

## West Central School District 49-7

### **SUPPORT STAFF FRINGE BENEFITS**

Benefits in addition to basic salary are recognized as an integral part of total compensation for support staff members.

Benefits for support staff members will include coverage, as required by law, under worker's compensation and participation in the Social Security system.

Support staff who work more than twenty hours per week qualify and are required to participate in the South Dakota Retirement System.

All support staff members who are regularly employed for at least twenty hours per week will be entitled to membership in the district's group insurance program. The school district will contribute the same benefit amount of group insurance as noted in the negotiated agreement for those employees who work more than thirty hours per week for nine months of the year. Those employees who work more than twenty hours per week but less than thirty hours per week must pay the entire cost of the premium regarding the group insurance program.

Retiring employee participants, and/or their participating dependents may purchase a continuation of health insurance benefits. Retirees must have at least thirteen years of service with the West Central School District and have attained the age of 55. Dependents of eligible retirees will be considered the same as dependents of other employees. The retired employee will pay the West Central School District the entire cost of this benefit. Coverage terminates at age 65 or when Medicare eligible. (In the event of Federal Law increasing the eligibility age for Medicare, the school district will abide by the Federal Law requirements.)

Legal References: SDCL 3-11-1 et seq.  
3-12A et seq.  
13-10-3; 13-10-4' 13-10-6,7,8 & 13-10-9  
62-1-2; 62-3-3

Policy:  
Adopted: 12/13/04  
Revised: 6/24/13  
7/14/14  
4/10/17