

## SUPPORT STAFF FRINGE BENEFITS

The Board recognizes that fringe benefits are an integral part of the total compensation plan for support staff members. The Board of Education shall provide fringe benefits to all full-time support staff employees by offering participation in a group insurance plan. The contract for insurance will be submitted to competitive bidding at least every three (3) years. Any plan of group health insurance shall include a provision allowing persons who retire, or who have retired, to become members of the plan if they are eligible to receive benefits under the Public Education Employee Retirement System (PEERS), by paying premiums at the same rate as other members of the group, pursuant to the limitations set forth in ' 169.590, RSMo. In addition, the Board shall establish a premium-only cafeteria plan, as permitted under federal law, accessible by employees of the school district.

### **403(b) Annuity Program**

The district offers participation in a 403(b) annuity program in accordance with law. The district has selected Forrest T. Jones to administer this program. A copy of the district's written plan is available in the central office. Selection and de-selection of vendors and funding vehicles shall be in accordance with the policy recommended by Forrest T. Jones which is incorporated by reference into this policy.

### **COBRA**

At the time of commencement of coverage under the plan, an employee shall be given his or her first notification of rights under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Further notification is contingent upon the occurrence of a qualifying event and, in applicable situations, notification to the district that a qualifying event has occurred, as required by law.

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***Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.***

Adopted: 6-28-12

Revised:

FILE: GDBC  
Critical

Cross Refs: DJC, Bidding Requirements  
HA, Negotiations with Employee Representatives

Legal Refs: ' ' 67.150, .210, 169.590, 376.453, RSMo.  
Internal Revenue Code, 26 U.S.C. ' 125  
Consolidated Omnibus Budget Reconciliation Act, 29 U.S.C. ' ' 1161-1168

Dent-Phelps R-III School District, Salem, Missouri

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Adopted: 4-15-10 Re-adopted 6-28-12

Revised: