



Boulder Valley School District

File: GCBC

Adopted: prior to 1978

**Revised: date of manual adoption; May 28, 1992; August 12, 2003;
April 25, 2006**

Associated Regulation: GCBC-R

PROFESSIONAL STAFF FRINGE BENEFITS

In addition to the employee's regular salary and the various types of leave provisions provided, the Board also extends several other benefits for certificated personnel. These benefits are designed to protect professional staff members' present and future economic security and provide incentive for professional development that will benefit the District.

Full-time regular certificated employees who are not covered by negotiated Board/staff agreements shall be extended fringe benefits at least equal to those of other professional employees.

Insurance

Employees' premiums for health, dental, life, and long-term disability insurance shall be paid in accordance with negotiated agreements with staff units. Family memberships may be added through a payroll deduction plan. Other insurance options in lieu of cash may be provided for leadership personnel.

Through June 30, 2007, the Board will make group health and dental insurance available for retirees who meet the following criteria:

1. Completed at least ten years of service for the Boulder Valley School District.
2. Retired under the Colorado Public Employees' Retirement Association (PERA) pension plan.

The Board shall purchase a liability insurance policy covering District employees acting within the scope of their employment.

PERA

All regular employees in the School District participate in the Public Employees' Retirement Association of Colorado under the provisions set by Colorado statutes.

Worker's Compensation

Under Colorado statutes, the School District carries workers' compensation insurance. Should any employee be injured as a result of an injury arising out of and in the course of his or her employment as a District employee, benefits will be provided as specified in the workers' compensation law.

Tax Deferred Savings Plans

If offered by the District, employees may participate in PERA's Voluntary Investment Plan (401k), the District's tax sheltered annuity plan (403b) and/or the deferred compensation plan (457) through payroll deduction following established District procedures. No other tax deferred investment savings plans shall be available through the District. The employee is solely responsible for their investment elections and for compliance with Internal Revenue Code rules and regulations.

LEGAL REFS.:

C.R.S. § 22-32-110(1)(j)
C.R.S. § 24-51-101 et seq.
C.R.S. Title 8, Articles 40-47

AGREEMENT REFS.:

Teachers' agreement, Section E
Leadership Team Employment Handbook, Section III

CROSS REF.:

GCPC, Retirement of Professional Staff Members

NOTE: PERA also offers a voluntary plan for decreasing term life insurance for any active non-retired member of PERA. The administration of this program is handled by PERA, not by the School District.

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