



Title: Years of Service Milestone Bonuses

Code: GCR

Section: G

Academy District 20 values the commitment, dedication, and long-term service of its staff. To recognize and celebrate career milestones, the District provides PERA-includable years of service milestone bonuses to eligible staff members who achieve designated service anniversaries. These bonuses are intended to honor staff's contributions to the District and acknowledge their ongoing commitment to supporting students, staff, and the community.

Staff members who meet an eligible service milestone on or before August 31 of a school year will receive the applicable years of service milestone bonus in January of that same school year, subject to the eligibility requirements outlined in the GCR R procedure.

Adopted: February 16, 1978

Retired: July 1, 2022

Renewed: August 24, 2026

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

August 24, 2026

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
