

September 1, 1999

**STAFF  
FRINGE BENEFITS**

The board of education, understanding the benefits of providing fringe benefits in a cost-effective manner, a "cafeteria" plan for the purchase of such benefits by each employee. Health and accident insurance, cancer insurance and annuities are available on a payroll deduction plan. Also, retirement paid by the employer on behalf of the employee is made on a pre-tax basis.

The district will pay 100% of the cost of the district's health care plan for any staff member working six or more hours per day, 172 days per year, and who chooses to participate in the district's plan. If the staff member elects not to participate in the district's health care plan, he/she may choose to use the amount of money credited to his/her account for other benefits in the cafeteria plan or may take the money as taxable money.

Reference: SB 902, 1998 Legislative Session  
HB 1363, 1999 Legislative Session