

## PERSONNEL

A. Insurance1. State Worker's Compensation

Injuries to employees from accidents in the line of duty are compensable under the state worker's compensation act.

The superintendent shall develop regulations for the required reports to project the employee's rights as well as those of the school board.

2. Accident Insurance

The student accident and dental insurance plan which covers school-associated accidents is available to employees at the individual's expense.

3. Hospitalization and Major Medical Insurance

The school board provides hospitalization and major medical insurance for all full-time employees. Premiums are paid by the school board. Family members may be added at the employee's expense. Part-time employees working a minimum of one-half the contract hours of full-time employees in the same job classification are eligible to participate in this insurance but are responsible for a portion of the cost as determined by the school board.

4. Group Dental Insurance

The school board provides a group dental insurance for all full-time employees. Premiums are paid by the school board. Family members may be added at the employee's expense. Part-time employees working a minimum of one-half the contract hours of full-time employees in the same job classification are eligible to participate in this insurance but are responsible for a portion of the cost as determined by the school board.

5. Group Life Insurance

The school board provides a group life insurance program through the Virginia Retirement System for all full-time employees. Premiums are paid by the school board.

6. Liability Insurance

The school board carries a blanket general and legal liability policy for all employees. Premiums are paid by the school board.

## PERSONNEL

Insurance/Retirement Plan (continued)B. Retirement Plan

Membership in the Virginia Retirement System is mandatory for all full-time employees.

Legal Reference:

Code of Va §2.1-20.1:02. Health insurance program for employees of local governments, local officers, teachers, etc., definitions.--"A. The Department of Personnel and Training shall establish a plan or plans subject to the approval of the Governor, for providing health insurance coverage for employees of local governments, local officers, teachers, and retirees, and the dependents of such employees, officers, teachers and retirees. The plan or plans shall be rated separately from the plan established pursuant to § 2.1-20.1 to provide health and related insurance coverage for state employees. Participation in such insurance plan, or plans shall be (i) voluntary, (ii) approved by the participant's respective governing body, or by the local school board in the case of teachers, and (iii) subject to regulations promulgated by the Department . . . ." (1989)

Code of Va., § 22.1-85. Fund for payment of hospital, medical, etc., services provided officers, employees and dependents.--"Any school board may establish a fund for the payment of hospital, medical, surgical and related services provided any of its officers, employees and their dependents out of funds appropriated to the school board or by payroll deductions, or other mode consistent with state and federal income tax law and regulations. In addition, any school board may establish a fund for the payment of expenses incurred by its officers and employees for dependent care assistance through payroll deduction or other mode consistent with state and federal income tax law and regulations." (1993)

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