



Boulder Valley School District

File: GDBC

Adopted: prior to 1969

Revised: date of manual adoption; June 25, 1992; August 12, 2003

SUPPORT STAFF FRINGE BENEFITS

In addition to the employee's regular salary and the various types of leave provisions approved by the Board, the School District provides fringe benefits for its various groups of classified employees.

Specific provisions for fringe benefits shall be in accordance with negotiated agreements with the several employee units.

PERA

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

Workers' Compensation

As required by law, the School District carries workers' compensation insurance. Should an 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.: Office personnel agreement, Section E

Paraprofessionals' agreement, Section F

Service personnel agreement, Articles X, XV

CROSS REFS.: [DLC](#), Expense Reimbursements
[GDA-R](#), Support Staff Positions
[GDPC](#), Retirement of Support Staff Members

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

[GCBC-R \[GCBD-R\]](#), relating to procedures for obtaining workers' compensation in case of injury on the job, also applies to classified employees.

End of File: GDBC