

BIG HORN COUNTY SCHOOL DISTRICT NUMBER ONE
Box 688
Cowley, Wyoming 82420
POLICIES AND REGULATIONS
File: GDBD

SUPPORT STAFF FRINGE BENEFITS

In addition to various types of leave provisions, the Board shall provide several other benefits and services for support staff employees.

1. Wyoming State Retirement Program:

Membership is required for all regular full-time and regular part-time employees of the school district. All regular full-time and regular part-time school employees automatically become members of the Wyoming State Retirement Association upon completion of the proper enrollment form and all non-regularly employed personnel, including substitute teachers and summertime help, shall not become members of the Wyoming State Retirement Association.

2. Retirement Contribution

All qualified support staff employees shall have 5.67% of their share of the teacher retirement contribution paid by the district.

3. Workman's Compensation

As required by law, the school district carries workman's compensation insurance with the Wyoming Workman's Compensation Insurance Fund. Should an employee who is covered by such insurance be injured while at work, he/she is entitled to the benefits provided by workman's compensation law. However, the employee must comply with all requirements established by the Workman's Compensation Law.

4. Health Insurance

For each eligible district employee, the district shall contribute an amount established by the Board to an insurance plan approved by the Board. Eligibility for participation in such a program shall be determined by the Board and requirements of the insurance company.

Any employee who is hired to work 32 hours or more per week and 175 or more days per year shall be eligible for District employee health insurance coverage. (Effective April 1, 1998)

Each eligible employee shall pay a portion of the monthly premiums as follows: See attached premium schedule.

Employees who do not work during the summer months and who do not have a pay check coming from the district must make other arrangements to pay their own share of their premium contribution during those months. The District will continue to pay its share during those months.

The district has an open enrollment period during the month of December. During that month, employees who have previously declined coverage may enroll in the group insurance plan. All other enrollment changes must meet the requirements of the HIPPA law.

5. Long Term Disability Insurance (LTD)

For each eligible district employee, the district shall pay the premium for Long Term Disability.

Any Employee who is hired to work 30 hours or more per week and 175 or more days per year shall be eligible to participate in the District Long Term Disability Insurance.

6. Basic Accidental Death and Dismemberment coverage (ADD), and Basic Life.

For each eligible district employee the district shall pay the premium for Basic Accidental Death and Dismemberment coverage, and Basic Life Insurance.

Basic Life Insurance coverage is employees \$20,000.00, spouses \$2,000.00, and child (each) \$1,000.00. Supplemental Insurance is available additional premium cost to be paid by the employee.

Adopted: Date of Manual Adoption

Revised: 8/2/76

Revised: 2/12/81

Revised: 4/11/85

Revised: 1/8/87

Revised: 10/8/87

Revised: 8/19/88

Revised: 5/11/ 89

Revised: 6/11/98

Revised: 4/8/99

Revised: 5/9/02

Revised: 4/10/03

Revised: 7/16/03

Revised: 8/22/06

Revised: 3/8/07

Revised:10/09/08

Revised: 9/9/10

Revised: 06/14/2011

LEGAL REF: W.S. 27-12-204