STAFF – BENEFITS

Employees who are members of a collective bargaining unit are entitled to only those benefits granted in the Agreement.

The Board recognizes that benefits are an integral part of a total compensation plan. The Board considers retirement benefits, social security, and insurances provided as authorized by legislation to be a part of the total compensation.

Upon recommendation of the Superintendent of Schools, the Board shall select such benefit programs as they consider appropriate, and shall designate the Superintendent of Schools to administer such programs.

Worker’s Compensation Insurance

All school district employees are covered by Worker’s compensation Insurance as required by New Hampshire law.

In the event an employee is absent due to personal injury and benefits are deemed payable under the district’s Worker’s Compensation Insurance plan, an employee may be paid the difference between such payment and the appropriate regular salary until the employee has used up all current and accumulated sick leave.

Monies paid by the district are subject to the usual and customary payroll deductions.

The Superintendent of Schools is authorized to establish the necessary procedural regulations to carry out the intent of this policy.

Employees injured in the course of their work shall immediately advise the building administrator and complete the necessary forms required by the Worker’s Compensation statutes and the insurance carrier.

Health and Dental Insurance

All staff are entitled to have membership in the insurance plans adopted by the Salem School Board. The school district contribution to the cost of premiums will be determined by the Board based on number of work hours per year.

Retirement Benefits

State statute requires that all full-time employees join the New Hampshire Retirement system. Full time is defined as staff working more than 30 hours per week, or support staff working 35 or more hours per week meet this statutory requirement as defined by the New Hampshire
Retirement System. The School Board may recognize continuous loyal service of employees for a period of 15 or more years at the time of retirement. In each instance, the recognition is to be made in the form and manner approved by the Board. Employees may be entitled to termination pay in accordance with the appropriate collective bargaining agreement, or by individual non-bargaining unit employment contract.

Liability Insurance

The District shall maintain general liability insurance for the protection of all employees.

Life Insurance

The District shall provide employees term life insurance in an amount authorized by the board. The board shall choose the carrier and the amounts of coverage.

Tuition Reimbursement

Staff members receive tuition reimbursement in accordance with their appropriate bargaining agreement.

Staff members outside a bargaining unit are eligible for tuition reimbursement as determined by their individual employment contract.
MEDICAL INSURANCE BENEFITS
NON BARGAINING UNIT EMPLOYEES

Health Insurance

The Board shall offer a variety of health plans, equivalent or similar, but not limited to the insurance plans currently known as BlueChoice New England, BlueChoice, and Matthew Thornton.

The Board agrees to pay a capped maximum annual premium for those enrolled in health insurance plans. If the premium cost is less than the capped maximum, the actual premium is the maximum amount paid by the district. The future increases in the capped annual premiums will be the weighted average increase by plan type in the previous school year.

Current Annual Caps 2007-2008:
Leadership Team & Central Office staff hired prior to 7/1/06
  Single Plan: $6,818
  Two Person: $13,638
  Family Plan: $18,411

Other Full Time Non-Bargaining Unit Staff & Central Office staff hired after 7/1/06
  Single Plan: $5,968
  Two Person: $11,936
  Family Plan: $16,119

Dental Insurance

Leadership Team/Central Office Staff:

The Board agrees to pay one hundred (100%) percent of the cost for single, two-person, or family membership in a dental plan offered by the LGC Health Trust currently referred to as 1L.

Other Full Time Non-Bargaining Unit Staff:

The Board agrees to pay eighty (80%) percent of the cost for single, two-person, or family membership in a dental plan offered by the LGC Health Trust currently referred to as 1L.

Life Insurance

The Board shall offer term life insurance for non-bargaining unit employees at the following levels of coverage:
Leadership Team 1 ½ times the annual salary up to a cap of $100,000
Full time employees $30,000
Part time school year employees $20,000

For the purposes of this, “Full Time” is defined as:
    Full year, full time employees (either salaried or hourly)
    School year, full time employees 6 ½ hours or more per day

School year employees working more than 5 hours but less than 6 ½ hours per day shall be entitled to 90% of the benefit caps listed above. Employees working less than 5 hours per day are not entitled to paid health or dental benefits.