

Terms of Employment for College President/C.E.O.
Glenn Vollebregt
Schedule A – Employee Benefits Plans

This schedule summarizes the insured group benefit plans, health insurance plans, pension plans, paid holidays, vacation and professional development leaves available to the College President and C.E.O.

The College President and C.E.O. is eligible for the same insured group benefit plans and pension plans available to the Administrative Employees at St Lawrence College.

Details on these plans are provided to the Colleges by the College Employer Council (CEC), the group benefits insurance carrier (Sun Life Assurance) and the CAAT Pension Plan.

A) Group Life Insurance

1. Individual Basic Life Insurance (Mandatory)

Based on two-thirds (2/3) of annual base salary including accidental death and dismemberment insurance. The College pays one hundred percent (100%) of the premium.

2. Supplemental Life Insurance (Optional)

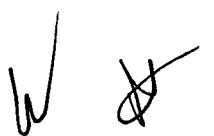
Based on one (1), two (2) or three (3) times annual base salary to a maximum of \$1,000,000. The College pays one hundred percent (100%) of the premium.

3. Employee Pay All Life Insurance (Optional)

Available to employees who have chosen the three (3) times annual base salary under the Supplemental Optional Life Insurance coverage; additional life insurance is available in units of \$10,000 to a maximum of \$100,000. The College pays one hundred percent (100%) of the premium.

4. Dependent Life Insurance (Optional)

Life insurance to cover the death of an insured dependent. A spouse is insured for \$10,000 and each dependent child is insured for \$5,000. The College pays one hundred percent (100%) of the premium.



B) Health Insurance Plans

1. Ontario Health Insurance Plan

The Ontario Health Insurance Plan provides basic health benefits to Ontario residents for medical and hospital services. Presidents are not required to pay premiums for OHIP coverage. The College pays a payroll tax to support the cost of OHIP.

2. Short Term Disability Plan

Vollebregt has the same short-term disability (STD) plan as other College administrative employees. The STD plan covers the first one hundred and thirty (130) working days of absence due to illness and non-work related injury in a plan-year (July to June). The plan provides benefits for eligible employees equal to one hundred percent (100%) of regular earnings. The STD plan is insured (paid in whole) by the College.

3. Long Term Disability Plan (Mandatory)

If Vollebregt is totally disabled for greater than the short term disability period (130 days), he shall be eligible to apply for long term disability (LTD) benefits under the terms of the LTD plan. The plan pays benefits based upon 66.67% of basic earnings (as of the date of disability) to a maximum of \$25,000 per month. The College will pay 2/3 of the premium cost and Vollebregt will pay 1/3 of the premium cost.

4. Extended Health Insurance Benefits (Mandatory)

The extended health insurance benefit plan provides reimbursement for certain medical expenses not covered by OHIP. The benefit plan provides reimbursement for medical expenses such as prescription drugs (up to 85% of the expense) and semi-private hospital coverage. The College pays one hundred percent (100%) of the cost of the premium.

5. Dental Plan (Mandatory)

The dental plan provides reimbursement for certain preventative, restorative and orthodontic dental services up to the limits provided in the previous year's Ontario Dental Association Fee Guide and limits identified in the plan. Orthodontic services will be reimbursed at fifty percent (50%) of the cost of such services, with a lifetime maximum of \$2,500 per member covered. The College pays one hundred percent (100%) of the premium.

6. Post-Retirement Benefits (Optional)

Presidents who elect to retire and who meet eligibility requirements are eligible to enroll in the retiree benefits plan (Contract 22182).

To be eligible for these benefits, the former President must be in receipt of a pension from CAAT or TPP, had to have been covered by group insurance benefits with the College immediately prior to retirement, and must maintain eligibility for benefits under OHIP or an equivalent provincial health plan if extended health care retiree benefits were elected. Former Presidents pay one hundred percent (100%) of the premium as determined by the insurer from time to time and invoiced by the College.

Dependent survivors of retired employees may elect to continue health and dental benefits by paying to the College one hundred percent (100%) of the required premium.

7. Survivor Benefits

A dependent survivor(s) of a deceased employee is provided with extended health and dental coverage for six (6) months, at no cost to the survivor(s) provided the deceased employee was subscribing to such benefits immediately prior to his or her death, the details of which are outlined in college source documents, and on a voluntary basis beyond the six (6) months, provided the eligible survivor(s) agrees to pay 100% of the premium costs in accordance with the Retiree Benefit Plan.

8. Loss of Earnings Benefits

Vollebregt is covered by the *Workplace Safety and Insurance Act, 1997*, that provides income replacement benefits for work related illness or injury.

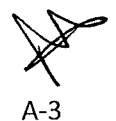

C) Pension Plans

1. CAAT Pension Plan

Presidents who are appointed after January 1, 1972, are required to contribute to the Colleges of Applied Arts and Technology Pension Plan administered by the CAAT Board of Trustees. Presidents with valid Ontario teaching certificates who began contributing to the Ontario Teachers' Pension Plan before January 1, 1972 may choose to continue to contribute to this plan. The normal retirement under both plans is age sixty-five (65).

2. CAAT Retirement Compensation Arrangement (RCA)

Presidents who are members of the Colleges of Applied Arts and Technology Pension Plan whose salary would produce an annual pension benefit accrual in excess of the maximum annual pension permitted under the *Income Tax Act* shall be enrolled in the CAAT Retirement Compensation Arrangement (RCA). Such Presidents will be required to contribute to the RCA. The College will also contribute the appropriate amount towards the RCA. Presidents who are members of the Teachers' Pension Plan (TPP) are required to contribute to TPP and are subject to any Retirement Compensation Arrangement provided by that pension plan.



D) Other Benefits

1. Liability Insurance

The College provides liability insurance coverage for Presidents performing duties or tasks required and authorized by the College or customarily performed as part of their duties.

E) Holidays and Vacation

1. Holidays

Vollebregt shall have the following holidays with pay:

Family Day	Victoria Day
Good Friday	Thanksgiving Day
Canada Day	Christmas Day
Civic Day	New Year's Day
Labour Day	

Plus the days between Christmas Day and New Year's Day.

2. Vacation

i. Entitlement

Vollebregt shall receive an annual vacation entitlement of thirty (30) working days' vacation effective January 1, 2013. Vacation entitlement shall be based on the vacation year that begins on January 1 and ends on December 31.

ii. Carryover

Vollebregt will take at least ten (10) days of paid vacation a year as required by law, but may ask the Board to carryover up to fifteen (15) days of unused vacation entitlement because of job requirements. Any paid vacation days not taken or carried over as permitted by the Board shall be forfeited.

iii. Discretionary Cash Conversion

Vollebregt may elect to receive a payment, less deductions required by law, in lieu of taking paid vacation days that have been carried over as indicated in the Terms of Employment.

F) Professional Development Leave

The Board may grant a professional development leave to Vollebregt subject to the same conditions that apply to the Colleges' Administrative employees as described in the relevant section of the Administrative Staff Terms and Conditions of Employment.

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