



PERSONNEL: Compensation, Benefits, and Retirement

Employee Insurance Benefits

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) recognizes that providing eligible employees with insurance benefits is an important factor in the recruitment and retention of highly qualified employees.
- B. The Board will provide eligible employees with insurance benefits in accordance with the terms of its applicable collective bargaining agreements.
- C. The Board will provide insurance benefits to eligible employees who are not members of a unit covered by a collective bargaining agreement. A non-unit employee will have the same benefits afforded to employees covered by Master Agreement between the Board and the Council of Administrative and Supervisory Employees (CASE) or as otherwise provided in the employee's individual employment contract.

II. Standards

- A. The Board may provide the following employee insurance benefits:
 - 1. Life
 - 2. Health
 - 3. Prescription
 - 4. Dental
 - 5. Vision
- B. The Superintendent shall ensure that group insurance benefits are reviewed annually to provide assurances that the Board's fiscal interests are protected.

III. Implementation

The Board directs the Superintendent to implement this policy.

Policy

Board of Education of Baltimore County

Adopted: 09/18/68

Revised: 04/21/09

Edited: 07/01/11

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