

## **Staff Fringe Benefits**

Benefits in addition to basic salary are recognized by the Board as an integral part of the total compensation plan for staff members. The benefits extended to the staff shall be designed to promote their present and future economic security and provide incentive for development that will be of benefit to the district.

Employees working at least 30 hours per week are eligible for the district's health, dental, vision, and life and accident insurance. The district shall provide at least one indemnity option. Deductibles shall be according to various plans. Employees working less than 20 hours per week are not eligible for coverage.

All eligible employees working 30 hours must be enrolled in a full individual health insurance package. The district will contribute to individual premiums, not to exceed amounts set by the Board annually, and a pro-rata share of those premiums for employees working at least 20 hours or more per week. The employee, through payroll deduction, shall pay any additional cost.

### **Tax sheltered annuity**

A voluntary tax sheltered annuity program shall be available for employees who choose to participate with any of the companies approved by the district. At least three companies shall be approved by the district. Additional companies will be added only when ten or more employees are enrolled with that company. If less than five employees are enrolled with a company, termination with that company will be considered.

### **401K (PERA)**

401K is a voluntary investment plan authorized by Section 401K of the Internal Revenue Code. The plan is available through Public Employees' Retirement Association and allows the postponement of taxes on some income until retirement.

### **Retirement plan (PERA)**

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

### **Workers' compensation**

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

Adopted: June 1999  
Revised: May 2007  
Revised: CASB Overhaul 2014

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)

File: GBCB

C.R.S. 24-51-101 *et seq.* (*Public Employees' Retirement Association*)

CROSS REFS.: GBGD, Workers' Compensation

CONTRACT REFS.: Professional Negotiations Agreement, Article 12, Insurance  
Classified Handbook, Chapter IV, Wages and Benefits

Fremont RE-2 School District, Florence, Colorado