

**Policy**  
**SUPPORT STAFF FRINGE BENEFITS**

**Descriptor Code: GDBC**

The Board recognizes that fringe benefits, such as insurance opportunities, can be an important part of the total compensation plan.

The superintendent or designee will research and present to the Board fringe benefit opportunities that will assist the district in attracting and retaining quality employees.

Unless otherwise indicated in this policy, a support staff member is considered to be a full-time employee if he or she holds a position designated as full time in the relevant job description.

**Benefits Fully or Partially Paid by the District**

The district has a wide variety of support staff members with varying schedules and compensation expectations. The district will notify employees in writing of the benefits associated with their positions. The district may provide access to and contribute toward the cost of the following benefit options, depending on the position:

1. Health insurance or a group health plan
2. Other benefits as approved by the Board

The district may also offer life insurance to all regular support staff members depending on budgetary constraints.

In accordance with law, any contract for an insurance policy provided for the benefit of employees will be submitted to competitive bidding at least every three years.

**Health Insurance or Group Health Plan**

As of July 1, 2014, the Board will provide eligible full-time employees access to district-sponsored health insurance or a group health plan, in accordance with federal law. For health insurance or health plan purposes, an eligible employee is defined as a staff member the district reasonably expects to work an average of 30 hours or more per week as determined by law.

The Board of Education shall provide fringe benefits to all regular and full-time support staff employees, excluding temporary and seasonal employees, by offering participation in a group insurance plan, effective the first of the month following completion of 60 calendar days of probationary employment.

Any district health insurance contract or plan shall include a provision allowing persons who retire from the district to remain or become members of the plan if they are eligible to receive benefits under the Public School Retirement System of Missouri (PSRS) or the Public Education Employee Retirement System of Missouri (PEERS) by paying premiums. In addition, the retiree's spouse and children must be allowed to become members of the plan if they are receiving or are eligible to receive benefits under the PSRS or PEERS. Retirees and their spouses and children will have one year from the date of retirement to qualify and enroll in

the coverage. Once that date has passed, if a retiree or his or her spouse or children discontinue district coverage, they are not eligible to re-enroll.

**Benefits Provided by the District at Employee Expense**

In accordance with law, the district is required to establish a premium-only cafeteria plan unless the district provides health insurance through a self-insured or self-funded group health plan. Even if the district provides health insurance through a self-insured or self-funded plan, the district may choose to offer employees access to a cafeteria plan or other benefits, such as dental or vision insurance, at the employee's expense.

**403(b)/457(b) Programs**

The district offers participation in a 403(b) or 457(b) program in accordance with law. The Raytown C-2 School District has selected five separate vendors to administer this program. A copy of the district's written plan is available in the central office. Selection and deselection of vendors and funding vehicles shall be in accordance with the plan.

**Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) Requirements**

In accordance with law, the district-sponsored health insurance or group health plan will allow for continuing coverage of employees and their spouses, former spouses or dependent children after certain qualifying events upon payment of the applicable premium. This obligation applies to both district-paid and employee-paid options. Qualifying events include, but are not limited to, employee resignation from the district, most situations involving employee termination and situations where an employee's hours have been reduced so that he or she no longer qualifies for district-paid health insurance or the group health plan. The district will provide notices as required by law.

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***Note: The reader is encouraged to check the index located at the beginning of this section for other pertinent policies and to review administrative procedures and/or forms for related information.***

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Raytown C-2

Date Adopted: 7/1/2007  
Last Revised: 4/10/2017

**State Reference**

§ 67.150, RSMo.  
§169.590, RSMo  
§376.428, RSMo.  
§376.453, RSMo.

**Description**

[State Statute](#)  
[State Statute](#)  
[State Statute](#)  
[State Statute](#)

**Federal Reference**

26 U.S.C. § 4980H  
42 U.S.C. §§ 300bb-1-8

**Description**

[Federal Statute](#)  
[Public Health Services Act](#)

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

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