

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

All employees eligible for retirement under the Virginia Retirement System, age 55 and older, will be allowed to stay in the Patrick County School System group health plan until age 65 or until retiree enrolls in Medicare or Medicaid on or before September 30, 2007. The employees must pay their premiums.

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.

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 the employee portion of The Virginia Supplement Retirement for each employee.

I. Professional Development

Employees may be reimbursed up to \$130.00 annual for approved college/university courses successfully completed. Educational Support Staff may be reimbursed up to \$50 annually for approved college/university courses successfully completed.

J. Pay Periods

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

K. Disability Insurance

Full-time employees that were hired after January 1, 2014 will have disability insurance provided in the provisions of the Hybrid Plan of the Virginia Retirement System. Short term and Long-term Disability benefits will be administered in accordance with state code and the plan sponsor. Hybrid plan employees may use available sick leave days in order to receive full pay during the seven day wait period or to receive a full per diem daily rate during the disability period.

Employees hired before January 1, 2014 will be able to use available sick leave days during Short-term or Long-term disabled periods. Short-term and Long-term Disability insurance is available for employees hired before January 1, 2014 to purchase with no contribution by the school board in order to supplement any loss of pay that may occur during the disability period.

Revised: June 4, 2015

References: GCBDA
 GCBD-R

(PCSB)

PATRICK COUNTY PUBLIC SCHOOLS