

PROFESSIONAL AND CERTIFICATED STAFF FRINGE BENEFITS

Insurance

The Board shall provide each leadership team member with group term life and accidental death and dismemberment insurance coverage in the amount of \$40,000. The Board shall pay 100 percent of the premium. In addition, each leadership team member may purchase additional life insurance at his/her own expense.

The Board shall make available a medical, surgical and major medical insurance program to all leadership team members. The Board shall pay 85 percent of the premium.

The Board shall provide leadership team members a family dental insurance plan. The Board shall pay 90 percent of the premium.

The Board shall continue to carry on its payroll record all employees whose sick leave accumulation has expired or who are on a disability leave of absence or an approved leave of absence, for the purpose of providing group term life, hospitalization, surgical, major medical and other group insurance plans. The cost of this insurance program shall be the responsibility of the person being granted the leave of absence. Arrangements must be made with the Treasurer for payment of this insurance premium.

Board Pickup of Employee Contribution to Retirement System

For the purposes of this policy, the term “employee” will refer to leadership team members who contribute to STRS or SERS.

The total annual salary and salary per pay period for each employee shall be payable by the Board in two parts: 1) deferred salary and 2) cash salary. An employee’s deferred salary shall be equal to that percentage of said employee’s total annual salary or salary per pay period which is required from time to time by the State Teachers’ Retirement System (STRS) or the School Employees’ Retirement System (SERS) to be paid as an employee’s contribution by said employee and shall be paid by the Board to STRS or SERS on behalf of said employee as a “pickup” of the STRS or SERS employee contribution otherwise payable by said employee. An employee’s cash salary shall be equal to said employee’s total annual salary or salary per pay period less the amount of pickup for said employee and shall be payable, subject to applicable payroll deductions, to said employee. The Board’s total combined expenditures for employee’s total annual salaries otherwise payable under their contracts and applicable Board policies (including pickup amounts) and its employer contributions to STRS or SERS shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

The Board shall compute and remit its employer contributions to STRS or SERS based upon total annual salary, including the “pickup”. The Board shall report for federal and Ohio income tax purposes as an employee’s gross income said employee’s total annual salary less the amount of the “pickup”. The Board shall report for municipal income tax purposes as an employee’s gross income said employee’s total annual salary including the amount of the “pickup”. The Board shall compute income tax withholding based upon gross income as reported to the respective taxing authorities.

The pickup shall be included in the employee’s total annual salary for the purpose of computing daily rate of pay, for determining paid salary adjustments to be made due to absence or for any other similar purposes.

The pickup shall apply to payroll in accordance with retirement system policies.

Fee Waivers/Tuition Reimbursement

All leadership team members and certificated confidential employees shall have access to the utilization of fee waiver cards pursuant to the established guidelines of the Fee Waiver Committee.

All leadership team members and certificated confidential employees who earn additional professional growth college credit are eligible for tuition reimbursement for the cost of one course per year.

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