

BENEFITS OFFERED BY PITTSYLVANIA COUNTY SCHOOLS (July 2019)

- **Tort Liability Insurance**

The Pittsylvania County School Board carries a tort liability policy on its employees. We have one million dollars coverage per annum.

- **Workers' Compensation**

All of our employees are covered under workers' compensation.

- **Health Insurance**

Currently the School Board health insurance is provided at a reduced rate to all full-time employees. The School Board also pays a portion of the premium of the employee's insurance.

- **Dental Insurance**

Currently the School Board offers Delta Dental Insurance at a reduced rate to all employees. The School System pays \$120 per year on the premium of the employee's insurance.

- **Flexible Benefits Program (Cafeteria Plan)**

Employees may receive benefits for employee's share of payroll deducted medical and dental insurance premiums on a pre-tax basis.

- **Personal Leave for 10 and 11 MONTH EMPLOYEES ONLY**

10 and 11 month employees are entitled to three (3) days of personal leave per year. At the end of each school session, any earned personal leave days for that school year that are not used will be added to the employee's accumulated personal leave. Any days remaining after accumulating three (3) days will be added to the employee's accumulated sick leave.

- **Sick Leave**

We have a sick leave plan whereby employees may accrue sick leave at the rate of one day per month of employment (e.g. 12 days per year for employees under a 12-month contract) with unlimited accumulation. If you have accrued sick leave, we pay you and your substitute for days you are out. This is also transferable for teachers within the state.

- **Voluntary Donation of Sick Leave Days**

Employees also have the opportunity to voluntarily donate to another employee and use donated sick leave days based on the stipulations of School Board Policy GCBFB-PC.

- **Sick Leave Bank**

Eligible employees are those who are members of the Virginia Retirement System (VRS) Plan 1 and Plan 2 programs and who earn sick leave benefits according to division policy. Membership shall be voluntary on the part of the employee. Effective January 1, 2014, employees under the VRS Hybrid Retirement Plan, which includes short-term and long-term disability coverage, will not be eligible to participate in the Sick Leave Bank.

- **Retirement Benefits**

Pittsylvania County employees are covered by Social Security and the Virginia Retirement System (VRS). All employees pay the going rate for Social Security. The School Board pays an amount equal to 15.68% (for certified staff) and 7.52% (for non-certified staff) of the employee's salary into VRS for each full-time employee. Virginia has a very good retirement system for its teachers/full-time employees. Full-time employees may move from one division to another and take their credits with them. The School Board also funds an **Early Retirement Incentive Program** for its employees.

- **Life Insurance**

All full-time employees have term life insurance paid for by the School Board at a rate double the amount of the salary. This amount doubles in the event of accidental death.

- **Long-Term Care Insurance**

Long-term care insurance is offered through the Virginia Retirement System (VRS) by Genworth for purchase at group rates by interested/eligible employees (must work at least 20 hours per week).

- **Professional Development** The School Board offers professional development opportunities within the County and partial tuition assistance to certified employees taking courses at colleges. Tuition Assistance forms are available.