

## 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 NW BOCES 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. Substitutes, temporary full time, and temporary part-time personnel will not participate in the Wyoming State Retirement System.

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

Worker's Compensation - NW BOCES participates in the Worker's Compensation Insurance Fund.

Unemployment Insurance - NW BOCES provides unemployment insurance.

Health Insurance - For all full-time and part-time employees who are eligible to participate in the NW BOCES's health insurance plan. Employees with a scheduled shift of 30 hours or more weekly are eligible. Permanent part-time employees with a scheduled shift of up to 30 hours weekly may participate in the NW BOCES health insurance program for which NW BOCES will pay \$250.00/month toward insurance coverage.

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 NW BOCES 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. NW BOCES will pay for spouse life insurance coverage not to exceed a \$2,000.00 policy. Substitute, temporary full time, temporary part-time and permanent part-time employees will not be eligible for life insurance benefits.

Disability Insurance - As per insurance policy provisions at a rate offered by the Board.

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