

PROFESSIONAL STAFF FRINGE BENEFITS

Code **G CBD** Issued **10/06**

Purpose: To establish the basic structure for the provision of fringe benefits to professional staff.

The district provides fringe benefits as required by South Carolina law. These benefits include the following.

- workers' compensation insurance
- health insurance
- retirement program
- leave benefits

The following additional payroll deductions are allowed by law and are approved by the school board.

- extended family benefits for health and dental insurance
- tax-sheltered annuity plans which meet board established criteria
- employee credit unions
- deductions for state authorized group survivor monthly income insurance program term life insurance, and deferred compensation

Payroll deductions for charitable organizations exempt under 501(c)(3) of the Internal Revenue Service Code must be approved on an individual basis by the board.

The board will consider deductions for charitable organizations only after each organization submits evidence that it has a current 501(c)(3) classification with the Internal Revenue Service.

The district will not make any deduction for any organization which is chartered by Section 501(c)(4)(5) or (6) of Title 26 U. S. Code.

The district will not make any deduction for any organization which has a parent or subsidiary organization which fails to meet the requirements herein.

The district will not make any deduction if the proceeds of the deduction would be for the benefit of a labor organization.

The board allows deductions only with the written approval of the employee on a form supplied by the district.

Twelve-month employees

The district may provide 12-month full-time (245 working days) employees with an optional employee/employer matching annuity plan with the South Carolina Deferred Compensation Program. This benefit is always contingent upon the availability of funds as approved in the annual budget by the board of trustees.

Adopted 8/13/91; Revised 3/8/05, 10/10/06