

Collierville Schools Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Insurance Management	Descriptor Code: 3.600	Issued Date: 05/11/15
		Rescinds: 3.600	Issued: 07/07/14

1 The insurance program will provide coverages in a minimum of the following broad categories:

2

- 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, Superintendent and employees resulting from discharging their
- 6 duties;
- 7 3. Worker's compensation; and
- 8 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.

9 **GROUP HEALTH**

10 The Board shall provide group health insurance for all full-time employees.¹

11 Board approval of group insurance for which the Board makes partial payment shall be given on
12 recommendation of a committee comprised of at least one representative of each participating entity in
13 the Health insurance pool.

14 **PHI (Protected Health Information)**

15 The Municipal School District shall comply with the Health Insurance Portability and Accountability
16 Act (HIPPA),³ and Health Information Technology for Economic and Clinical Health Act (HITECH)⁴
17 in the securing Protected Health Information.

18

19 **GROUP LIFE**

20 The Board shall provide group life insurance for all full-time employees.¹

21 **RETIREES²**

22 **For Collierville Schools employees hired directly from Shelby County Schools prior to August 1,**
23 **2014 and employees hired by Collierville Schools between January 1, 2014 and June 30, 2014:**

24 Payment of individual hospitalization insurance coverage shall be available for any retiring employee
25 at the same cost as for other employees until the employee reaches age sixty-five (65) provided that:

- 26 1. The employee is eligible for retirement under the eligibility standards as set by Tennessee
27 Consolidated Retirement System; and
- 28 2. The employee has been enrolled in the *Collierville Schools*-sponsored insurance plan for one
29 (1) full year immediately prior to retirement; and

1 3. The employee has completed fifteen (15) years' continuous service with *Collierville Schools*

2 a. For employees in this category hired directly from Shelby County Schools, prior
3 services credited by Shelby County Schools will be applied to the 15-year service
4 requirement.

5 Life insurance shall be continued at 1 time annual earning to cap at \$50,000 meeting the above
6 requirements. This benefit is paid 100% by the board.)

7 **For *Collierville Schools* employees whose effective hire date is July 1st, 2014 or after who do not**
8 **fall into the category above:**

9 A defined contribution shall be available for any retiring employees to go toward the purchase of a
10 health policy on the open market for five years following effective date of retirement or until the
11 employee reaches age sixty-five(65), whichever comes first, provided that:

12 1. The employee is eligible for retirement under the eligibility standards as set by
13 Tennessee Consolidated Retirement System; and

14 2. The employee has been enrolled in the Collierville Schools-sponsored insurance plan
15 for one (1) full year immediately prior to retirement; and

16 3. The employee has completed fifteen (15) years' consecutive service with *Collierville*
17 *Schools*.

18 Life insurance shall be continued at \$10,000 under the same terms for employees meeting the above
19 requirements. This benefit is paid 100% by the board.
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Legal References

- 1. TCA 49-2-209
- 2. TCA 49-2-208
- 3. HIPPA, 42 U.S.C. & 1320d-1
- 4. HITECH

Cross References

Retirement 5021