

BENEFIT SCHEDULE 2020/2021

MANDATORY DEDUCTIONS		EE Share	ER Share			
Federal Income Tax and Colorado Income Tax		Tax Tables	N/A			
Medicare for employees hired after 3-1-86		1.45%	1.45%			
Public Employees Retirement Association (PERA)		Per PERA	Per PERA			
INSURANCE AVAILABLE	MONTHLY PREMIUM PPO 5	MONTHLY PREMIUM PPO 4	MONTHLY PREMIUM KAISER	DISTRICT SHARE***		
Health Insurance through CEPT:						
Employee	\$ 676.00	\$ 712.00	\$ 743.00	\$ 676.00		
Employee + Spouse	\$1,302.00	\$ 1,370.00	\$1,427.00	\$ 676.00		
Employee + Children	\$1,234.00	\$ 1,299.00	\$1,354.00	\$ 676.00		
Family	\$1,562.00	\$ 1,644.00	\$1,711.00	\$ 676.00		
Dental Insurance through CEPT:						
Employee	\$ 46.00	\$ 46.00	\$ 46.00	\$ 46.00		
Employee + Spouse	\$ 92.00	\$ 92.00	\$ 92.00	\$ 46.00		
Employee + Children	\$ 96.00	\$ 96.00	\$ 96.00	\$ 46.00		
Family	\$ 161.00	\$ 161.00	\$ 161.00	\$ 46.00		
Vision Insurance through CEPT:						
Employee	\$ 5.00	\$ 5.00	\$ 5.00	\$ 5.00		
Employee + Spouse	\$ 12.00	\$ 12.00	\$ 12.00	\$ 5.00		
Employee + Children	\$ 14.00	\$ 14.00	\$ 14.00	\$ 5.00		
Family	\$ 18.00	\$ 18.00	\$ 18.00	\$ 5.00		
Life Insurance through CEPT:						
Life Insurance for employee	\$ -	\$ -	\$ -	\$ 2.80		
Life Insurance for dependents	\$ 0.95	\$ 0.95	\$ 0.95	N/A		
TOTAL HEALTH, DENTAL, VISION AND LIFE (per month):						
EMPLOYEE COST: District contributes \$727.00 to each plan/tier and \$2.80 for employee life	TOTAL PPO 5	TOTAL PPO 4	TOTAL KAISER	EMPLOYEE E COST PPO 5	EMPLOYEE COST PPO 4	EMPLOYEE COST KAISER
Employee	\$ 727.00	\$ 763.00	\$ 794.00	\$ -	\$ 36.00	\$ 67.00
Employee + Spouse	\$1,406.95	\$ 1,474.95	\$1,531.95	\$ 679.95	\$ 747.95	\$ 804.95
Employee + Children	\$1,344.95	\$ 1,409.00	\$1,464.00	\$ 617.95	\$ 682.00	\$ 737.00
Family	\$1,741.95	\$ 1,823.95	\$1,890.95	\$ 1,014.95	\$ 1,096.95	\$ 1,163.95
Eligibility:						
Certified Staff - Benefits available if .5 or more FTE. (.5 -.74 at a rate proportional to their contract)						
Classified Staff - Benefits available if regularly employed for 30 or more hours per week						
*** Represents full time benefits						
Waiting period: 1st day of the month following 30 days of eligibility (hire date) Training days are not counted towards the 30 days waiting period						
NOTE: ALL ELIGIBLE EMPLOYEES ENROLLING 8/96 OR LATER MUST ENROLL IN HEALTH, DENTAL, VISION AND LIFE COVERAGES THROUGH CEPT AT A MINIMUM EMPLOYEE COVERAGE LEVEL.						
OTHER BENEFITS AVAILABLE						
+ Cafeteria plan (pre-tax/Section 125 plan) for excess medical, insurance and daycare						
+ Sick leave per board policy						
+ 4 personal days per year; if unused, is converted to sick leave at end of year						
+ Vacation for 12 month employees:						
Vacation days are determined by placement on salary schedule at time of hire						
+ Other leaves available according to district policy guidelines:						
Jury Duty, Bereavement, Professional, Worker's Compensation, Family and Medical Leave						
+ Numerous tax-sheltered annuity plans available through payroll deduction						
+ Direct deposit required for payroll						