Policy

SUPPORT STAFF FRINGE BENEFITS

Code GDBD  Issued 11/02 draft/19

P

urpose:

To establish the basic structure for the provision of fringe benefits to support staff.

The district offers fringe benefits as required by South Carolina law. These benefits include the following:

· worker’s compensation insurance (no cost to employees)
· retirement program
· medical leave as required under the Family and Medical Leave Act of 1993

The following additional payroll deductions are allowed by law and are approved by the board:

· health and dental insurance benefits, including but not limited to, health, dental, vision, life insurance, and disability
· extended family insurance benefits for health and dental insurance
· tax-sheltered annuity plans which meet board established criteria
· deductions for state-authorized or district-authorized voluntary insurance programs

The district will give employees access to an online statement of their paychecks of the amount and purpose of both showing voluntary and legally mandated deductions.

The board and/or the administration has the right to approve requests for additional types of voluntary deductions.

Adopted 4/25/78; Revised 11/22/83, 5/14/85, 11/12/02, ^

Legal References:

A. Federal law:

B. S.C. Code, 1976, as amended:
   1. Section 8-11-91, 8-11-92, and 8-11-98 - Payroll deduction procedures and restrictions.

C. S.C. Acts and Joint Resolutions:
   1. 1981 Act 149- Payroll deductions; legislative intent.

Richland School District Two
Constitutional and Statutory Provisions:

A. S.C. Code, 1976, as amended:
   1. Section 8-11-91, 8-11-92 and 8-11-98 – Payroll deduction procedures and restrictions.

B. Acts and Joint Resolutions of the S.C. General Assembly:


Richland School District Two