

HUMAN RESOURCES

Employee Benefits

Life Insurance

This policy supersedes Policy 4740.3.

I. PURPOSE

To define the types of life insurance coverage available and to establish the School Board's contribution toward the cost of life insurance premiums.

II. SUMMARY OF CHANGES SINCE LAST PUBLICATION

Policy 4740 has been reviewed, and there are no changes at this time.

III. TYPES OF COVERAGE AVAILABLE

The School Board currently offers life insurance programs based on retirement plan membership. Employees who are members of the Virginia Retirement System (VRS) participate in a mandatory group basic life insurance plan offered through the VRS and a voluntary optional life insurance program.

Employees who are members of the Fairfax County Employees' Retirement System (FCERS) automatically receive basic group life insurance and can purchase optional coverage.

III. SCHOOL BOARD CONTRIBUTION LEVELS

The VRS voluntary optional life insurance program is all employee paid. The School Board shall establish the employer's contribution level(s) toward the cost of the VRS mandatory and county life insurance premiums annually as part of the budget process. The School Board has no obligation to make a contribution when an employee is in a leave-without-pay status.

Policy

adopted: July 1, 1986

Revised: December 3, 1992

Revised: May 23, 1996

Revised: December 7, 2001

Reviewed: June 21, 2007

FAIRFAX COUNTY SCHOOL BOARD