

Professional Staff Fringe Benefits

The Board recognizes that attractive compensation plans - which include an adequate base salary incentives, and employee benefits - are necessary to attract and hold well-qualified and able men and women to provide the effective educational and treatment program the NW BOCES Board desires for students. The Board reserves the right to change these benefits at 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 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 20 to 29 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 Tax Shelter Annuity at a rate offered by the NW BOCES Board. Employees working between 20-36 hours in a part-time position and who are covered by another insurance plan may opt to receive the TSA benefit at half the rate.

Life Insurance - Full time professional employees are covered by a group life insurance policy. This policy insures full time professional 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 coverage. Substitute, temporary full time, temporary part-time and permanent part-time employees will not be eligible for life insurance benefits.

Tuition Payments - The NW BOCES will pay any full time certified employee tuition for course work per Policy 5012 and 5012R.

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