



Douglas County
School District

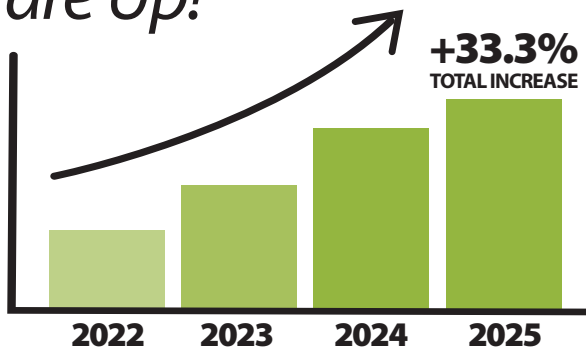
Investing in You

Here in the **Douglas County School District** (DCSD), we believe taking care of our people is just as important as educating the next generation. That's why we make it a priority to invest in our employees. We offer pay and benefits that improve quality of life for our employees both at work and at home. Caring for our staff and their families greatly contributes to the positive culture and climate in our schools and departments.

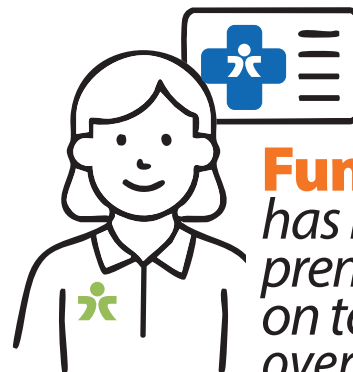
Competitive Pay

DCSD offers salaries that are competitive with other school districts in the Denver/metro area.

Fun Fact: *DCSD Teacher Salaries are Up!*



Salaries for licensed staff (including our teachers) have increased by a total of 33.3% over the last four years.



Fun Fact: *DCSD has not passed premium increases on to employees in over six years.*

Full Benefits Offerings

DCSD offers a full portfolio of health and voluntary benefits to our staff. DCSD pays 85% of medical insurance premiums (with our employees paying the other 15%) where other school districts, on average, pay about 70% (with their employees paying the other 30%). The bottom line, more take home pay in your paycheck.

DCSD has not passed increases in medical insurance premiums onto our employees in over six years.

Full Benefits Offerings

Affordable Insurance Options

 Choose from five medical plans through **United Healthcare** or **Kaiser**. Rates start as low as \$8.73/month for employee-only coverage and \$350.34/month for family coverage. Comprehensive dental and vision plans are also offered to employees and their dependents.

Health Savings Account (HSA) / Flex Spending (FSA)

For those that participate in our High Deductible Health Plan, DCSD contributes up to \$1,200 annually to your HSA—helping you save for healthcare expenses now and in the future.

Mental Health (EAP) Financial Security



DCSD provides Basic Life Insurance, plus Short- and Long-Term Disability coverage at no cost to eligible employees.

Voluntary Benefits That Go the Extra Mile

Choose from a wide range of optional benefits, including Accident, Hospital Indemnity, Critical Illness, Identity Theft Protection, Legal Plan, and even Pet Insurance.



Career Advancement

Tuition Assistance Program

Employees can receive up to \$2,000 per year for educational expenses.

Teacher License Renewal

Douglas County School District will cover the cost of teacher license renewals via the Colorado Department of Education.

Discounts on Child Care

DCSD staff receive discounted childcare rates through our **Before and After School Enterprise (BASE)** programs.

Health and Wellness

Free Lunches for all employees

All DCSD employees can enjoy a free lunch at any school cafeteria.



Stay Active + Engaged

DCSD's wellness champions and partners help our staff meet their health and wellness goals. Take advantage of fitness challenges, mental health resources, sleep resources, free and discounted workouts, mindfulness apps, financial wellness classes and so much more.

Employee Discounts

DCSD employees have access to great employee discounts from both local and national companies. Visit www.dcsdperks.com for more information.



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