



FCPS Benefits at a Glance

“Building a Better Future, Together”

Health Care Benefits

Medical, dental, and vision benefits are offered as separate stand-alone options. Employees may also elect to enroll their spouse, and/or eligible dependent children to age 26.



Medical Insurance

Medical benefits include three plans through Anthem BC/BS utilizing the KeyCare PPO Network in Virginia.



Dental Insurance

Dental benefits include two plans offered through Delta Dental of Virginia.



Vision Insurance

Vision benefits are offered through DeltaVision which utilizes the VSP Vision Care network.



Flexible Spending Account (FSA)

FSAs enable employees to set aside pre-tax dollars to pay for health care expenses and dependent daycare costs.



Health Savings Account (HSA)

HSAs allow employees to use tax-free dollars to pay for out-of-pocket medical, dental, and vision expenses, if enrolled in a High Deductible Health Plan (HDHP).

Other Benefits

Voluntary Benefits

- AUL Short-Term and Long-Term Disability Insurance
- AFLAC Accident Insurance
- AFLAC Critical Illness Insurance
- AFLAC Hospital Indemnity Insurance
- Boston Mutual Life Insurance

Employee Benefits Portal

FCPS partners with Mark III Employee Benefits to assist employees with benefit enrollments. For easy access to all benefits, visit

<https://mymarkiii.com/floydcountyschoolsva/> to find the benefits guide, product videos, plan forms, and more.

Virginia Retirement System (VRS)

- Full-time employees are automatically enrolled in VRS, a state-sponsored defined benefit program funded through contributions from both employees and the school division.
- VRS membership includes Basic Life Insurance with coverage equal to twice the employee's annual salary, fully paid by FCPS. Employees can also choose additional Optional Life coverage for themselves and their family.

Voluntary Retirement Savings Plans

Voluntary retirement plans allow employees to save additional dollars for retirement. Available plans offered through authorized investment providers include pre-tax and after-tax options.

Leave Benefits

- Annual (Vacation) Leave
- Bereavement Leave
- Court Subpoena/Jury Duty
- Family & Medical Leave
- Holidays
- Personal Leave
- Professional Leave
- Sick Leave

Employee Assistance Program (EAP)

FCPS partners with Anthem to offer a no-cost confidential **Employee Assistance Program (EAP)** for employees and their families, including support for personal and work-life issues, legal and financial consultations, and short-term counseling.

Tuition Assistance Reimbursement Program

FCPS offers tuition assistance for employees who wish to further their educational skills with additional formal college/university coursework.

