
SPACKENKILL T.A. BENEFIT TRUST POLICIES AND PRACTICES PAGE

Eligibility Policy: Any active member of the Spackenkill T.A. who is employed on at least a 3/5 basis and is eligible to receive benefits from the District may choose to join the STA Benefit Trust. Membership requires that the teacher properly complete a membership application and pay annual dues.

Your dependents, if any, are covered as described by each program. Dependents include your legally married spouse; each of your unmarried children, stepchildren, adopted or foster children who is under 19 years of age, or who is a full-time college student under 25 years of age and is dependent upon you for support ; a Mentally or Physically Handicapped Child who is a covered dependent child and reaches the age at which he/she would otherwise cease to be a **Covered Dependent**, may continue coverage **IF** a) the child is then mentally or physically incapable of earning his/her own living; and (b) is primarily dependent upon you for support; and if (c) you submit satisfactory proof of the child's incapacity within 60 days of the date the child reaches such age. Coverage may then continue for such child for as long as he/she remains incapacitated, subject to payment or required contributions, and all other terms of the plan.

Domestic partners are covered as dependents so long as they meet the criteria established by Spackenkill School District under the STA contract, submit the required documentation and are approved by the District for coverage. A letter requesting coverage under the Benefit Trust for domestic partners must be submitted by the member to the Chairperson of the Benefit Trust. The letter must also contain copies of all documents that are required by the District. The member's request must first be approved by the Trustees before coverage begins.

Reserve Policy: The Benefit Trust will strive to maintain financial reserves, as recommended by NYSUT, equivalent to between 6 and 9 month's expenses.

Investment Policy: Any financial reserves which the Trust maintains will be invested only in very low risk, conservative investments, so as to minimize financial exposure to loss.

Expense/reimbursement Policy: Approval for expenditures exceeding \$50 must first be submitted to and approved by the Trustees at a meeting, before reimbursement can be requested. Reimbursement also requires appropriate documentation such as dated receipts etc.

2/05
R.B.