

**FRINGE BENEFITS**

All employee benefits, other than those established by negotiated agreements, will be subject to board policy. The Business Manager will provide for the interpretation and application of the board's policies and decisions regarding benefits.

**Licensed Staff**

Personnel subject to negotiated agreements will receive only those benefits authorized by the agreement.

**Classified Staff**

The Board shall extend to regular full-time classified personnel benefits designed to promote their economic security including a comprehensive health insurance program. Benefits may also include various types of insurance protection and tax-sheltered annuity programs, retirement benefits, and severance pay. Classified employees who are employed nine or more months per year for at least 20 hours per week will be eligible to receive fringe benefits as detailed for each area of fringe benefit.

Positions in which the work time is flexible and which may at times be more than 20 hours per week and at other times less than 20 hours per week will not be eligible for fringe benefits unless determination is made prior to the start of the school year (or at the commencement of the position) that the position is intended to be at least a 20 hours per week position.

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Complementing Documents

- DKBA, Separation of At-Will Employees

**End of McClusky School District #19 Policy DCAB .....Adopted: June 20, 2017**