

Professional Staff Fringe Benefits

The district shall provide fringe benefits for professional staff in addition to the regular salary and various types of leave provisions as part of the total compensation plan for staff members.

PERA

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

Health and accident insurance

A health insurance program shall be available. Additional optional insurance coverage shall be available to employees.

The district shall pay an amount determined by the Board each year to all full-time employees for the purchase of health insurance. If the total premium for the coverages selected by the employee (i.e. health, dental, vision, and life) is less than the Board approved amount, the employee will receive the surplus of funds in his or her monthly paycheck subject to all applicable PERA and taxes. All full-time employees eligible for health insurance must enroll in at least single medical and life coverages.

The district contribution for eligible employees working less than full time shall be prorated to reflect the percent of the employee's assignment.

Employees and their dependents who are eligible to participate in the district health insurance program must enroll within 30 days from the date of employment. Coverage for eligible employees shall not be effective until the first day of the month following their enrollment and receipt of their first pay check.

Dental insurance

A dental plan shall be available to employees and their dependents. Eligible dependents shall be the spouse and unmarried children under 19 years of age. Children over 19 shall be eligible for everything except orthodontia. New employees may enroll at the time of employment.

Vision care insurance

A vision care plan shall be available to employees and their eligible dependents.

Workers' compensation

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

Adopted: March 31, 1981
Revised: May 27, 2003
Revised: July 24, 2007
Reviewed: February 12, 2019

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*)
C.R.S. 24-54-101(42) (*authority to establish and maintain retirement plan or system*)

CROSS REF.: GBGD, Workers' Compensation

Garfield School District No. Re-2, Rifle, Colorado