

## SUPPORT STAFF FRINGE BENEFITS

The Board recognizes that fringe benefits are an integral part of the total compensation plan for support staff members. The Board of Education shall provide fringe benefits to all full-time support staff employees by offering participation in a group insurance plan. The contract for insurance will be submitted to competitive bidding at least every three (3) years. Any plan of group health insurance shall include a provision allowing persons who retire, or who have retired, to become members of the plan if they are eligible to receive benefits under the Public Education Employee Retirement System (PEERS), by paying premiums at the same rate as other members of the group, pursuant to the limitations set forth in ' 169.590, RSMo. In addition, the Board shall establish a premium-only cafeteria plan, as permitted under federal law, accessible by employees of the school district.

### COBRA

At the time of commencement of coverage under the plan, an employee shall be given his or her first notification of rights under the Consolidated Omnibus Budget Reconciliation Act (COBRA). Further notification is contingent upon the occurrence of a qualifying event and, in applicable situations, notification to the district that a qualifying event has occurred, 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.***

Tentatively Approved: 03/19/09

Adopted: 5/21/09

Revised:

Cross Refs: DJC, Bidding Requirements

Legal Refs: ' ' 67.150, .210, 169.590, 376.453, RSMo.  
Internal Revenue Code, 26 U.S.C. ' 125  
Consolidated Omnibus Budget Reconciliation Act, 29 U.S.C. ' ' 1161-1168

East Carter County R-II School District, Ellsinore, Missouri

FILE: GDBC  
Critical