

## 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~~ **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 ~~professional~~ staff, and that retirement benefits, social security, and insurance, be provided, as authorized by law.

The ~~personnel department~~ **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

~~LEGAL REF: M.R.S.A. 20:473(11)~~

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).

~~Department of Public Schools, Augusta, Maine~~