

### NON-UNIONIZED STAFF FRINGE BENEFITS

An employee is eligible to receive benefits if they work full-time. Full-time is defined as working at least 35 hours per week. Employees working 28 hours and up to but not including 35 hours per week are considered part time benefits-eligible employees and will pay a prorated amount (35, minus hours working, divided by 35) of the district costs, plus the normal employee contribution. All employees currently enrolled in benefits that work less than 28 will be grandfathered until their service with the District is broken.

Employees working in grant programs will receive benefits according to their individual contracts. These benefits are outlined by the grant manager with the approval of the superintendent.

The following is a summary of benefits available to benefits-eligible employees.

Insurance premiums paid by the employee are deducted on a pre-tax basis in accordance with Section 125 of the Internal Revenue Code by written permission of the employee. Changes to insurance elections can only be made as a new hire, during open enrollment or when a qualifying event occurs.

Employees who are members of a union have benefits under their collective bargaining agreement that are different from those described below.

#### **Professional Staff**

Professional staff is defined as staff members who are exempt from overtime under the Fair Labor Standards Act (FLSA). This includes professional and managerial employees. Benefits for benefits-eligible professional staff will be those provided under the current Agreement with the NH Federation of Teachers.

#### **Non-Exempt Staff**

Benefits for benefits-eligible staff that are not exempt under FLSA will be those provided under the current agreement with the NH Federation of Teachers Support Staff Union.

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