

<b>Obion County Board of Education</b>			
Monitoring: <b>Review: Annually, in October</b>	Descriptor Term: <b>Insurance Management</b>	Descriptor Code: <b>3.600</b>	Issued Date: <b>01/09/17</b>
		Rescinds: <b>3.600</b>	Issued: <b>04/12/04</b>

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.<sup>1</sup>

12 Board approval of group insurance for which the Board makes partial payment shall be given on  
13 recommendation of a committee comprised of at least one (1) Board-appointed representative and one  
14 certified and one non-certified representative.

15 The Board shall select the carrier of any insurance for which the Board makes full payment.

16 **RETIREES<sup>2</sup>**

17 Individual hospitalization insurance coverage shall be available for any retiring employee at the same  
18 cost as for other employees until the employee reaches age sixty-five (65), provided that:

- 19 1. The employee is eligible for retirement under the eligibility standards as set by Tennessee  
20 Retirement System; and
- 21 2. The employee was enrolled in the Board-sponsored insurance plan for one (1) full year prior  
22 to retirement.

23 The Obion County School System offers a post-retirement benefit made available through Benefits  
24 Administration to professional personnel to help pay the cost of health insurance at retirement. This  
25 section shall only apply to retirees and employees who were employed by an LEA within Tennessee  
26 prior to July 1, 2015.

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Legal References

1. TCA 49-2-209
2. TCA 49-5-906

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Cross References

Payroll Procedures 2.802