

## **Professional Staff Fringe Benefits**

**GCBC**

Benefits, in addition to basic salary, are recognized by the Board as an integral part of the total compensation plan for staff members. The benefits extended to employees required to have teacher certification 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 several other benefits and services for employees.

Wyoming State Retirement Program – Membership in this program is required for all regular certified school employees. This benefit is for the employee only.

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

Workmen's Compensation - The school district carries Workmen's Compensation with the Wyoming Workmen's Compensation Insurance Fund *for those positions as required by law*. Should an employee who is covered by this insurance be injured while at work, he is entitled to the benefits provided by the Workmen's Compensation Fund.

Unemployment Insurance - The district provides unemployment insurance 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 and Dental Insurance - All full-time, regular, certificated 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.

Life Insurance - All employees covered by the district's medical insurance program will receive such life insurance as is provided in connection with that program. This benefit is for the employee only.

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 a lawsuit.

Tax Sheltered Annuities - Tax sheltered annuities approved by the Board will be permitted upon proper request made through the superintendent.

Teacherages - The school district may provide teacherages for certificated staff for a portion of the certificated staff in Moorcroft.

Long Term Disability Insurance - Put out on bid for consideration by the Board to pay cost of same for all regular school employees who are full-time employees. It is coordinated with school district sick leave, a state disability plan, and social security. This benefit is for the employee only.

Revised: February 21, 2004

Revised: May 20, 2007