

Staff 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 professional development that will be of benefit to the district.

Definitions

- Full-time – a full-time permanent salaried employee who works a minimum of 30 regularly scheduled hours per week.
- Part-time – an employee who works less than eight hours but at least four hours per day on a regular basis.
- Hourly – an employee who is paid on an hourly basis.
- Limited part-time – an employee who works less than four regularly scheduled hours per day.
- Substitute – an employee who takes the place of an absent employee for less than 8 work days. Effective the first day following the 8th consecutive day of a single assignment, a substitute shall be classified as a long-term substitute.

In accordance with applicable federal laws, employees must work a minimum of 30 regularly scheduled hours per week in a salaried position to be covered by district health, life and disability insurance.

Half-time salaried employees do not qualify for district health, life and disability insurance. They shall receive five (5) discretionary days.

Hourly employees that have a regularly scheduled job assignment (bus drivers and hourly cooks) will receive leave, per policy GBGG.

Substitutes and non-scheduled employees do not qualify for district health, life and disability insurance benefits.

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

All employees may participate in the district's tax-sheltered annuity program.

Workers' Compensation

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

Adopted: February 18, 1988
Revised: July 10, 2001
Revised: September 10, 2002
Revised: January 10, 2006
Amended: December 14, 2010
Amended: April 12, 2016
Amended: May 14, 2018
Reviewed: April 13, 2021

LEGAL REFS.: P.L. 111-148 (Patient Protection and Affordable Care Act)
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)

CROSS REFS.: GBGG, Discretionary/Sick Leave