

Insurance/Retirement Plan

A. Insurance

1. Workers' Compensation Insurance

Injuries to employees from work related accidents may be compensable under the Virginia Workers' Compensation Act.

2. Student Accident Insurance

The school board identifies an insurance company to make available a student accident insurance program. Participation in the program is strictly voluntary. The school board does not administer this plan and assumes no cost or obligation related to such.

3. Group Health Insurance

The school board provides a group health insurance program for all full-time employees. The portion of the premium to be paid by the school board shall be determined each year.

All full-time employees eligible for service retirement benefits under the Virginia Retirement System (VRS) will be eligible to remain on the school board's group health insurance program until the date at which they become eligible for Medicare. Retirees and dependents must have been enrolled in the school division's group health insurance program a minimum of twelve months prior to retirement and will be responsible for the total health insurance premium. Retirees who elect not to continue in the group health insurance plan will be ineligible for future coverage. Retirees who become eligible for health insurance coverage because of post-retirement employment will cease to be eligible to remain in the school board's health insurance program.

4. 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.

5. Liability Insurance

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

B. Retirement Plan

Membership in the Virginia Retirement System is mandatory for all full-time employees. The annual contribution to the Virginia Retirement System pension plan is

comprised of an employer and employee component. The school board shall annually determine the portion of the employee component, if any, it shall contribute on behalf of each employee.

Adopted: November 17, 1997

Amended: May 28, 2001

Amended: December 12, 2011

Legal Refs: Code of Virginia, 1950, as amended, sections 2.1-2.1:02, 15.1-7.3, 22.1-85

12/11 ACPS

ALLEGHANY COUNTY PUBLIC SCHOOLS