

Professional Staff Fringe Benefits

The following benefits in addition to basic salary are recognized by the Board as an integral part of the total compensation plan for professional employees. Fringe benefits are subject to change pending the outcome of the annual negotiations process between the Green River Education Association (GREA) and the Board of Trustees. Details are available from the Human Resources and Payroll Departments, Green River Education Association (GREA) representatives, and in the Employee Benefits Summary booklet provided to all staff members every school year.

Health Insurance

Full-time certified personnel are eligible for group medical/dental insurance coverage. Premiums are shared by the District and the employee per the annual negotiation agreement. Employees' health insurance premiums are deducted on a pre-tax basis.

Life Insurance

The District will pay the entire premium on a \$50,000 term policy for full time certified employees. The coverage is doubled if the employee dies an accidental death. Dependent coverage: \$5,000/spouse; \$2,000/child (6 months – 21 years, 23 if full-time student), \$100/child (15 days to 6 months).

Long-Term Disability Insurance

The District pays all premiums on a long-term disability policy for full time certified employees. If an employee is unable to work (substantiated in writing by a physician and after a 90-day waiting period), the insurance pays 2/3 of an employee's annual earnings in monthly payments (up to \$5,000/month).

Retirement Program

All regular employees are covered. Temporary employees are not. The District pays the mandatory employer contribution and any employee contribution as per the annual negotiation agreement. After 48 months in the WRS, an employee becomes "vested" and has a right to benefits at retirement age. The contributions of employees who terminate employment may be left on deposit and, if vested, may be withdrawn through a monthly allowance beginning at age 50. The employer's share of the contribution is not refundable to an employee who resigns and who wants a refund.

Normal retirement can also occur when employees can qualify for the rule of 85 (years of service plus age equal to 85). All eligibility requirements and benefit options are subject to change as per the Wyoming Retirement System rules and regulations.

Wyoming Safety and Worker's Compensation

Personnel who work in District positions that are covered under Wyoming Safety and Worker's Compensation laws may be eligible for medical and/or salary benefits for injuries sustained in job related accidents. Job related injuries must be reported to the employee's supervisor before the end of the shift, and claim forms must be filed with Human Resource in the Central Office within 72 hours of the accident. Eligibility for benefits is determined by Wyoming Safety and

Worker's Compensation guidelines. Employees may elect to use District sick leave for work related injuries. Sick leave and Worker's Compensation lost wages cannot be taken at the same time.

Workplace Accident Insurance

The District provides accident insurance coverage for employees not covered under Wyoming Worker's Compensation Insurance. The insurance will pay up to \$5,000 annually for qualifying medical and dental claims resulting from workplace accidents for these employees. The insurance is secondary coverage for employees covered under the District's medical and dental insurance.

Voluntary Vision Insurance

Certified employees who work at least 30 hours per week may purchase group vision insurance at their own expense.

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Cross Refs: GBE, Staff Health and Safety
GCL, Professional Staff Development Opportunities
GCLA, Professional Staff Visitations and Conferences