

STAFF FRINGE BENEFITS

Health Insurance plans shall be available under group rates for King George County School employees in accordance with the Fringe Benefit Schedule (GCBC-R). The Board shall determine an amount of the premium to be paid annually. Employees shall have the option to participate in the individual, family, or other plan available to regular employees. 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.

RETIREE SICK LEAVE PAYOUT AND HEALTH INSURANCE BENEFIT

Eligibility

Retiree must be eligible for an unreduced retirement benefit with VRS.

- Unreduced retirement – Normal retirement age under the VRS Plan 1 is age 65. You become eligible for an unreduced retirement benefit at age 65 with at least five years of creditable service or at age 50 with at least 30 years of creditable service.
- Retiree must have completed a minimum of five (5) years uninterrupted service including the year of retirement.

Retiree Sick Leave Payout

Unused sick leave may be paid to eligible retirees upon retirement from the King George County Public School Division. Payment will not exceed a total of \$5,000.00 and will be computed at a rate of twenty-five (25) percent of the daily salary, excluding coaches-sponsors supplements, in effect at the time of retirement.

Retiree Health Insurance Benefit

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

- Retiree will pay the remaining cost of premium (as a deduction from the VRS benefit);
- Employees who were on full time status in a VRS covered position and were participating in the health insurance plan at the time of retirement.

- Retirees will be dropped from the School Board plan upon becoming eligible for the Medicare program.
- This benefit is subject to approval during each annual budget cycle.

Retirees of King George County Schools, in lieu of being compensated at 25% of their daily rate to a cap of \$5,000 for unused Sick Leave, may opt to receive the Retiree Health Insurance Benefit. This benefit allows the School Board to contribute \$300 per month towards the retirees health insurance in accordance with the retiree Sick Leave balance as shown in the table below. This benefit shall not exceed sixty (60) months/five (5) years.

Number of Accumulated Sick Days	Available Months of Insurance	Benefit
10	12	\$3,600
15	18	\$5,400
20	24	\$7,200
25	30	\$9,000
30	36	\$10,800
35	42	\$12,600
40	48	\$14,400
45	54	\$16,200
50	60	\$18,000

Issued: May 11, 1992

Reissued: February 22, 1993, August 10, 1993, November 9, 1994, December 7, 1994
August 9, 2000, January 23, 2002, March 13, 2002, January 14, 2004,
September 8, 2004, July 9, 2008, October 8, 2008, June 24, 2009,
August 26, 2009, June 24, 2013, April 12, 2021

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

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	
0-6 Months	0
7-36 Months	12 Days Per Year
37-72 Months	15 Days Per Year
73+ Months	18 Days Per Year

TUITION ASSISTANCE

School staff who want a portion of a college level course in a pre-approved add-on endorsement in a critical need area, a college level course toward recertification, or a graduate level course in a Master's degree program funded by the school system must first secure written approval for such from the Superintendent or his/her designee by submitting form GCBC-F, KING GEORGE COUNTY PUBLIC SCHOOLS TUITION ASSISTANCE FORM.

Undergraduate/Graduate level courses funded by the school system must relate directly to the employees 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.

Approval of funding will be based on funding ability.

Issued: August 9, 2000

Reissued: January 23, 2002, June 11, 2003, January 14, 2004, September 8, 2004,

February 9, 2005, July 25, 2007, July 9, 2008, October 8, 2008,

June 24, 2009, August 26, 2009, June 24, 2013, April 12, 2021, March 6, 2023
