



**“To Build Knowledge and Skills for Success Today and Tomorrow”**

File: GDBC

## SUPPORT STAFF AND PROFESSIONAL/TECHNICAL STAFF FRINGE BENEFITS

1. Employee Benefits: The employee benefits provided to the teaching staff through Article 5.8 of the negotiated agreement will also be provided to full-time employees who work at least thirty (30) hours per week and a minimum of six (6) months per year.

Full single health insurance benefit will be offered to all eligible twelve month full-time employees after two months of employment. The full single health insurance benefit will be offered to all eligible nine (9) and ten+ (10+) month employees who have been employed with the district continuously for five (5) or more years. The Board will pay up to \$530 of the basic premium.

A separate class of employees that require licensure but are not twelve month full-time, nurses and social workers, are eligible for insurance at the date of employment.

85% of the single health insurance benefit will be offered to all eligible nine (9) and ten (10) month full-time hourly employees who have been employed with the district continuously for less than five (5) years. The Board will pay up to 85% of \$530 of the basic premium.

All contract personnel and school nurses will be offered the full single health insurance benefit. The Board will pay up to \$530 of the basic premium.

Employees who elect to receive this benefit shall annually sign a letter of intent to return to the district's employment and acknowledge that if they fail to return to work when the new school year begins, any premiums paid on their behalf during the summer months shall be reimbursed to Meade School District.

Employees who decline the offer of health insurance will be given 12/12ths the cost of the life insurance benefit.

2. South Dakota Retirement Benefits: All employees working a minimum of twenty (20) hours per week and six (6) months per year will qualify for the South Dakota Retirement System. The South Dakota Retirement System is a mandatory program.
3. Employee benefits (S.D. Retirement and health benefits) will not be implemented until two (2) months after hire date. For the purposes of South Dakota Retirement, all probationary employees shall be considered temporary until such time that they successfully complete the two (2) month waiting period.

LEGAL REFS: SDCL 3-11-1 et seq.  
3-12-46 et seq.

Revised September 2015, Revised June 2014  
Revised July 2013, Revised July 9, 2012  
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