

## **PROFESSIONAL STAFF FRINGE BENEFITS**

The Governing Board will review professional staff fringe benefits each year during the budget process and may modify the benefits to meet the best interest of the District.

Minimum standards of eligibility for fringe benefits will be determined by the Board annually.

*Adopted:* date of manual adoption

LEGAL REF.: A.R.S. 15-502

CROSS REF.: DKB—Salary Deductions

G-2450

## PROFESSIONAL STAFF FRINGE BENEFITS

The Governing Board will review professional staff fringe benefits yearly during the budget process and may modify the benefits to meet the best interests of the District. Other than health and welfare benefits, the District will set minimum standards of eligibility for fringe benefits annually.

The District provides certain health and welfare benefits, such as health, life and disability insurance coverage, through the Yavapai Unified Employee Benefit Trust (YUEB Trust) to eligible employees and their dependents. The benefits to be provided through the YUEB Trust, whether by self-funding or insurance contract, shall be set forth in a Plan Document. Employees, dependents and beneficiaries have no rights to any claim to benefits under the Health and Welfare Program beyond those set forth in the Plan Document for which they are eligible. ELIGIBILITY TO RECEIVE BENEFITS SHALL BE AS DETERMINED UNDER THE TERMS OF THE YUEB TRUST AND THE PLAN DOCUMENT. For purposes of eligibility under the Plan, the term “full-time” shall mean an employee who works not less than thirty hours per week.

Upon termination of employment with the District for any reason, coverage under the YUEB Trust shall cease as provided in Section 2.01 of the Plan Document if the effective date of such termination occurred prior to the time the employee fulfilled the term of the employee’s then-current contract. If the effective date of termination occurs after the term of the employment contract has been fulfilled, then coverage through the Trust shall continue until June 30<sup>th</sup> of the calendar year during which the effective date of termination occurred. Notwithstanding the foregoing, if an employee is terminated for cause, all coverage through the YUEB Trust shall terminate at the end of the month in which the District Governing Board approves the termination. For purposes of this Policy, the term “effective date of termination” shall mean the date that employment ceases, and shall not mean the date of receipt of notice of intent to resign or retire. The District encourages employees who intend to retire or resign to notify the District of such intent as soon as possible after the employee makes the determination.

Nothing in this Policy shall be construed to deny or prohibit an eligible employee or former employee receiving coverage under Article IV (Continuation of Coverage – COBRA) of the Plan Document.

Adopted: \_\_\_\_\_

LEGAL REF.: A.R.S. 15-502

CROSS REF: DKB – Salary Deductions

## SUPPORT STAFF FRINGE BENEFITS

The Governing Board will review support staff (classified) fringe benefits each year during the budget process and may modify the benefits to meet the best interest of the District.

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*Adopted:* date of manual adoption

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