

Hardeman County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Insurance Management	Descriptor Code: 3.600	Issued Date: 09/13/18
		Rescinds: 3.600	Issued: 02/09/17

1 *General*

2 The insurance program shall provide coverages in a minimum of the following broad categories:

- 3 1. Property: Buildings and contents against fire, extended coverage, vandalism and malicious
4 mischief, boiler and machinery explosion, and vehicles;
- 5 2. Liability: Board members, Director of Schools, and employees resulting from discharging their
6 duties, and students participating in work-based learning;¹
- 7 3. Workers' compensation; and
- 8 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.

9 The Director of Schools shall continually review the insurance program to ensure that adequate
10 protection is being provided at a reasonable price.

11 **GROUP HEALTH**

12 The Board may provide group health insurance for all full-time employees.² The Director of Schools,
13 after consultation with personnel, shall recommend carriers of insurance for programs in which the
14 Board makes partial or full payments. The Board shall approve all insurance carriers.

15 The Director of Schools/designee shall develop procedures to ensure the privacy of HIPAA protected
16 information.³

17 **ANNUITIES⁴**

18 Board-approved companies for tax-sheltered annuities shall include all companies presently having
19 contracts with employees.

20 The addition of a company to the list of Board-approved companies shall be considered on written
21 request of agents of the company.

22 Written request for a change in annuity deductions shall be reported to the payroll office on or before
23 the first day of the month in which such change is to be effective.

Legal References

1. Public Acts of 2018, Chapter No. 991
2. TCA 49-2-209
3. 45 CFR § 164.306, 164.316
4. TCA 49-2-208

Cross References

- Payroll Procedures 2.802
Work-Based Learning 4.211