

## **PROFESSIONAL STAFF BENEFITS**

The Board of Education shall participate in retirement programs for teachers and other school employees as provided by Missouri law. Employees shall also be eligible for workers' compensation benefits and unemployment compensation benefits as required by law.

Full-time staff members will be provided with group medical insurance benefits. Part-time staff members working 25 hours or more may be provided access to group medical insurance benefits with shared premium cost, depending on the number of hours worked. Employee start date for insurance coverage is determined by FLSA classification. Employees determined to be non-exempt shall become a participant in the plan on the first day of the month following the ninetieth day after commencing active work with the district. Employees determined to be exempt shall become eligible as a participant in the plan on the first day of commencing active work.

In addition, the Board shall establish a premium-only cafeteria plan, as permitted under federal law, accessible by employees of the school district.

The administration of the insurance contract 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 School Retirement System of Missouri (PSRS), by paying premiums at the same rate as other members of the group, pursuant to the limitations set forth in § 169.590, RSMo. Such requests must be made within one (1) year of retirement.

## **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.

## **403(b) and 457 Deferred Compensation Programs**

The district offers participation in 403(b) and 457 deferred compensation programs in accordance with law. The Columbia School District has selected CPI Qualified Plan Consultants to administer the programs. A copy of the district's written plan documents is available at the Business Services office. Selection and deselection of vendors and funding vehicles shall be in accordance with the policy recommended by the district's plan consultant firm, The Cottonwood Group.

\* \* \* \* \*

FILE: GCBC  
Critical

***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.***

Adopted: 03/03/1997

Revised: 07/11/2003; 06/09/2008; 05/11/2009

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

Columbia School District No. 93, Columbia, Missouri