and Maintenance of Athletic Facilities Agreement**):

Athletic Facilities Maintenance, Custodial Care and Grounds Care*. Staffing and equipment usage for the care of the Athletic Facility will be provided by the College. Funding for these costs will be equally shared by the District and the College. A value equal to a full-time position including wages and benefits (Social Security, retirement, health insurance and tuition remission) based on the College's standard compensation policies pertaining to a Maintenance Department position will be agreed upon by both entities annually. Reimbursement to the College for one-half of the value of the full-time position will be made directly to the College from the District through systematic billings as agreed upon annually (for example, monthly, quarterly, semi-annually or annually). Hourly rates will be agreed upon by the entities for equipment owned by the College used to maintain the facility such as tractors, implements, vehicles, etc. The District will reimburse the College for one-half of the agreed upon hourly rates of such equipment and the College will provide an accounting of use of such equipment for the Athletic Facility.*

Ownership, Use, Operation and Maintenance of Athletic Facilities Agreement

Calculation of Annual Shared Staffing Value Effective January 1, 2012:
2,080 hours will represent a full-time unit
$14.56 per hour will be the multiplying rate = $30,284.80
Tabor College worker's compensation benefit premium percentage per $100 of wages is 5.29 = $1,602.07
Tabor College retirement benefit: 8% of regular wages = $2,422.78
FICA 7.65% (unless increased by Federal legislation) = $2,316.79

The CY 2011 value of wages plus W/C premium, FICA and retirement will be: $36,626.44.

Tabor College health insurance benefit for a support staff worker is 100% of the Preferred Health Systems base plan premium. For 2012, the rate is $390.70 per month.

$36,626.44/ 2 = $18,313.22 / 12 months = $1,526.10 plus $390.70 / 2 = $195.35 = **$1,721.45 per mo**.
The calculated per month rate will be billed beginning with the month of **January 2012**.

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USD410

Date_____

Kirby Fadenrecht
TABOR COLLEGE

Date 12/30/11