

## **SUPPORT STAFF BENEFITS**

The Board of Education shall participate in the retirement program for members of the support staff 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 working 25 hours or more per week will be provided with group medical insurance benefits. Part-time staff members working at least 25-34 hours per week will be provided access to group medical insurance benefits with shared premium cost. Employee start date for insurance coverage is determined by FLSA classification. Employees determined to be non-exempt shall become participants in the plan on the first day of the month following the ninetieth day after commencing active work with the district, except as follows:

- ▶ Non-exempt employees (other than 12-month employees) hired for benefit-eligible positions whose first day of employment is less than 90 days prior to the scheduled end of the school year may not become participants until and only if they are actively at work on a regular basis in the next school year. Insurance benefits will become effective on September 1.
- ▶ Employees determined to be exempt shall become eligible as participants in the plan on the first day of commencing active work.
- ▶ Employment in nonbenefit-eligible positions, such as seasonal or temporary employment, does not apply toward any benefit eligibility period. Should a nonbenefit-eligible employee subsequently be hired in a benefit-eligible position, any eligibility period will start to run from the first day of this new position.

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 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. 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).

FILE: GDBC  
Critical

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.

\* \* \* \* \*

***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