

STAFF FRINGE BENEFITS

The Patrick County School Board recognizes the need for fringe benefits in order to promote the employment and retention of the highest quality personnel and effectively serve the educational needs of students. Accordingly, fringe benefits shall be provided pursuant to regulations established by the Board.

Adopted: May 12, 1997
Revised: April 14, 2003

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-85, 51.1-124.1 et. seq.

Cross Ref.: GBO Virginia Retirement System

PROFESSIONAL STAFF FRINGE BENEFITS

Insurance

A. Liability Insurance

The Board shall provide liability insurance for all employees under one general policy.

B. Unemployment Insurance

The board shall participate in unemployment compensation through the “nonparticipating” alternative.

C. Workmen’s Compensation Insurance

The board shall select an insurance carrier and shall pay the premiums to cover all employees under Workmen’s Compensation Insurance.

Employee’s injured while on the job and who qualify for payments under the Workmen’s Compensation Insurance may use portions of their accumulated sick leave to supplement their income from the insurance company. However, an employee shall be paid for sick leave only to the limit that sick leave is available and the pay for sick leave will complement the insurance benefits. The total payment shall not exceed the employee’s per diem rate of pay.

D. Group Life Insurance

Full-time employees who are required by law to participate in the Virginia Supplemental Retirement System shall be covered by the group life insurance included as part of the retirement system. The board shall pay the premiums.

E. Hospitalizations and Medical Insurance

The board shall select an insurance plan to provide medical and hospitalization coverage for all full-time employees.

The board shall pay all or part of the premium for coverage of the employee desiring the insurance. The employee may purchase family coverage for members of his or her immediate family acceptable to the insurance company. Payroll deductions may be used to pay the additional costs.

Employees granted a one-year leave of absence may participate in the group hospitalization plan for that year providing they pay the current premium rate.

F. Hospitalization and Medical Insurance for Retired Employees

1. All employees eligible for retirement under the Virginia Retirement System will be allowed to stay in the Patrick County School System group health plan until age 65 unless retiree is enrolled in Medicare or Medicaid. The retiree may continue to be enrolled in both Medicare (or Medicaid) and the local health plan if enrolled in both programs prior to October 1, 2007. The employees must pay their premiums.
2. The premium plan of the eligible retiree will be the same as that which he/she had during their last year of employment and the plan cannot be increased to a higher level of participation, that is, a single premium coverage cannot be changed to a family coverage. However, premium coverage may be decreased, that is, a family coverage may be changed to a single coverage.
3. Eligible retirees who receive the Virginia Retirement System Health Insurance Credit will have their credit deducted from the local contribution if applicable.

G. Payroll Deduction with Pretax Monies

Employees may participate in payroll deduction for 125 Plan, payment of Health care premium cost with pre tax monies.

H. Virginia Retirement System

The Patrick County School System will pay 100 per cent of The Virginia Supplement Retirement for each employee.

I. Professional Development

Employees may be reimbursed up to \$300.00 annual for pre-approved college/university courses successfully completed. Approval must be obtained from the employee's supervisor and the superintendent or designee, prior to enrollment in the course.

J. Pay Periods

Employees on 10 month teaching contracts will be paid in twelve (12) equal paychecks for convenience of teachers.