

EMPLOYEE FRINGE BENEFITS

The Board of Education recognizes that benefits in addition to basic salary are in integral part of the total compensation plan for district employees. Accordingly, the Board of Education agrees that the district shall offer the following fringe benefits:

RETIREMENT BENEFIT

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

HEALTH INSURANCE

The district shall offer group health insurance for full-time employees and their dependents who wish to participate. For purposes of this policy GCBD, full time-employees are employees who average at least 30 hours per week. The district shall contribute toward the cost of health insurance for each full-time employee and his/her dependents in a sum not to exceed the district contribution amount set annually by the Board. In no event shall the district contribution amount received by an employee exceed the total of such employee's individual and dependent premiums.

The employee's portion of premiums, if applicable, shall be paid by salary deduction.

Employee participation in the district's group health insurance shall be subject to applicable waiting periods and plan enrollment requirements.

Failure of a full-time employee to complete the carrier-approved application for participation in the district's group health insurance shall constitute a refusal of coverage.

OTHER INSURANCE

The district shall offer dental and vision insurance for full-time employees and their dependents who wish to participate. Employees shall be responsible for the cost of such insurance. Employee premiums shall be paid by salary deduction. The district shall provide life insurance for full-time employees paid by the district.

Employee participation in dental, vision, and life insurance shall be subject to applicable waiting periods and plan enrollment requirements.

WORKER'S COMPENSATION

All district employees are covered under the Workers' Compensation insurance plan and shall be entitled to all the prescribed benefits.

PROFESSIONAL STAFF TUITION REIMBURSEMENT

Beginning in the 2023-2024 School Year North Conejos School District will reimburse Employee for one-half the cost of tuition paid by Employee for up to six semester hours per year for courses approved in advance by the School Principal and Superintendent.

Approved courses will be directly related to the employee's teaching/job assignment or will be additional training/education approved by the School Principal, Superintendent and the Board of Education. Courses will be approved if they meet one of the following criteria.

- 1) Recertification credits toward current licensure
- 2) Courses toward program credits for a Master's Degree in their hired position
- 3) Educational training/professional development assigned by principal or superintendent

Employees who are not retiring and receive tuition reimbursement payments are required to repay the tuition reimbursement payments to the District if the Employee voluntarily terminates his/her employment with the District less than three years after receiving the tuition reimbursement payment. The repayment is due in full on or before the Employee's last day of employment. The repayment obligation will not apply to Employees who are involuntarily terminated by the District.

Adopted: February 16, 2016

Revised: September 19, 2023

LEGAL REFS.: 26 U.S.C 1.125.2 (IRS tax code)

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 of education specific powers)

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

4831-3206-8398, v.1