

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: Policy 800.11
Responsible Office: DIVISION OF HUMAN RESOURCES

INSURANCE-ALL PERMANENT EMPLOYEES

A. PURPOSE

As an employer, the Board of Education provides its permanent employees with benefit programs and services as an integral part of a comprehensive compensation package, subject to the availability of financial resources and terms of applicable collective bargaining agreements.

B. ISSUE

The Anne Arundel County Board of Education recognizes that, in a competitive market for quality employees, insurance benefits are an important part of recruitment and retention efforts.

C. POSITION

All permanent employees of the Board are eligible for participation in the Board's group health plans.

1. The Board's group health plans made available to employees may include:
 - a. Coverage such as:
 - (1) Medical
 - (2) Prescription
 - (3) Dental
 - (4) Vision
 - b. Types including but not limited to:
 - (1) Preferred provider organizations
 - (2) Health maintenance organizations
 - (3) A combination of the above such as the Triple Option Plan
2. The Board will pay a portion of the premium for employees as stipulated in the applicable Negotiated Agreements or Terms of Employment.

3. Part-time employees are eligible to purchase health insurance, with the contribution by the Board toward the premium pro-rated based upon their Full-Time Equivalent (FTE) status as stipulated in the applicable Negotiated Agreements or Terms of Employment.
4. All permanent employees of the Board, regardless of their FTE, will be provided with group term life insurance for the amount specified in the applicable Negotiated Agreement, regulation, or Terms of Employment. Optional life insurance, with full premium paid by the employee, shall be provided if participation by the Board's employees meets the minimum requirements of the carrier.

D. IMPLEMENTATION

The Superintendent is authorized to develop regulations to implement this policy.

Policy History: Adopted on 8/18/10.

Effective for new employees as of 01/01/11; effective for current employees as of 01/01/12.

Note previous policy history: Replaces Policy 800.11; adopted 9/3/75; revised 12/2/92.