

**Employee Benefit Programs**

Objectives and Guiding Principles

The Board of Education sponsors a number of employee benefit programs to help employees manage the cost of health care and to help meet financial needs arising from disability, retirement and death. The District's benefit programs operate under the following principles:

- Our benefit offerings will be a means to attract and retain the high caliber staff we need to meet our educational goals.
- In a manner that is fiscally responsible, our benefit offerings will be competitive, overall, with the school districts of similar size and type in terms of cost and perceived value by all constituents.
- We will constantly strive to modernize our benefit offerings to meet the needs of a changing workforce.

Approval and Funding of Employee Benefit Programs

Final selection of the programs to be in effect, as well as the level of benefits to be provided, will be approved by the Board of Education after analyzing the financial impact of continuing each benefit arrangement.

This policy creates no vested right to benefits or a particular level of benefits in the future. The Board reserves the right to modify, amend, or terminate any of its employee benefit arrangements at any time.

Adopted: 12/12/11  
Revised: 2/27/17  
Reviewed: 03/05/21; 9/14/22