

## Classified Staff Fringe Benefits

The Board recognizes that attractive compensation plans which include adequate wage and employee benefits are necessary to attract and hold well-qualified individuals to provide effective educational and treatment programs the NWBOCES Board desires for students. The Board reserves the right to change these benefits any time the Board determines it necessary. The Wyoming State Retirement System - Participation in the Wyoming State Retirement System will be mandatory for all permanent part-time and full time personnel. Substitute personnel will not participate in the Wyoming State Retirement System.

Social Security (FICA) - NWBOCES participates in the Social Security Program for all employees.

Worker's Compensation - NWBOCES participates in the Worker's Compensation Insurance Fund.

Unemployment Insurance - NWBOCES provides unemployment insurance.

Health Insurance - Health insurance will be offered for all full-time and permanent part-time employees who are eligible to participate in the NWBOCES's health insurance plan. Employees with a scheduled shift of 30 hours or more weekly are eligible.

Tax Sheltered Annuity - Full time employees covered by another insurance plan may opt to receive a TSA (Tax Sheltered Annuity) at a rate offered by the NWBOCES Board. Employees working between 20-36 hours in a permanent part-time position and who are covered by another insurance plan may opt to receive a TSA benefit at half the rate.

Life Insurance - Full time employees are covered by a group life insurance policy. This policy insures full time employees with term life up to the amount of their annual salary, and does not exceed \$50,000.00. NWBOCES will provide spouse life insurance coverage not to exceed a \$2,000.00 policy. Substitute and permanent part-time employees will not be eligible for life insurance benefits or spouse life insurance.

Disability Insurance - Disability insurance will be provided to full-time employees eligible under the disability insurance program of NWOCES.

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Revised 4-27-05  
Revised 6-28-06  
Revised 3-23-11  
Revised 10-26-11  
Revised 12-12-12  
Revised 9-24-14  
Revised 2-25-15  
Revised 11-16-17  
Revised 10-23-24