

Hardeman County Board of Education

Monitoring: Review: Annually, in October	Descriptor Term: Insurance Management	Descriptor Code: 3.600	Issued Date: 02/09/17
		Rescinds: 3.600	Issued: 04/13/10

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

- 2 1. Property: Buildings and contents against fire, extended coverage, vandalism and malicious
3 mischief, boiler and machinery explosion; and vehicles;
- 4 2. Liability: Board members, director of schools and employees resulting from discharging their
5 duties;
- 6 3. Worker's compensation; and
- 7 4. Fidelity: Blanket bond and fiscal agent's bond as required by statute.

8 The director of schools shall continually review the insurance program to ensure that adequate
9 protection is being provided at a reasonable price.

10 **GROUP HEALTH**

11 The board may provide group health insurance for all full-time employees.¹ The director of schools,
12 after consultation with personnel, shall recommend carriers of insurance for programs in which the
13 board makes partial or full payments. The board shall approve all insurance carriers.

14 The Hardeman County School System offers post-retirement benefits to professional personal through
15 the State of Tennessee Benefits Administration Group Insurance Program; however, the Hardeman
16 County School System does not contribute any funds towards the cost of health insurance at
17 retirement.

18 **ANNUITIES²**

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

- 21 1. The addition of a company to the list of board-approved companies shall be considered on
22 written request of agents of the company; and
- 23 2. Written request for a change in annuity deductions shall be reported to the payroll office on or
24 before the first day of the month in which such change is to be effective.

Legal References

1. TCA 49-2-209
2. TCA 49-2-208

Cross References

Payroll Procedures 2.802