

Summary of Employee Benefits

Benefits for the 2021-2022 School Year:

1. Employees working 20 hours per week or more (except interns and long-term substitutes):
 - Employer-paid individual health, dental and vision insurance through CEBT and a supplemental hospital plan (Gap plan)
 - Employer-paid life insurance (1 x Salary Life/AD&D)
 - Health benefits questions?
Call CEBT at **1-800-332-1168**
 - Benefits start date is 1st of the month following 30 days of employment (October 1 for mid-August start date)
2. Employees working 20 hours per week or more, prorated for those working less than 1.0 FTE:
 - Personal Days: 2 days per year (not accumulated)
3. All employees, prorated for those working less than 1.0 FTE:
 - Sick Days: 9 days per year (accumulated up to 60 days)
4. *Central office at-will employees only*, prorated for those working less than full-time:
 - 10 vacation days (15 days after 5 years of employment)
5. All employees are required to participate in the Colorado Public Employment Retirement Association (Colorado PERA), which provides a defined benefit pension. The employee pays a percentage of their salary (10.5% as of July 1, 2021) into the retirement fund instead of paying into Social Security. The employer is also required to make a contribution. Please visit the PERA website at www.copera.org for more information on PERA benefits.