

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.

In accordance with applicable federal law, full-time licensed employees are eligible for the district's health insurance plan. These employees also may participate in the district's tax-sheltered annuity program and are also covered by the district's group life insurance and long-term disability insurance plans.

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.

Adopted: prior to 1987

Revised: May 1987, December 1988, February 1990, February 1995, June 1995, March 1996, March 2004, December 2005, November 2006, May 2012
April 2016

LEGAL REFS.: P.L. 111-148 (*Patient Protection and Affordable Care Act*)
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) (*board power to procure group life, health or accident insurance*)
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.