

## **PROFESSIONAL STAFF FRINGE BENEFITS**

Benefits in addition to the basic salary are recognized as an integral part of total compensation.

It is the policy of the Augusta Board of Education that provision for appropriate fringe benefits, such as sabbatical leave, sick leave, personal leave, and bereavement leave, shall be included as part of the total compensation of staff, and that retirement benefits, social security, and insurance, be provided, as authorized by law.

The Central Office will administer such retirement plans, health and accident insurance, and/or annuity programs, as the board may authorize. In selecting insurance plans, committees, or representatives of organized groups, will be consulted whenever possible.

Current practice codified 1975

Adopted: date of manual adoption

Revised: December 11, 2019

Note: The board makes tax-deferred annuities available to all regular employees, as permitted by law (Section 403(b) of the Internal Revenue Code, amended by Public Law 87-307; M.R.S.A. Title 5:881-889 and Title 27-A:4502).