

532.32

CERTIFIED STAFF FRINGE BENEFITS

THIS POLICY COMBINES PERTINENT INFORMATION FROM POLICIES 532.31, 532.32, 542.31, AND 542.32 INTO ONE STAFF FRINGE BENEFITS POLICY

All ~~fully employed~~ personnel **employed 80% or more** shall receive health insurance with 93% of the premium paid by the Agency. All ~~fully employed~~ personnel **employed 80% or more** shall receive fully paid ~~long-term care insurance,~~ long-term disability insurance, dental insurance, and life insurance.

~~For those employed 50% to 79%, fringe benefits shall be made available with the Agency paying the percentage worked portion of health and dental premiums and the staff member contributing the remaining portion of the total cost for health and dental. For those employed 50% to 79%, life insurance, long term care insurance, and long-term disability insurance premiums shall be fully paid by the Agency.~~

~~Staff members employed less than 50% of the time by CESA #9 shall not receive any CESA paid fringe benefits. However, if any employee wishes to receive any available benefits, he/she may request it and it may be granted with the cost being deducted from his/her salary.~~

~~The standard for determining percentage of time shall be based upon the 190-day school year 190 days for school-term employees and 260 days for year-round employees.~~

Beginning in the 2009-10 school year, the Board of Control will provide a high deductible (\$1,500/\$3,000) Point of Service health plan. The Board of Control will complement this plan with an annual health reimbursement arrangement (HRA) account of \$2,500 (family) and \$1,250 (single) for employees on the plan.

The Agency shall provide an ~~optional plan in lieu of health insurance which includes an employer sponsored Health Reimbursement Arrangement (HRA) in lieu of health insurance option for eligible employees.~~ **for those selecting the option.** The Board contribution will be \$7,978.00 less the annual LTC premium. **The monthly contribution to the HRA by the Agency for eligible employees will be in an amount established by the Board. The HRA contribution in lieu of health insurance for eligible personnel employed 50% - 79% will be prorated with the Agency paying the percentage worked.**

The Board of Control shall contribute on behalf of the employee, the employer contribution to the Wisconsin Retirement Fund.

The Board agrees to establish and fund a Section 125 Flexible Spending Account for eligible employees.

Tentative Approval: August 8, 2011

FINAL APPROVAL: September 7, 2011

Revised and Approved: August 1, 2016

Commented [JM1]: This section is added from Policies 532.31 and 542.31