



2024-2025 Benefits Guide for Part-Time Employees

Effective October 2024 – September 2025

This employee benefits reference guide provides you with an overview of Danville Public Schools' Part-Time benefits program.

Note Carefully: The information in this Enrollment Guide is presented for illustrative purposes only. The text contained in this Guide includes benefit information and was taken, in part, from summary plan descriptions. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In the event of a discrepancy between the Guide and plan documents (Summary Plan Description or Evidence of Coverage), the plan documents will prevail. If you have any questions about your Guide, contact your Human Resources Department.

Because employees are one of the most valuable resources of our school division, we are pleased to offer a variety of benefits to meet the diverse needs of our employees. This benefits guide provides an overview of the benefit plans and programs offered by Danville Public Schools to part-time employees. Please take a few moments to become familiar with this benefits guide, as it has been carefully prepared and should answer most questions you may have about benefits for which you are eligible. If you have any questions regarding the benefits offered by the DPS, please contact the Human Resources Department at 434-799-6400, or you may view additional benefits details in the Personnel section of the Danville School Board Policy Manual, which is available online at www.danvillepublicschools.org.



Employee Assistance Program (EAP)



Danville Public Schools provides these services at no cost to employees and members of their household regardless of enrollment in medical plans. No referrals are needed to speak with an EAP counselor, and you never have to worry about finding a provider who is in your network.

The call center is open 24 hours a day, 7 days a week. You can talk to a licensed counselor at any time. Your EAP gives you up to 4 visits per issue per year with a counselor. This service is completely confidential.

This program helps people work through common issues such as those listed below and many more:

- **Dependent Care**
- **Working Smarter**
- **Education**
- **Legal concerns**
- **Lifestyle and Fitness Management**
- **Substance Abuse**
- **Grief**
- **Financial issues**

Visit: www.AnthemEAP.com

Call: 855-223-9277



Long Term Care Insurance

Most medical plans do not cover long-term care services such as nursing home care or at-home care to assist with bathing, eating, or other activities of daily living. Anyone at any age may need these services, the cost of which can quickly deplete savings or retirement income. Long-term care programs provide help with everyday life tasks because of a prolonged health problem or following a major illness, injury, or surgery.

The Commonwealth of Virginia (COV) Voluntary Group Long Term Care Insurance Program, underwritten by Genworth Life Insurance Company, can help with these costs. This program offers insurance to employees or eligible family members to assist in covering expenses of long-term care services received at home or in an assisted living or nursing home facility. Premiums for this insurance will be billed directly to those who choose to enroll in this coverage.

Eligible individuals interested in enrolling in or obtaining program information must call a Program Expert at (866) 859-6060 or visit the Genworth Life Insurance Company website, <http://genworth.com/cov>. New employees can purchase this coverage with no medical underwriting during the first 60 days of employment.



The benefit plan information shown in this guide is illustrative only. To the extent the benefit plan information summarized herein differs from the underlying plan details specified in the insurance documents that govern the terms and conditions of the plans of insurance described in this guide, the underlying insurance documents will govern in all cases.

Tax Sheltered Annuities (TSA)

All employees of Danville Public Schools are eligible to participate in a 403(b) plan, which is a tax-deferred retirement program that permits an employee to reduce his or her compensation on a pre-tax basis and have the contribution deposited into an investment account. Only approved 403(b) investment providers can set up tax sheltered annuity accounts for employees. The list of approved vendors can be found on the Human Resources **Benefits** page of the Danville Public Schools website.



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Direct Deposit

DPS employees have the option of having their paychecks automatically deposited into checking and/or savings accounts. Up to two different financial institutions or accounts may receive the direct deposits of earnings.



Worker's Compensation

All employees are covered against job-related injuries or illnesses under Worker's Compensation. In the event of a job-related injury or illness, be sure to notify your supervisor or administrator, as soon as possible, and obtain necessary paperwork to document the incident/occurrence.

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What is Telemedicine?

- Telemedicine uses technology to facilitate communication, between a doctor and patient who are not in the same physical location for medical evaluation, diagnosis and treatment.
- Speak to a real live doctor 24/7/365.
- All doctors are **US Board Certified**, licensed to practice medicine and write prescriptions in the state the caller is located in.
- **100% HIPAA** Compliant.
- Designed for **non-emergency care**; 71% of all medical visits today are non-emergency.
- \$59 cost per visit if not enrolled in a health plan.

Common issues treated via LiveHealth Online:

- Allergies
- Cough/Cold
- Fever
- Pink eye
- Sore throat
- Sinus infection
- Stomach ache

Enroll for free at:
www.livehealthonline.com

Download the app now!

apple.com

play.google.com/store

Notes



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