

Professional Staff Fringe Benefits

Benefits in addition to basic salary are recognized by the district 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.

Adopted: Prior to 2015

Revised: March 2015

Revised: September 2020

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) (*board power to procure group life, health or accident insurance*)
C.R.S. 24-51-101 *et seq.* (*Public Employees' Retirement Association*)

CONTRACT REF.: LCSD/LCEA Teacher Contract – Article 6, Employment; Section 6.2, Salary and Benefits

CROSS REFS.:

Board policy:

SSG-4, Staff Compensation

Administrative policy:

GBGD, Workers' Compensation