

## PROFESSIONAL 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 professional 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.

In accordance with applicable federal law, full-time licensed employees are eligible for the district's health insurance plan. These employees also may participate in the district's tax-sheltered annuity program and are also covered by the district's group life insurance and long-term disability insurance plans.

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

The Board will provide **\$400** per month per employee beginning 2004 to purchase eligible benefits under the plan. Part time certified employees will receive a pro rated portion of the benefit. Employees may choose to take part or all of their eligible benefit in cash, which will be subject to required payroll deductions.

Current practice codified 1983  
Adopted: date of manual adoption  
Revised: December 7, 1991  
Revised: April 18, 1995  
Revised: April 18, 1995  
Revised: May 17, 2001  
Revised: June 16, 2002  
Revised: June 19, 2003  
Revised : June 17, 2004  
Revised: 8-17-2017

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. (P.E.R.A.)

CROSS REF.: [GBGD](#), Workers' Compensation

Lone Star School District 101, Otis, Colorado