

Policy Information

Series 4000 - Non-Instructional/Business Operation

Flexible Benefits

Policy # 4541, 5.4.1

POLICY

1995

4541

Non-Instructional/Business
Operations

SUBJECT: FLEXIBLE BENEFITS

Flexible Benefit plans have distinct advantages to both an employee and an employer. The Board of Cooperative Educational Services, by authorizing a Flexible Benefit program, is affording its employees the opportunity to use pre-tax salary earnings to pay for eligible expenses, and in return is benefitting through a reduction in its obligations to pay social security.

Flexible Benefit plans also allow the BOCES to offer additional benefits to employees, tailored to each employee's specific needs, without incurring any additional cost. Through selecting items from a menu of eligible expenses or benefits, eligible employees of the BOCES are able to apply a fixed amount of pre-tax salary earnings toward such expenses.

Accordingly, the BOCES recognizes the mutual advantages of such plans when operated within all applicable laws and regulations.

The District Superintendent is hereby directed and authorized to establish Administrative Regulations to operate a Flexible Benefit plan to carry out this policy.

Section 125 Internal Revenue Code

Board Approved

4/20/93

2/2/94

7/18/95

Adoption Date: 4/20/1993, Revised: 2/2/1994; 07/18/1995
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