

**PARK COUNTY SCHOOL DISTRICT #6
BOARD OF EDUCATION POLICY**

CODE: GDBD

STAFF FRINGE BENEFITS: CLASSIFIED

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 presence 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.

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 permanent classified employees working at least 1000 hours per year 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 a rate of \$100 per month.

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.

OTHER - The District will permit payroll deductions for additional programs in the same manner and under the conditions as apply to certified staff. Other payroll deductions for individuals may be approved from time to time by the Board of Trustees.

Adopted: 1/20/98