

Staff Fringe Benefits

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

In accordance with applicable federal law, full-time employees, who are considered to be those working 30 or more hours per week on a classified hourly wage, or on .5 or more of a certified contract, are required to enroll in the District's health insurance plan, with exceptions such as those covered by Medicare or U.S. military insurance as approved through the Human Resource Director. Employees who are less than full time are not eligible for the health insurance plan. Full time employees are covered by the District's group life insurance, long-term disability insurance plan, and tax-sheltered annuity program.

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

**This policy shall be effective for new hires as of the adopted date of November 15, 2018.

Workers' Compensation

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

Delta County School District 50J

Adopted: November 15, 2018

**Amended: December 4, 2018

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) (board power to procure group life, health or accident insurance)

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

CROSS REF.: GBGD, Workers' Compensation