

DODGELAND SCHOOL DISTRICT
Board Policy Manual

532.22

STAFF FRINGE BENEFITS/WORKER'S COMPENSATION

Worker's Compensation

An employee who is injured on the job should immediately notify his/her supervisor. Such employee must complete and return the First Report of Injury Form within twenty-four (24) hours of the injury to the District Comptroller. First Report of Injury Forms are available in the District Comptroller's office.

An employee who is injured on the job will have his/her claim handled in accordance with this policy and Wisconsin Statutes.

An employee who is injured at work is entitled to compensation according to Statute. It is not the intent of the law, however, that the injured person shall experience financial gain as a result of his injury. Therefore, compensation will be made as follows:

Worker's compensation shall be paid to the injured person and the part of his sick leave salary that will assure his regular income. His sick leave credit shall be consumed in the same proportion as the amount paid out of district funds shall bear to his daily salary.

Health Insurance Benefits For Certified Professional Teaching Personnel

The Board of Education of the Dodgeland School District (Board) shall provide a group health insurance plan to those teachers who work 30 hours or more a week. Married couples who are both employed by the District and both eligible for health insurance, will be covered under one family plan or two single plans.

The Board may change the health insurance carrier, health insurance plan, and health benefits at its discretion.

Teachers may elect a cash option payment in lieu of health insurance coverage. The cash option amount will be \$3,000. Part-time teachers shall have their cash option pro-rated per their FTE. Teachers who choose the cash payment pursuant to this provision shall have the appropriate amount added to their regular employment compensation. Married couples who are both employed by the District and both eligible for health insurance are not eligible to take cash-in-lieu of health insurance.

Teachers who waive the benefits of the health plan and elect the cash option payment may enroll in the health plan at a later date pursuant to the rules, regulations, terms, timelines, conditions, and eligibility requirements of the group health plan carrier.

Insurance coverage/cash in lieu of coverage shall be paid through August 31 for teachers who resign effective the last work day of the contract and before August 31. For all other effective resignation dates, insurance coverage/cash in lieu of coverage will terminate at the end of the month in which the teacher's resignation is effective.

Dental Insurance Benefits For Certified Professional Teaching Personnel

The Board of Education of the School District of Dodgeland (Board) shall provide a group dental program for teachers. The Board shall pay one hundred percent (100%) of the single and family premium for each full-time teacher who wishes to participate in said plan. Married couples who are both employed by the District and both eligible for dental insurance, will be covered under one family plan or two single plans. The Board shall pay a pro-rated cost of the dental insurance premium for part-time teachers.

The Board may change the dental insurance carrier, dental insurance plan, and dental benefits at its discretion.

Long-Term Disability Insurance For Certified Professional Teaching Personnel

The Board of Education of the School District of Dodgeand (Board) shall provide a long-term disability plan for all eligible employees. The Board shall pay the full premium for this plan. The Board may change the long-term disability insurance carrier, long-term disability plan, and long-term disability benefits at its discretion.

Short-Term Disability Insurance For Certified Professional Teaching Personnel

The Board of Education of the School District of Dodgeand (Board) shall make a short-term disability insurance plan available to teachers in the District. Teachers shall be responsible for the entire premium amount for such coverage. The Board may change the short-term disability insurance carrier, short-term disability plan, and short-term disability benefits at its discretion.

Life Insurance Coverage for Certified Teaching Personnel

The Board of Education of the School District of Dodgeand shall make life insurance coverage available to teachers in the District. Teachers shall be responsible for the entire premium amount for such coverage. The Board may change the life insurance carrier, life insurance plan, and life insurance benefits at its discretion.

Wisconsin Retirement System (WRS) Benefits

All employees who are eligible for WRS shall make the full employee contribution to the WRS, as approved by the Employee Trust Fund Board. The Board shall make the full employer's contribution to the WRS, as approved by the Employee Trust Fund Board.

Tax Sheltered Annuity For Certified Professional Teaching Personnel

Teachers in the District shall have the option of enrolling in a tax sheltered annuity (TSA). Teachers who wish to enroll in a TSA shall choose a company from a list of approved vendors. A current approved vendor list may be obtained from the District Comptroller. The approved vendor list is subject to change. Teachers who enroll in a TSA do so subject to the terms and conditions of the vendor as well as any applicable laws. The plan documents are retained in the District Office. Employees are entitled to receive copies of the plan documents.

Social Security

The Dodgeand School Board has determined that all eligible employees, except services performed by students, be covered under the provisions of the Federal Old Age, Survivors, and Disability Insurance System (commonly known as Social Security). The District Administrator shall act as the designated agent of the Board in all Social Security dealings.

Termination of Fringe Benefits

Fringe benefits of professional personnel not otherwise controlled by Statutes or higher authority, shall cease with the payment of the June check for all those not fulfilling a contract for the subsequent year.

LEGAL REF: Chapter 102 Wisconsin Statutes
Section 40.05 Wisconsin Statutes

Previously Approved

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