

SUPPORT STAFF FRINGE BENEFITS

Benefits in addition to basic salary are recognized as an integral part of total compensation for support staff members.

Benefits for support staff members will include coverage, as required by law, under worker's compensation and participation in the Social Security system and the South Dakota Retirement System.

All support staff members who are regularly employed for at least half time will be entitled to membership in the district's group insurance program. Program benefits and the arrangements for the payment of premiums will be the same as those extended to teachers.

Additional benefits include the following:

1. After a minimum of 20 years of successful service to the district, upon retirement, the district will pay \$30 per day of unused leave for the retiring employee. Employees who are involuntarily terminated by the district are not eligible for this benefit.
2. Tuition reimbursement: Classified employees are eligible for tuition reimbursement from the district if they enter into an accredited undergraduate or graduate program related to their work in the district. All classified tuition reimbursement is contingent upon approval of the superintendent. Tuition reimbursement benefit has a maximum of \$1,000 per year.

LEGAL REFS.: SDCL 3-11-1 et seq.
3-12-46 et seq.
3-12A-1 et seq.
13-10-3; 13-10-4; 13-10-6 through 13-10-9
62-1-2
62-3-3

Adoption date: October 8, 2007
Revised: April 11, 2022