

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: GAM-RA
Responsible Office: OFFICE OF HUMAN RESOURCES

INSURANCE – ALL PERMANENT EMPLOYEES

A. PURPOSE

As an employer, the Board of Education of Anne Arundel County (Board) 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 Board 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:
 - i. Medical;
 - ii. Prescription;
 - iii. Dental; and
 - iv. Vision;
- b. Types including:
 - i. Preferred provider organizations;
 - ii. Health maintenance organizations; and

- iii. A combination of the above such as the Triple Option Plan.
2. The Board shall 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 prorated 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, shall be provided with group term life insurance for the amount specified in the applicable negotiated agreement, accompanying 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 08/18/10; Technical Edit 06/16/26

Note Previous Policy History: Replaces Policy 800.11, adopted 09/03/75 and revised 12/02/92

Legal Reference: None