

## **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 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 thirty (30) hours or more per week are covered by the district group life insurance and health plans. These employees also may participate in the district's tax sheltered annuity program. Voluntary vision and dental insurance plans will be available with the employee paying the premium.

The 2004-2005 employees that worked regularly twenty (20) hours or more per week will be grandfathered until their position changes. For 20-hour employees with contracts that began on or after July 1, 2005, sick leave will be provided. The sick leave will be leveled to the employee's hourly day. Staff fringe benefits will go into effect when the employee works regularly 30 hours or more per week.

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: January 1975  
Revised: January 21, 1992  
Revised: February 15, 1994  
Revised: July 2001  
Revised: June 7, 2005  
Revised: July 25, 2006  
Revised: November 15, 2011  
Revised: January 8, 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 REFS.: GBGD, Workers' Compensation  
GBGG, Staff Sick Leave