

## **FRINGE BENEFITS (Licensed Staff)**

Effective with the new plan year, January 1, 2026, the District shall contribute \$1025.00 toward the premium for medical insurance for all tiers, except Employee+Employee+Family tier contribution of \$2300.00, \$46.65 toward the premium for dental insurance, and \$9.07 toward the premium for vision insurance for each licensed staff member on a pro-rated basis through the District-offered plan options.

Full-time employees shall receive full fringe benefits as listed above. The rates for employees working less than full-time will be prorated based upon the following:

- .86 to less than FT will receive .86 benefits
- .71 to less than .86 will receive .71 benefits
- .50 to less than .70 will receive .50 benefits

Employees who work less than half-time (.50) will not be eligible for district benefits.

The Board is willing in good faith to act as a facilitator for communications between licensed staff members and the staff of the plan administrator for the benefits plan of the District.

The District and the Association agree that the District will utilize a Health Insurance Committee. This committee shall be advisory in nature and will make recommendations regarding insurance benefit programs to the District. This committee will consider matters concerning health insurance issues such as, but not limited to, plan design (coverage), the health clinic, and the cost-effectiveness of the offerings.

SSEA will select up to five (5) committee members representing classified and certified staff. The District will select up to five (5) committee members. The committee will meet a minimum of twice per year. The committee can agree to add or subtract meetings as necessary to complete committee work.

The District will provide clerical support for the committee to take and distribute minutes, agendas, calendar of meetings, and any other relevant information. Prior to the meeting, an email reminder, with minutes of the last meeting, and a request for agenda items will be sent out.

Employees may participate in the district's tax-sheltered annuity program. Participating companies must have the approval of the Board.

The district cooperates with the program of the Public Employees Retirement Association of the State of Colorado. Membership in this program is compulsory for all employees. Membership must be secured in conformance with state statutes. The retirement program

is jointly contributory. The employees and the district each contribute the percentage of salary required by law.

Each child of a staff member who resides outside the boundaries of the District may nevertheless attend school within the District without payment of tuition (with the exception of pre-school), if such child is enrolled in the District during the entire month of October and is thereby included in the school year enrollment count for purposes of the required District reporting to the State Board of Education.

If a licensed staff member is hired to commence employment other than at the beginning of the school year, then fringe benefits under policy shall commence and accrue from and after the first day of the next month after the date of commencement of employment and shall terminate on the last day of the month in which the last school day of employment occurred, except that if on such last school day of employment the Board has employed such licensed staff member for the next full school year, then fringe benefits under this policy shall continue through the end of the contract year of the District instead of the last day of the month after the licensed staff member's last school day of employment.

**LEGAL REFS:** 1973 C.R.S. 22-32-110 (1)(j)  
1973 C.R.S. TITLE 8, Articles 40-52 (relates to Workmen's Compensation)

Adopted: 1978 (current practice codified)  
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