



**Tazewell County School Board**  
**209 West Fincastle Turnpike**  
**Tazewell, Virginia 24651**  
**276-988-5511**

**Description of Benefits**  
**2011-2012**

<p><b>Health Insurance</b></p>	<p>All full-time salaried personnel eligible for Virginia Retirement System participation are eligible for health insurance. The provider is Local Choice Anthem Blue Cross/Blue Shield. Premiums are paid over ten months but the insurance covers the full year – October 1- September 30.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;"></th> <th style="width: 20%; text-align: center;"><u>Employee Share</u></th> <th style="width: 35%; text-align: center;"><u>Employer Share</u></th> </tr> </thead> <tbody> <tr> <td rowspan="3" style="vertical-align: top;"><i>Key Advantage 500</i></td> <td style="text-align: center;"><i>Single</i></td> <td style="text-align: center;">\$88.16</td> <td style="text-align: center;">\$462.84</td> </tr> <tr> <td style="text-align: center;"><i>Dual</i></td> <td style="text-align: center;">\$275.13</td> <td style="text-align: center;">\$743.87</td> </tr> <tr> <td style="text-align: center;"><i>Family</i></td> <td style="text-align: center;">\$446.40</td> <td style="text-align: center;">\$1041.60</td> </tr> </tbody> </table>			<u>Employee Share</u>	<u>Employer Share</u>	<i>Key Advantage 500</i>	<i>Single</i>	\$88.16	\$462.84	<i>Dual</i>	\$275.13	\$743.87	<i>Family</i>	\$446.40	\$1041.60
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<p><b>Worker's Compensation Insurance</b></p>	<p>Employees are covered by Worker's Compensation Insurance for job-related accidents. Coverage includes payment for physician, hospital, and pharmaceutical bills, a percentage of salary for lost work time, and death benefits.</p>														
<p><b>Group Life Insurance</b></p>	<p>Life insurance coverage for all full time salaried employees eligible for Virginia Retirement System participation is provided through Minnesota Life. Coverage includes:</p> <ul style="list-style-type: none"> <li>◆ life insurance without a medical examination</li> <li>◆ reduced life insurance coverage upon retirement at no cost to the retiree</li> <li>◆ benefit of two times the employee's annual salary in the event of natural death benefit or four times the employee's annual salary in the event of accidental death</li> </ul>														
<p><b>Employees also enjoy a flexible benefits plan:</b></p>	<ul style="list-style-type: none"> <li>◆ pre-tax insurance products available</li> <li>◆ post-tax insurance products available</li> </ul>														
<p><b>Sick Leave</b></p>	<p>Sick leave is earned by all full-time salaried employees eligible for Virginia Retirement System participation at the rate of one day for each month worked. Employees may anticipate sick leave earnings for the current contract year. Employees must have reported to work in order to have current year leave credited. Sick leave days may accumulate to an unlimited number. Qualified, interested employees may also elect to join the Sick Leave Bank.</p>														
<p><b>Annual Leave</b></p>	<p>Annual leave accrues for vacations or other personal reasons for all 12-month, full-time salaried employees. Ten and eleven month employees are not granted annual leave but are granted non-paid holidays in accordance with the adopted school calendar or as allowed by the Superintendent.</p>														
<p><b>Personal Leave</b></p>	<p>All full-time, salaried employees who qualify for Virginia Retirement System</p>														

	participation are entitled to three days of personal leave per year. Unused personal leave is not cumulative but is transferred to accumulated sick leave at the end of the fiscal year.
<b><i>In-Service Workshops and Continuing Classes</i></b>	Opportunities are provided for professional improvement and certificate renewal.
<b><i>Retirement</i></b>	<p>Membership in the Virginia Retirement System is mandatory for full-time salaried employees. The cost is paid in full by the School Board.</p> <p><b>Coverage under Plan 1 includes:</b></p> <ul style="list-style-type: none"> <li>◆ full retirement benefits at age 55 with 30 years of service, or at age 65 with 5 or more years of service</li> <li>◆ early retirement benefits at age 55 with 5 or more years of service (at reduced rates)</li> <li>◆ disability benefits</li> </ul> <p><b>Coverage under Plan 2 includes:</b></p> <ul style="list-style-type: none"> <li>◆ full retirement benefits at normal Social Security retirement age with at least 5 years of service credit, or when age and service credit equal at least 90</li> <li>◆ early retirement benefits as early as age 60 with at least 5 years of service credit (at reduced rates)</li> <li>◆ disability benefits</li> </ul>
<b><i>Tax Sheltered Annuity 403(b) and 457 plans.</i></b>	This allows an opportunity for all employees to save for retirement, while taking advantage of the pre-tax status of contributions. The employee is obligated to research, choose, and sign up for the company(ies) of choice from an authorized vendor list available in the payroll office and the human resources office, before the payroll deduction can be initiated. Tazewell County Public Schools does not match any portion of these contributions.

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*The Tazewell County School Board does not discriminate on the basis of age, gender, national origin, marital status, political affiliation, race, religion, or condition of handicap in its employment practices. The Tazewell County School Board is an equal opportunity employer.*

*Prior to initial employment, employees will be required to submit to a drug test in accordance with Tazewell County School Board Policy GBEA-R.*

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06/28/2012