

FRINGE BENEFITS FOR NON-AFFILIATED STAFF

542.2

MEDICAL AND DENTAL INSURANCE

- A. There shall be no cash payments in lieu of insurance.
- B. The base rate for District contribution for employees hired before January 1, 2007 will be 90% of premium contribution to the family plan and 100% contribution towards the single plan. Employees hired after January 1, 2007 will receive 80% District contribution toward single or family, medical and/or dental insurance.
- C. The District contribution to employee medical and/or dental insurance will be prorated based on the base annual days of employment, and base hours per week. The full District contribution will be allowed for twelve-month (260 days) employees scheduled for at least 30 hours per week.
- D. Employees who are less than 12 month and have less than five years of service will be eligible for single coverage. Once an employee has reached their fifth anniversary by the close of the fiscal year, they are eligible to choose family coverage.

District Contribution to Medical & Dental Coverage

	Hired Prior to 1-1-2007		Hired After 1-1-2007	
Over 30 hours per week 12 month, 260 days	Single 100%	Family 87.4%	Single 80%	Family 80%
20 to 30 hours per week and/or less than 260 days with less than 5 years of service	Single Prorated on hours per day and days scheduled	Family Not Eligible	Single Prorated on hours per day and days scheduled	Family Not Eligible
20 to 30 hours per week and/or less than 260 days with more than 5 years of service	Prorated on hours per day and days scheduled		Prorated on hours per day and days scheduled	
Less than 20 hours per week	Not Eligible		Not Eligible	

- E. Providing the insurance carrier agrees, retiring employees may continue in the medical or dental insurance program for a maximum of 10 years, providing they (1) pay the full premium, (2) have attained the age of 55 or beyond, and (3) have worked for the District for a minimum of 15 years. This option ceases at the age of Medicare eligibility. Payments must be made in advance, according to the insurance carrier's regulations.

Employees not meeting all three of the above criteria may remain a member of the medical or dental insurance group for a maximum of three (3) years by assuming the payments of the full premium, providing the insurance carrier agrees. Payments must be in advance.

DISABILITY INSURANCE

The District will provide disability insurance for all employees who work more than 600 hours per year. The District will pay for the cost of this coverage.

LIFE INSURANCE

The District will provide life insurance for all employees who work at least 15 hours per week on a regular basis.

EMPLOYEE TRUST FUNDS (ETF)/WISCONSIN RETIREMENT SYSTEM (WRS)

The District will contribute the employer portion of the required contributions toward the Wisconsin Retirement System (WRS) as determined by the Employee Trust Funds Board.

Each employee shall be required to contribute an amount equal to one-half of all required contributions towards the Wisconsin Retirement System (WRS) as determined by the Employee Trust Funds Board.

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