

### **Professional Staff Fringe Benefits**

The district shall, when possible, make a health insurance program available to all employees. The district may provide a set dollar amount towards this health insurance program for full time employees. This dollar amount provided may vary between categories of employees. Part time employees shall receive a proportionately smaller amount. The dollar amount to be provided shall be determined annually prior to the issuance of employee contracts.

If an employee works less than one-third time, health insurance benefits will not be offered.

Upon request, employees who qualify for Medicare may receive an amount to offset the cost of Medicare enrollment in place of school sponsored health insurance.

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: February 21, 1989  
Revised: January 19, 1991  
Revised: April 16, 2008  
Revised and recoded: May 18, 2011  
Revised, First Reading May 23, 2012  
Adopted: June 18, 2012  
Revised: May 22, 2013  
Adopted: June 5, 2013  
Revised: March 4, 2015  
Adopted: March 18, 2015  
Revised: August 2016

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

CROSS REF: GBGD, Workers' Compensation

Big Sandy School District 100-J, Simla, Colorado