

STAFF FRINGE BENEFITS

The Board of Trustees may, at their discretion, provide hospital/medical insurance, group-term life insurance, payment of employee share of Wyoming Retirement, or other benefits to its employees. Fringe benefits shall be approved for a one (1) year period only and may be increased, modified, or discontinued for the following year by an action of the Board of Trustees.

Employees hired prior to July 1, 2004 and returning from retirement that wish to continue their retirement benefits may receive the equivalent retirement contribution in cash or other benefits as directed by the employee. This option will not be available to employees hired after July 1, 2004.

Fringe benefits will apply to employees based on the number of hours worked as follows:

20 hours or more per week	-	full benefits
0 – 19 hours per week	-	no benefits

Qualified staff members will receive approved fringe benefits during each of the twelve (12) months of the year for which they are employees.

Benefits for Retirees

Qualified retirees at the end of the 2016-2017 school year will be eligible for health insurance benefits under the prior policy GCBC/GDBC. For retirees who qualify at the end of the 2016-2017 school year, the district will pay the single health insurance premium on the same plan with the same benefits as current active employees for ten (10) years or until the retiree reaches the age of 65, whichever occurs first. Part-time employees will only qualify for the same percentage of benefit for which they qualified when they were active employees. Premiums will be paid at the 2016-17 premium rate amount of \$549.00. Retirees must pay the difference in any health insurance increases. Retirees who qualify at the end of the 2016-2017 school year may elect to defer their retirement to a later date but will still be eligible for health insurance benefits and premium payments as outlined above.

Qualified retirees who choose to retire at the end the 2017-2018, 2018-2019, 2019-2020, or 2020-2021 school years will be eligible to receive \$500.00 per month to be used towards retiree insurance. Retirees must pay the difference between the \$500.00 and the insurance premium. 2017-2018 qualified retirees will be allowed to remain on the same plan with the same benefits as current active employees for maximum of five (5) years or until the retiree reaches the age of 65, whichever occurs first. The maximum amount of time a qualified retiree can remain on the insurance plan as current active employees will be reduced by one year for each school year following the 2017-2018 year. For the 2018-2019 school year, a qualified retiree can remain on the plan for a maximum of four (4) years or until the retiree reaches the age of 65, whichever occurs first. For the 2019-2020 school year, a qualified retiree can remain on the plan for a maximum of three (3) years

or until the retiree reaches the age of 65, whichever occurs first. For the 2020-2021 school year, a qualified retiree can remain on the plan for a maximum of two (2) years or until the retiree reaches the age of 65, whichever occurs first. For the 2021-2022 school year, a qualified retiree can remain on the plan for a maximum of one (1) years or until the retiree reaches the age of 65, whichever occurs first.

Staff that retire after the 2021-2022 school year, will no longer receive the benefit of a payment to be used toward insurance or the benefit of remaining on the insurance plan as current active employees. Retirees may elect COBRA if eligible.

Definition of Qualified Retiree: A qualified retiree is any employee who has been an employee of the district for a minimum of twenty (20) consecutive years, has met the Rule of 85, completes the school year, and has been covered by district health insurance for the most recent five (5) years prior to retiring.

Bus drivers, who have not had the opportunity to participate in health insurance benefits prior to the 2004-2005 school year will be grandfathered in if they meet all other requirements. If they retire prior to 2009, they must have been covered by district health insurance starting in the 2004-2005 school year. Beginning with the 2009-2010 school year, bus drivers must meet all qualifications.

Any staff member who retires effective the end of the school year will have until August 15th to accept or decline this benefit.

Adoption Date: May 12, 2008

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