

**CAFETERIA PLAN**

It is the policy of the Southwest Technology Center Board of Education to provide a fringe benefit schedule which reflects adequate compensation for professional training and experience and will participate in a Section 125 "Cafeteria" plan. The following limitations are placed upon the plan:

1. Eligible employees are entitled to participate at the time they are employed. Part-time evening instructors and employees are not entitled to participate in the plan.
2. For eligible employees, the board will provide for specific benefits to include OTR, health insurance, vision and dental insurance, basic life insurance, and FICA. Employees showing proof of comparable health insurance coverage may opt to receive an established amount of no more than \$2836.60 per year. (See also policy CRD.)
3. Teacher Retirement shall be paid on the salary and fringe benefits claimed under the plan.
4. Social Security shall be paid on the salary and fringe benefits claimed under the plan.
5. The board will allow only those items it believes eligible to be covered in the plan for fringe benefits. Such items may include:

Group Hospital and Surgery Insurance  
Disability Income Insurance  
Cancer Insurance  
Dental/Vision Insurance  
Group Life Insurance  
Dependent Care Assistance Plan  
Medical Expense Reimbursement Plan

6. The decision of the board concerning eligible items to be covered in the plan will be final.

**REFERENCE: 70 O.S. §5-140  
70 O.S. §17-101 through §17-116.2  
Board Minutes dated April 13, 2004**

**CROSS-REFERENCE: Policy CFEA, Salary Deductions  
Policy CR, Insurance Management  
Policy CRD, Health Insurance  
Policy DF, Retirement Program**