

FRINGE BENEFITS

Management employees will receive the following district provided fringe benefits:

1. Flexible Spending Account

The district will establish a dollar amount annually that will be available to all managers for fringe benefits. Employees must participate in a District approved health plan which shall be at least for the "employee only" coverage. Premiums shall be paid out of the flexible spending account. Flexible spending account funds not utilized for premiums may be used for dependent coverage or taken as cash.

Employees working less than full-time may receive health and dental insurance on a pro rata basis, and will receive the pro rata amount of the cafeteria fund.

2. Dental Insurance - Fee for Service Plan (employee only) or Dental Maintenance Organization (employee and family coverage)

3. Income Protection Insurance - employee only

4. Life Insurance - \$50,000 level term insurance for employee and \$5,000 for spouse and each qualified dependent.

5. Cost of professional dues in one organization (A.C.S.A. or C.A.S.B.O).