

## Support Staff Fringe Benefits

### Severance pay

Any support staff member with 10 years or more of continuous full-time service in the Weld RE-9 School District upon retirement will receive \$125 for each year of service to the district providing the following conditions are met. If service is less than full time the employee will receive a pro-rata amount according to the percentage benefits paid for health insurance. Continuous service will qualify by the percentage paid for medical benefits (i.e.) 50% medical benefits equals \$62.50/year; 75% medical benefits equals \$93.75/year; 100% medical benefits equals \$125.00/year. Substitution employment does not count towards benefit.

1. The staff member must complete the current school year assignment.
2. The staff member must provide written notification of intent to resign/retire before April 1<sup>st</sup> of the year of intended retirement.
3. The staff member submits PERA retirement or permanent disability request to Human Resources office.
4. Human Resources receives notification from PERA of retirement.

### Benefits

The following insurance plans will be determined by the Board of Education:

#### 1. Medical and hospitalization insurance

The district will pay the full single rate per month towards a hospitalization /medical insurance plan for full time service, 75% for Food Service, and 50% for transportation or part-time employees.

#### 2. Income protection

The district will pay the full single rate per month toward income protection insurance coverage provided a minimum of 20 hours per week is worked. Time is based on regular hours, not extra hours or trip hours.

#### 3. Section 125

The district shall provide a cafeteria program which allows employees with certain qualifying insurance premium deductions to reduce their tax obligation by the amount of insurance paid through payroll deduction. Employees participating in the tax plan must retain those coverage's for the plan year, July through June, of the next calendar year.

New employees may elect to join the tax benefit plan upon employment. Continuing employees will have the opportunity to enroll as the district begins a new plan year.

Adopted: July 12, 1994  
 Revised: July 25, 2000  
           July 24, 2001  
           July 22, 2003  
           June 26, 2007  
           November 27, 2012