

## **STAFF BENEFITS**

Benefits, in addition to basic wage/salary, are an integral part of the total compensation plan for staff members. The Board of Trustees will provide benefits as determined by the Board or required by law. Staff are eligible for benefits as determined by the Board in its sole discretion, or as may be required by law. The Board will review and approve the terms and conditions of benefit packages annually each May. If available, eligible employees may participate in the district's health, dental and vision insurance, accidental death and dismemberment insurance, voluntary term life insurance, basic life insurance, Flexible Spending Accounts, 403(b) Plan, Aflac supplemental insurance, and the Wyoming Retirement 457 Plan.

A list of individual benefit elections can be found on an employee's monthly pay stub. Summaries and premiums of benefit offerings are available for review on the staff intranet.

Membership in the Wyoming Retirement System is required for all regularly employed staff.

The Board of Trustees retains the exclusive and sole right to establish, determine eligibility, set levels of participation, alter, and amend all such benefits.

For employees leaving employment, all benefits will end the last day of the month in which the employee last worked. Any premiums paid for coverage in advance (summer premiums) will be reimbursed as soon as practicable following the end of employment. Any nine or ten-month employee resigning their position during the summer (June/July/August) will be required to reimburse the district for summer premiums paid by the district. Staff leaving employment with the district should contact the Human Resources Office to discuss opportunities for continuation of benefits and to arrange payment of premiums.

First Reading: 12-4-23  
Second Reading: 1-8-24