

## Professional Staff Fringe Benefits

Benefits in addition to the basic salary are recognized as an integral part of total compensation.

It is the policy of the Board that provision for appropriate fringe benefits such as various forms of insurance and leave, shall be included in compensation provisions for licensed staff, and that retirement benefits, workmen's compensation and other forms of insurance be provided as required by law.

1. Full-time employees working 30 or more hours per week, shall be eligible for the following schedule of benefits:
  - a. Health and accident insurance\* - employee only
  - b. Life insurance - employee only
  - c. Vision insurance - employee only
  - d. Dental insurance - employee only
  - e. Income protection plan - employee only
  - f. Workmen's compensation - employee only
  - g. Other benefits approved by the Board - employee only

Eligibility Effective date will be first day of the month following first payroll deduction. If eligibility is due to an increase in hours, effective date will be the first day of the month following the first payroll after hours are increased.

2. Substitute and part-time employees receive no benefits except for workmen's compensation.

\*Available at the maximum dollar limit per employee as approved by the Board. Dependent coverage is available at the employee's expense.

### Workers' Compensation

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

Adopted: 02/13/92  
Revised: 04/28/03, 11/14/13, 06/19/14

LEGAL REFS: C.R.S. 8-40-101 et seq. through 8-47-101 et seq. (Workers' Compensation Act of Colorado)  
C.R.S. 24-51-101 et seq. (Public Employees' Retirement Association)

CROSS REF.: GBGD, Workers' Compensation