

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

Code: GCBD

PROFESSIONAL STAFF FRINGE BENEFITS

The Board of Trustees of the District recognizes that, in addition to the basic salary, other benefits are considered an integral part of the total employee compensation package. It is the policy of the Board that provision for appropriate fringe benefits, including leaves, retirement benefits, group insurance, and Workmen's Compensation, be made in accordance with law.

The Superintendent or his/her designee will administer those employee benefit programs that are approved by the Board of Trustees and offered to District employees. It is the practice of the Board of Trustees, through the District administration, to voluntarily meet with staff representatives to discuss fringe benefit offerings prior to approving them.

The Board retains the sole and exclusive right to alter, amend, or revoke benefits offered pursuant to this policy.

Workmen's Compensation

In accordance with Wyoming Statute, the District employees required to be covered are covered under Wyoming Workmen's Compensation and are entitled to the prescribed benefits of the plan should they become injured while at work or sustain a work-related injury. All work or work-related injuries must be reported and filed in compliance with guidelines established under Wyoming Workmen's Compensation laws. The District, at its option, may cover ~~other~~ all employees under Wyoming Workers Compensation~~also~~.

Reference: Policy GCBG

Liability Insurance

As a part of the district's umbrella insurance coverage, the Board of Trustees carries liability insurance acquired to protect employees against damage suits arising out of the employee's performance of his/her duties within the scope of his/her employment and assigned responsibilities with the school district.

Reference: Policy GCBH

Leave of Absence

All full-time and eligible permanent part-time District employees will be eligible for a variety of different leaves of absence. All leaves of absence shall be categorically approved by the Board of Trustees and shall be administered by the Superintendent.

Reference: Policy GCC – Unpaid Leave of Absence: Certified
Policy GCCAF – Sabbatical Leave: Certified
Policy GCCAA – Professional Staff Leaves & Absences
Policy GCCAAB:PM – Personal Leave
Policy GCCAA – Certified Staff Illness, Bereavement Leave & Retirement Incentive
Policy GCCAAA – Sick Leave Bank – Certified Personnel
Policy GCCAB-R:PM – Family Medical Leave Act
Policy GCCABB:PM – Jury Duty/Subpoena Leave
Policy GCCAD – Military Leave
Policy GCI:PM – Professional Leave
Policy GBDBH – Employment Improvement Leave
Policy GCUA: PM – Association Leave
Policy GCCAC – Maternity/Paternity Leave

Health Insurance - Reference: Policy GCBDA

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Annuities

Employees may request a salary deduction for annuities. It shall be the employee's responsibility to select a carrier for his/her annuity plan and make arrangements with the Business Office for monthly salary deductions. All plans selected must be approved for operation in the State of Wyoming and will be administered in accordance with applicable State and Federal statutes.

Reference: Policy GCBDA

RETIREMENT:

Early Notification of Retirement

The district may offer a retirement incentive program in accordance with oard Policy GCCAA and Policy GCQC (certified only) to those employees who qualify.

(For Retire/Rehire reference Policy GCQE)

Wyoming State Retirement Program

By Wyoming statute, all district employees must be enrolled in the Wyoming State Retirement Program. By Board authorization, the district may pay the district's portion and the employee's portion of all required Wyoming state retirement contributions for each certified employee.

Certified Staff Illness, Bereavement Leave, and Retirement Incentive

Reference: GCCAA:PM

Life Insurance

The district provides a \$20,000 life insurance policy for employees and dependents.

Severance Pay

Reference: Policy GCCAA

Adopted: 1/20/98
Re-Coded: 10/15/13
Revised: 4/18/2017