

Professional Staff Fringe Benefits

Benefits in addition to basic salary are recognized by the Board as an integral part of the total compensation plan for staff members. The benefits extended to the professional staff shall be designed to promote their present and future economic security and provide incentive for professional development that will be of benefit to the district.

Employees who work regularly 22 or more hours per week are covered by the district's group life insurance and long-term disability insurance plans.

All full-time regular licensed employees are eligible for the district's health insurance plan.

School district employees shall participate in the Public Employees' Retirement Association in which both the employee and the school district make monthly contributions.

Workers' Compensation

All district employees are covered under the Workers' Compensation Insurance Plan and shall be entitled to all the prescribed benefits.

1st reading 7-16-2013

Adopted 7-22-2013

LEGAL REFS.: C.R.S. 8-40-101 *et seq.* through 8-47-101 *et seq.* (*Workers' Compensation Act of Colorado*)
C.R.S. 22-32-110 (1)(j)
C.R.S. 24-51-101 *et seq.* (*Public Employees' Retirement Association*)

CROSS REF.: GBGD, Workers' Compensation

NOTE: The calculation used in determining the appropriate contribution rate is very important. PERA will assist districts in determining the formula with regard to the PERA 401(k) plan, but if other tax sheltered plans are used by employees, the district should obtain competent tax advice to ensure that employees do not over-invest.