

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** April 5, 2011

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **CONSIDERATION OF THE PROPOSED DELETION OF POLICY 4146, INSURANCE**

**ORIGINATOR:** Joe A. Hairston, Superintendent

**RESOURCE PERSON(S):** Donald Peccia, Assistant Superintendent, Human Resources

**RECOMMENDATION**

That the Board of Education approves the proposed deletion of Policy 4146, Insurance. This is the third reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4146

**POLICY ANALYSIS FOR  
BOARD OF EDUCATION POLICY 4146  
INSURANCE**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4146 has not been reviewed since 1993. Policy 4146 deals with insurance benefits for school system employees, workers' compensation, and general liability coverage. Last year, the Board adopted Policy 4009, *Employee Insurance*, which details the Board's commitment to providing health insurance benefits for its employees. In addition, Policy 3150, *Board Insurance*, further provides that the Board will maintain adequate insurance coverage to protect the interests of its employees and workers' compensation is covered in the bargaining unit agreements. Staff is recommending that Policy 4146 be deleted. Practices concerning employee health insurance will become part of a companion rule to Policy 4009.

**Cost Analysis and Fiscal Impact on School System**

There is no fiscal impact anticipated by the deletion of this policy.

**Relationship to Other Board of Education Policies**

1. Board of Education Policy 4009, *Employee Insurance*
2. Board of Education Policy 3150, *Board Insurance*

**Legal Requirements**

None

**Similar Policies Adopted by Other Local School Systems**

1. Anne Arundel County Board of Education, Policy 800.11, *Insurance-All Permanent Employees*
2. Prince George's County Board of Education, Policy 4152.7, *Fringe Benefits*

**Draft of Proposed Policy**

Attached

**Other Alternatives Considered by Staff**

No other alternatives were considered.

**Timeline**

First reading – February 22, 2011

Public comment – March 8, 2011

Third reading/vote – April 5, 2011

PERSONNEL: Professional

Compensation and Related Employee Benefits: Insurance

1. Health; Life; Income Protection

All permanent, full-time employees of the Board of Education are eligible to participate in a health plan, a group life insurance plan, and an income protection plan. The Board of Education shall contribute to the cost of the health plan and the life insurance plan.

Permanent, part-time employees may be eligible to participate in the above-named plans should they meet criteria established by insurance carriers and administrative practices.

Permanent, part-time employees, not meeting necessary criteria shall be ineligible for above plans, but may participate in a group health plan, the full cost of which shall be borne by the employee.

Temporary employees shall not be eligible to participate in any of the noted insurance plans.

For additional information on these insurances, see the policy and rule "Insurance," in Article 3, Business, and the Master Agreement between TABCO and the Board of Education.

2. Worker's Compensation and General Liability

All employees of the Board of Education shall be covered under the Worker's Compensation Law and shall be insured through the Baltimore County Self-Insurance Fund. (Also see the policy and rule on this subject in this Article and the Master Agreement between the Teachers Association of Baltimore County and the Board of Education.)

For additional information on General Liability Insurance (Coverage for Negligence), see the policy and rule "Insurance," Article 3, Business.

Policy

Board of Education of Baltimore County

Adopted: 8/29/68

Revised: 3/25/93]