

RESOLUTION NO. 23-05
Lake County School Board
LCSD Participation in FAMLI

**A RESOLUTION OF THE LAKE COUNTY BOARD OF EDUCATION OF LAKE COUNTY, COLORADO
DECLINING PARTICIPATION AS AN EMPLOYER IN THE COLORADO PAID FAMILY AND MEDICAL LEAVE
INSURANCE PROGRAM ("FAMLI")**

WHEREAS, in November of 2020, Colorado voters approved Proposition 118, codified in Part 5, Article 13.3 of Title 8, Colorado Revised Statutes (C.R.S.), establishing the Family and Medical Leave Insurance ("FAMLI") Program, a state insurance plan providing paid leave for Colorado workers during certain life circumstances; and

WHEREAS, under the FAMLI Program, employers and their employees are both responsible for funding the program and may split the cost 50/50; the premiums are set at 0.9% of the employee's wage, with 0.45% paid by the employer and 0.45% paid by the employee; and

WHEREAS, the premiums required for FAMLI will be collected starting January 1, 2023, and benefits will begin January 1, 2024; and

WHEREAS, as a local government as defined by C.R.S. §§ 8-13.3-503(14) and 29-1-304.5(3)(b), Lake County School District ("LCSD") may decline to participate in FAMLI following a public meeting and vote of its governing body pursuant to C.R.S. § 8-13.3-522; and

WHEREAS, upon discussion and opportunity for comment, LCSD declines employer participation; and

WHEREAS, should LCSD decline participation in the FAMLI Program as an employer and the statutory provisions of the FAMLI Program will not apply; and

WHEREAS, at a public meeting held on Nov. 14, 2022, the Board of Education scheduled an agenda item to discuss and receive comment on the decision whether to participate in FAMLI.

NOW, THEREFORE, BE IT RESOLVED BY THE LAKE COUNTY SCHOOL BOARD OF EDUCATION:

1. The Board of Education finds and determines that, with regard to the public meeting on the decision of whether to decline participation in FAMLI, notice was given and the meeting was conducted in accordance with the regulations adopted by the Colorado Department of Labor and Employment and codified at 7 CCR 1107-2.


2. The Board of Education, acting by and on behalf of Lake County School District, declines participation in the FAMLI Program as an employer.

3. The Board of Education further directs its staff to bring the matter of revisiting the decision to decline participation in FAMLI before a future Board by no later than eight years from the date of the vote on this Resolution *Participation in FAMLI*.

APPROVED and ADPOTED on November 28, 2022



Erin Allaman, Secretary



Eudelia Contreras, President