

CLASSIFIED STAFF FRINGE BENEFITS

Benefits, in addition to basic salary, are recognized by the Board as an integral part of the total compensation plans for staff members. The benefits extended to the classified staff will be designed to promote their present and future economic security and provide incentive for professional development that will be of benefit to the district.

In addition to various leave provisions, the Board will provide certain other benefits and services for employees.

WYOMING STATE RETIREMENT PROGRAM - Membership in this program is required for all regularly employed school personnel.

SOCIAL SECURITY (FICA) - All employees of the school district are members of the Social Security program.

WORKER'S COMPENSATION - The school district carries Worker's Compensation with the Wyoming Worker's Compensation Insurance Fund. Should an employee who is covered by this insurance be injured while at work, he is entitled to the benefits provided by the Worker's Compensation Fund.

In case of absences by reason of an accident covered by the Worker's Compensation Program carried by the school district, the employee shall receive from the school only the difference between his salary and the payment received from the Worker's Compensation Fund.

UNEMPLOYMENT INSURANCE - The district provides unemployment insurance through the Wyoming Employment Security Commission for all employees who may become unemployed through actions over which they have no control -- such as declining enrollment. The program is designed to protect employees from loss of income.

MEDICAL INSURANCE - All regular classified employees are eligible to participate in the district's health insurance plan which includes hospitalization, major medical coverage, and dental insurance. The insurance program will be selected by the Board.

An employee may choose to receive a monthly annuity in place of the school district medical insurance program at an amount to be established by the negotiated salary schedule.

LIFE INSURANCE - All regular certified employees are covered by a minimum of a \$10,000 group life insurance program selected by the Board.

LIABILITY INSURANCE - The school district maintains a liability insurance policy to protect its employees from any harm that may come to them as a result of wrongful acts related to their employment with the District.

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OTHER - The District will permit payroll deductions for additional programs in the same manner and under the conditions as apply to certified staff (see GCBC).

Fringe benefits will be prorated for part time employees as outlined in the Salary Schedule and Related Information packet.

Other payroll deductions for individuals approved prior to the adoption of this policy will be continued.

Cross Reference: GCBC

Adopted: 04/08/85

Revised: 09/14/87

Revised: 01/11/93

Revised: 04/12/93