

### **Licensed Staff Benefits**

Benefits, in addition to the basic salary, are recognized by the Board as an important part of the total compensation plan for staff members. The benefits extended to the staff shall be designed to promote the present and future economic security of employees and to provide incentives for remaining with the District.

1. District employees shall participate in the Public Employees' Retirement Association, in which both the employee and the District make monthly contributions, unless the employee is exempt from the statutory requirements for PERA membership.
2. To receive benefits, a staff member must be assigned and work in one or more jobs that result in the licensed employee working at least 20 hours per week. (*i.e. temporary or substitute employees are not eligible for benefits*). To be eligible for paid leave specifically, the, a licensed employee must be working at least 20 hours per week. If an employee drops below 20 hours per week, they become ineligible for this benefit which means they will lose any accumulated leave that they may have and they will not be eligible to accumulate additional leave.
3. District benefits are as follows:
  - \* Paid Leave (*one day for every 18 days worked*)
  - \* Public Employees' Retirement Association (PERA)
  - \* Health and Dental Insurance
  - \* Workers' Compensation
  - \* Sick Leave Bank (see policy GDCAA)
  - \* Tax-Sheltered Annuity Programs and PERA 401 (k)
  - \* Vacation (see policy GDD)
4. A licensed employee who is on extended leave will not be eligible for benefits during the time (s)he is not employed. Health insurance benefits and other insurance payments that are deducted from the employee's paycheck may be continued during the extended leave if that employee pays the total cost (*district and/or employee share*) of the benefit/deduction. Payments for the continuation of these benefits must be received by the Payroll Office on or before the first of each month. If an employee chooses to drop a program during an extended leave, it will be the responsibility of the employee to reinstate the benefit, should (s)he desire to do so.
5. The District will pay the benefit portion of the single health insurance premium. The employee will pay the remainder of the premium. The health insurance benefit will be effective the first of the month following 30 calendar days of employment with the District.

6. Employees who resign from or are terminated from the Eagle County School District will automatically receive from the Payroll and Benefits Office; information regarding continued health insurance coverage available as a result of Federal COBRA laws and regulations.

If the employee resigns or is terminated after working 15 calendar days or more in any month they are eligible for benefits, the employee will receive the insurance benefit and coverage for that month.

If the employee resigns or is terminated before 15 calendar days, the district insurance benefit will be discontinued effective the first of that month.

7. A committee called the Employee Benefits Trust will be responsible for studying, evaluating, and making recommendations regarding insurance benefits for District staff members. The membership of this committee will include the Director of Human Resources, the Assistant Superintendent in charge of Finance, the Payroll Benefits Specialist, three licensed staff members including two members of the Negotiating Team, and three support staff members. The Assistant Superintendent in charge of Finance appoints staff members for 2 year rotating terms.

This committee will annually review the benefits and effectiveness of the insurance program. This committee will determine when this annual assessment needs to include input from the full membership. The members of the committee will be communicated to all employees annually. Employees are encouraged to provide input regarding benefits and effectiveness of the insurance program.

LEGAL REFS.: C.R.S. 22-32-110 (1) (j)  
C.R.S. 24-51-101 et seq (*Public Employees' Retirement Association*)  
C.R.S. 8-40-101 et seq through 8-47-101 et seq  
Workmen's Compensation Act of Colorado