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STAFF FRINGE BENEFITS

The Wise 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.

Amended: August 13, 2012

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Legal Ref: Code of Virginia, 1950, as amended, sections 22.1-85  
8 VAC 20-460-10

Cross Ref.: GCBD Staff Leaves and Absences  
GBO Virginia Retirement System

STAFF FRINGE BENEFITS

Hospitalization and surgical care plans shall be available under group rates for all eligible employees. The board shall determine the premium to be paid.

Employees who retire under provisions of the VRS prior to age 65 shall be eligible to continue on the school board group hospitalization plan under the following conditions:

1. Employees will pay full cost of premium with no portion paid from school board funds;
2. Premiums will be paid in advance on a schedule established by the superintendent;
3. Employees shall have the option to participate in the individual, family, or other plan available to regular employees;
4. Upon attaining age 65 or upon becoming eligible for the Medicare program, retirees must enroll in the Medicare supplementary program or drop coverage under the school board plan.
5. Employees were on full time status in a VRS covered position and were participating in the hospitalization plan at the time of retirement.

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Legal Refs.: Code of Virginia, 1950, as amended, sections. 22.1-85, 51.1-100 et. seq.