

## PROFESSIONAL STAFF FRINGE BENEFITS

Benefits in addition to basic salary are recognized by the board as an integral part of the total compensation plan for staff members.

The benefits extended staff members will be designed to promote their present and future economic security. Benefits may include insurance and retirement benefits and severance pay.

Insurance

The board of education has approved health and life insurance plans for its full time employees.

Full time employees shall be eligible for hospitalization and medical insurance, (for certain employees, this may include reimbursement for Medicare premiums), drug plan, dental plan, and life insurance shall be contingent upon signing a one-year contract (The school calendar year will be considered one year for certain positions.)

An employee must enroll within 30 days of the effective starting date of contract.

Annuities

The board shall provide its employees the opportunity to enroll in a tax sheltered annuity program under a payroll deduction plan. The board's tax sheltered annuity involvement will be governed by law and district regulations approved by the board.

LEGAL REFS.: ORC 9.83; 9.90  
3313.20—3313.203; 3313.38  
3319.141  
3317.04  
Chapter 4141  
41233.01