



Title: **Longevity Bonus Policy**

Code: GCR

Section: Section G: Personnel Policies

Longevity Bonus Policy

This policy applies only to staff members with an effective District 20 hire date prior to July 1, 1999. Hire date is defined as the staff member's first physical day on the job as a regular staff member. A staff member shall be eligible to be paid a longevity bonus if he/she has completed the equivalent of at least fifteen (15) years of continuous full-time service with the district. The bonus shall be a single payment of fifty percent (50%) of the June 30, 2011 annualized base pay of the staff member. Per C.R.S 24-51-101(42)(a) and (b), the Longevity Bonus payment is not considered Public Employees' Retirement Association (PERA) includable salary.

A staff member who elects to terminate with fewer than fifteen (15) years of continuous full-time service in the district shall not be eligible for the Longevity Bonus. A leave of absence approved by the Board of Education shall not be considered to be an interruption of the continuous employment required for the Longevity Bonus. Unpaid leaves of absence, with the exception of Board approved military leave, shall not be included in computing the required fifteen (15) years of continuous full-time service.

In the event that an eligible staff member (with at least 15 years of continuous full-time employment) dies while employed in the district, payment of the Longevity Bonus shall be disbursed to the designated beneficiary. If the eligible staff member (with at least 15 years of continuous full-time employment) dies after officially retiring from the district, but prior to payout of the bonus, the Longevity Bonus shall be disbursed to the designated beneficiary.

Adopted: February 16, 1978

Revised: January 18, 1979

December 13, 1979

January 7, 1982

March 18, 1982

December 15, 1983

June 20, 1991

July 16, 1992

May 20, 1993

June 17, 1999

February 1, 2001

January 30, 2008

August 23, 2009
December 9, 2010

July 1, 2011

October 15, 2012

Legal References:

38 U.S.C. §§ 2021-2026

C.R.S. §§ 28-3-601 et seq.

C.R.S. § 22-63-103 (academic year defined)

C.R.S. 24-51-101(42)(a) and (b)

Cross Refs:

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

EL 2.4 Financial Condition & Activities

EL 2.6 Financial Planning and Budgeting

EL 2.7 Employment, Compensation and Benefits

Retired Dates: **June 30, 2022**
