

Staff Personnel  
400 Series

INSURANCE FOR SUPPORT PERSONNEL  
Code No. 412.3

It is the policy of the Board that appropriate fringe benefits, such as insurance, be included in compensation provisions for support staff, and that retirements benefits, social security, unemployment benefits, and annuity programs be provided as authorized by law.

Support employees covered by current master contract with recognized bargaining units will receive benefits in accordance with the terms of the appropriate contract.

Twelve month, full time, classified employees who are not members of a bargaining unit will be provide an allowance for group insurance or tax sheltered annuities at a rate to be periodically established by the Board of directors (usually once per year).

The business office will administer such retirement plans, health and accident insurance, savings and annuity programs as the Board may authorize and the law may prescribe.

Workers' Compensation

District employees are covered under the Workers' Compensation Act, and are entitled to its benefits under the terms of the law. Premiums for participation in the Workers' Compensation Insurance Plan are paid entirely by the school district.

Group Insurance/Tax Sheltered Annuities

Members of the certified bargaining units will participate in a package insurance program as set forth in the labor agreement(s) with the Board.

Group insurance for administrators and the secretary of the Board will be as specified in their individual contracts.

Twelve month, full time, classified employees who are not members of a bargaining unit will be provided an allowance for group insurance or tax sheltered annuities up to the level of premiums charged for the higher option individual group coverage plan.

If the employee chooses to apply a portion or all of the insurance/tax sheltered annuity allowance towards a tax sheltered annuity it will be at no additional cost to the school district, as the employee will be responsible for any employer share of payroll taxed that are due on the contribution to the tax sheltered annuity.

Pursuant to the provisions of Iowa law, it is the policy of the Board to honor the written request of an employee of the district - when such request is properly executed by the employee and filed with the secretary of the Board - to purchase an individual annuity contract for that employee. The secretary of the Board is authorized to administer the existing contracts as requested, in accordance with the terms of the law and the contract themselves.

### Unemployment Insurance

Under federal and state law, public school district in Iowa are liable for unemployment benefits paid to former employees. The Board, upon the recommendation of the superintendent, will select a method for financing the unemployment liability; maintain such records as may be required; and communicate such information to state agencies as the law may require.

Legal Reference: Iowa Code 20.9; 85; 85B; 279.12; 509; 509A; 509B (1997)

Cross Reference: Classified Employee Defined  
Payroll Deductions

Adopted: 07/12/84  
Reviewed: 06/06/16  
Revised: 12/21/09