

## FRINGE BENEFIT SUMMARY

This is a summary of current fringe benefits that are available to the staff of Delta County School District 50J. Some of these benefits are automatic or mandatory, and some are optional. In every instance, an employee must complete registration and application material to be officially enrolled and properly certified as well as to indicate a desire to be a participant. Salary deduction may be used to accommodate monthly payments.

### 1. PUBLIC EMPLOYEE RETIREMENT ASSOCIATION

Compulsory. Staff contribute 11% of their salary per month while the District contributes 21.4% to this retirement fund. If staff leave employment prior to retirement, "staff contributions" are eligible to be refunded (subject to taxes and fees) or rolled over to other retirement options of the staffs' choosing. Matching contributions up to 100% of staff contributions could be available for staff, subject to PERA limitations and requirements.

### 2. MEDICARE INSURANCE

Compulsory. The District contributes 1.45% as does the employee.

### 3. LIFE/HEALTH/DENTAL INSURANCE

District 50J is covered by CEBT. Premiums are as follows per month for medical/dental:

**Full-time employees** (equal to FTE 0.76 - 1.00 or 30 - 40 hours weekly).

**Part-time employees** (equal to FTE 0.50 - 0.75 or 20 - 29 hours weekly).

#### PPO 5

**Full-time Employees:** Employee only \$198 EE/\$661 ER, employee & spouse \$755 EE /\$1047 ER, employee & children \$617 EE/\$999 ER, family \$1061 EE/\$1368 ER

**Part-time Employees:** Employee only \$470 EE/\$389 ER, employee & spouse \$984 EE /\$818 ER, employee & children \$881 EE/\$735 ER, family \$1326 EE/\$1103 ER

#### PPO 7

**Full-time Employees:** Employee only \$117 EE/\$661 ER, employee & spouse \$589 EE/\$1047 ER, employee & children \$470 EE/\$999 ER, family \$838 EE/\$1368 ER

**Part-time Employees:** Employee only \$389 EE/\$389 ER, employee & spouse \$818 EE/\$818 ER, employee & children \$734 EE/\$735 ER, family \$1103 EE/\$1103 ER

#### HDHP4

**Full-time Employees:** Employee only \$73 EE/\$661 ER, employee & spouse \$494 EE/\$1047 ER, employee & children \$387 EE/\$999 ER, family \$713 EE/\$1368 ER

**Part-time Employees:** Employee only \$345 EE/\$389 ER, employee & spouse \$723 EE/\$818 ER, employee & children \$651 EE/\$735 ER, family \$978 EE/\$1103 ER

**LIFE** - \$20,000 – Double indemnity in case of accidental death. Benefit reduces to \$12,000 at age 65; to \$7,000 at age 70 and to \$4,000 at age 80. The district pays \$2.80 a month for any contracted employee that works 20 + hours a week.

For more information regarding coverages please go to [www.deltaschools.com](http://www.deltaschools.com), click on For Staff, and look at the employee benefits guide and the different policies. If anything differs from this summary, the employee benefits guide takes precedence.

#### **4. DISABILITY PROGRAM**

STANDARD Life Insurance (Long-Term Protection Insurance) Benefits begin after 90 consecutive days of total disability. The monthly income amount shall be equal to 60% of the first \$8,333 of your Pre-disability Earnings reduced by Deductible Income, not to exceed \$5,000 a month. The district pays .21% on the position's salary a month for any contracted employee that works 20+ hours a week.

#### **5. LEAVE PROGRAM**

SICK/PERSONAL LEAVE – (which may be used for illness or personal reasons) is provided at the start of the contract at the rate of one (1) day for each full month of work (e.g., teachers receive 9 days). Leave that is not used in a year is rolled over as sick leave. Sick leave over 480 hours is paid down to 480 hours every July. Accumulated leave may not be used for personal leave. Emergencies that may require personal leave beyond the current year allotment may be appealed to the Office of the Superintendent.

BEREAVEMENT LEAVE - Three (3) days will be provided in case of death of an immediate family member. Such leave is to be completed no later than one (1) week following the funeral of the deceased family member; however, absence for this cause in excess of three (3) days shall be charged to the Employee's sick or vacation leave, at the employee's option. The term "immediate family" is defined as including father, father-in-law, step-father, mother, mother-in-law, step-mother, grandparents, grandchild, sister, sister-in-law, step-sister, brother, brother-in-law, step-brother, son-in-law, daughter-in-law, husband, wife, child, stepchild or individual living in the household. Absence necessitated by death in the family other than in the "immediate family" shall be given the same consideration upon recommendation by the superintendent, or designee.

VACATION – classified employees who work more than 230 days are entitled to paid vacation. Vacation is accrued at the rate of one day a month (12 days). Employees with 10 -19 years of service will receive 15 days of vacation each year. Employees with 20 years of service or more will receive 20 days of vacation each year. All vacation time earned by employees must be used by the end of their contract on June 30.

SICK LEAVE BANK (Optional) – Each full-time employee (30+ hours a week) gives one sick leave day to the bank upon employment. If the employee has used up all of his/her accumulated leave, the employee is eligible to borrow up to sixty working days for personal illness/injury extending over 10 continuous working days or two calendar weeks.

#### **6. PROFESSIONAL STAFF DEVELOPMENT**

Scholarships and reimbursement for some graduate work are available.

ALL FRINGE BENEFITS ARE SUBJECT TO ANNUAL REVISION BY THE BOARD OF EDUCATION.

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