

## SUPPORT STAFF FRINGE BENEFITS

Hospitalization and surgical care plans shall be available under group rates for King George County School employees in accordance with the Fringe Benefit Schedule (GDBC-R). The Board shall determine an amount of the premium to be paid for each category of employee. Employees who do not enroll in a division sponsored health insurance plan will receive a \$20.00 monthly opt-out payment.

The Board shall, at a minimum, pay the cost of retirement contributions and the full cost of group life insurance premiums required by the state for all employees hired on or after July 1, 2009 who work 34 or more hours per week and employees hired prior to July 1, 2009 who work 20 or more hours per week.

## RETIREES

Employees who retire under provisions of the VRS prior to Medicare eligibility shall be eligible to continue on the School Board group hospitalization plan if permissible by the insurance carrier and under the following conditions:

- Employees will pay full cost of premium;
- Premiums will be paid in advance on a schedule established by the Superintendent;
- Employees shall have the option to participate in the individual, family, or other plan available to regular employees;
- Retirees will be dropped from the School Board plan upon becoming eligible for the Medicare program;
- Employees were on full time status in a VRS covered position and were participating in the hospitalization plan at the time of retirement.

## SUPPORT EMPLOYEE TRAINING ASSISTANCE FORM

Support staff employees who want training funded by the school system must first secure written approval from the Superintendent by submitting form GDBC-F, King George County Public Schools Training Assistance Form. Training funded by the School Division must relate directly to the employee's assignment or anticipated assignment as determined by the Superintendent. Approval of funding will be based on funding ability.

## FRINGE BENEFIT LEAVE SCHEDULE

for

- (1) Employees hired on or after July 1, 2009 who work 34 or more hours per week
- (2) Employees hired prior to July 1, 2009 who work 20 or more hours per week

### SICK LEAVE

180-220 Day Contract	10 Days Per Year
245 Day Contract	12 Days Per Year

### PERSONAL LEAVE

180-245 Day Contract	3 Days Per Year
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### ANNUAL LEAVE

180-220 Day Contract	0
245 Day Contract	0
0-6 Months	0
6-36 Months	12 Days Per Year
36-72 Months	15 Days Per Year
72+ Months	18 Days Per Year

## TUITION ASSISTANCE FOR PARAPROFESSIONALS

Instructional paraprofessionals who want a portion of a college level course in a pre-approved endorsement in a critical need area funded by the school system must first secure the written approval for such from the Assistant Superintendent by submitting form GDBC-F, KING GEORGE COUNTY PUBLIC SCHOOLS TUITION ASSISTANCE FORM. Approval of funding will be based on funding ability.

Undergraduate level courses funded by the school system must relate directly to the employee's assignment or anticipated assignment as determined by the Superintendent or his/her designee.

Employees who resign or are terminated by the School Division prior to reimbursement will not receive payment. Employees who receive reimbursement from the Tuition Reimbursement Program shall agree to work for King George County Public Schools for one school calendar year after receipt of the assistance. If the employee does not return to honor the commitment or is terminated by the School Division within the one school calendar year after receiving the tuition reimbursement, he or she is obligated to reimburse King George County Schools for the amount paid from the Tuition Reimbursement Program.

Adopted: May 11, 1992

Revised: February 22, 1993, August 10, 1993, November 9, 1994, December 7, 1994  
August 9, 2000, January 23, 2002, January 14, 2004, September 8, 2004  
February 9, 2005, July 9, 2008, October 8, 2008, June 24, 2009,  
August 26, 2009

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Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-85, 51-100 et seq.