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STEVENS POINT AREA PUBLIC SCHOOL DISTRICT

EMPLOYEE BENEFITS

Short-Term Disability

The Board shall provide voluntary short-term disability insurance to eligible employees at the employee's cost. The employee can select from various face amounts of coverage. The insurance carrier(s), program(s), and coverage options will be selected and determined by the Board. Eligibility for, and payment toward, coverage for individual employment groups are noted in our benefits materials (includes benefits handouts and information on the District website).

Long Term Disability

The Board shall provide long-term disability insurance to eligible employees. The insurance carrier(s), program(s), and coverage will be selected and determined by the Board. Eligibility for, and payment toward, coverage for individual employment groups are noted in our benefits materials.

Life Insurance

The Board shall provide life insurance to eligible employees. The insurance carrier(s), program(s), and coverage will be selected and determined by the Board. Eligibility for, and payment toward, coverage for individual employment groups are noted in our benefits materials.

Wisconsin Retirement System (WRS) Contributions

The Board shall comply with Wisconsin Statutes and Department of Employee Trust Funds in administering the Wisconsin Retirement System (WRS) eligibility and contributions.

Medical, Dental, and Vision Insurance

The Board shall provide medical, dental and vision insurance to eligible employees and for eligible retirees. The insurance carrier(s), program(s), and coverage will be selected and determined by the Board. Eligibility for, and payment toward, coverage for individual employment groups and any Alternative Benefits (cash in lieu of medical coverage) are noted in our benefits materials.

Graduate Credit Reimbursement

The Board shall reimburse employees up to $1000 per fiscal year for successful completion of approved credits until the staff member accumulates more than 30 credits. Each reimbursable credit must be pre-approved by the employee's immediate supervisor and Director of Education (Elementary or Secondary) to be eligible for reimbursement.

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Approved 05-14-12

a. If the employee retires, leaves, or separates from the District (except if laid off) within 12 months of having earned such credits, then the employee shall repay the District 100% of such reimbursement the employee may have received during the immediate and previous 12-month period.
b. If the employee retires, leaves, or separates from the District (except if laid off) within 13-24 months of having earned credits, then the employee shall repay the District 50% of such reimbursement the employee may have received during the immediate and previous 13-24 month period.
c. If the employee retires, leaves, or separates from the District (except if laid off) prior to completion of the course(s) or submission of credits for the course(s), the employee shall not be eligible for nor receive reimbursement.

Special Education, ESL and Technology Education Credit Reimbursement Program

1. **Special Education**
   Employees who hold a bachelor's degree or are working towards a bachelor's degree in Special Education and have been employed at least one full year are eligible to participate in this program.

   Qualified staff receive tuition reimbursement for the cost of approved credits at the University of Wisconsin-Madison credit rate up to a maximum equivalent of 12 full credits, needed to obtain a Special Education add-on license or a Special Education teaching license. To qualify for reimbursement, the employee's immediate supervisor and Director of Education (Elementary or Secondary) must pre-approve courses.

2. **Technology Education**
   Employees who hold a bachelor's degree or are working towards a bachelor's degree in Technology Education and have been employed at least one full year are eligible to participate in this program.

   Qualified staff receive tuition reimbursement for the cost of approved credits at the University of Wisconsin-Madison credit rate, up to a maximum equivalent of 12 full credits toward a Technology Education teaching license. To qualify for reimbursement, the employee's immediate supervisor and Director of Education (Elementary or Secondary) must pre-approve courses.

   a. If the employee retires, leaves, or separates from the District (except if laid off) within 12 months of having earned such credits, then the employee shall repay the District 100% of such reimbursement the employee may have received during the immediate and previous 12 month period.

   b. If the employee retires, leaves, or separates from the District (except if laid off) within 13-24 months of having earned credits, then the employee shall repay the District 75% of such reimbursement the employee may have received during the immediate and previous 13-24 month period.

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c. If the employee retires, leaves, or separates from the District (except if laid off) within 25-36 months of having earned credits, then the employee shall repay the District 50% of such reimbursement the employee may have received during the previous 25-36 month period.

d. If the employee retires, leaves, or separates from the District (except if laid off) prior to completion of the course(s) or submission of credits for the course(s), employee shall not be eligible for nor receive reimbursement.

3. English as a Second Language

The District will reimburse teachers who have been employed at least one full year, tuition reimbursement for the cost of approved credits at the University of Wisconsin-Madison credit rate, up to a maximum equivalent of 12 full credits toward an ESL license.

As with other District educational reimbursement programs, employees who receive educational reimbursement and leave the District within 12-36 months will have to repay the District as follows:

a. If the employee retires, leaves, or separates from the District (except if laid off) within 12 months of having earned such credits, then the employee shall repay the District 100% of such reimbursement the employee may have received during the immediate and previous 12 month period.

b. If the employee retires, leaves, or separates from the District (except if laid off) within 13-24 months of having earned such credits, then the employee shall repay the District 75% of such reimbursement the employee may have received during the immediate and previous 13-24 month period.

c. If the employee retires, leaves, or separates from the District (except if laid off) within 25-36 months of having earned such credits, then the employee shall repay the District 50%.

Teacher Dual Credit Reimbursement Program

The district can apply for the Dual Enrollment Credential Grant to help with the cost of tuition expenses incurred for courses taken that meet the minimal qualifications necessary to teach dual enrollment courses for high school and college credit.

To be eligible, coursework is taken during a specific time period according to the grant.

Teachers cannot apply directly for the grant. Interested teachers must notify the Director of Secondary Education if interested in becoming dual certified.

Reference: *Board Policy 3425* Benefits

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