

<u>Section E:</u>  <b>Business Management</b>	<b>Knox County Board of Education Policy</b>		
	Descriptor Term:  <b>Insurance Management</b>	Descriptor Code:	Issued:
		<b>E-200</b>	<b>7/95</b>
		Reviewed:	Revised:
		<b>5/25</b>	<b>7/25</b>

## DISTRICT COVERAGE

The insurance program shall provide coverages for the Local Education Agency (LEA) in a minimum of the following broad categories:

1. Property: Buildings and contents against fire, extended coverage, vandalism and malicious mischief, boiler and machinery explosion, and vehicles;
2. Liability: Board members, Director of Schools and employees discharging their duties;
3. Worker's compensation; and
4. Fidelity: Blanket official bond and/or coverage of the Director of Schools and fiscal agent as required by statute<sup>1,2</sup> and with approval of the County Mayor.<sup>3</sup>

The Director of Schools shall continually review the insurance program to ensure that adequate protection is being provided at a reasonable price.

## GROUP HEALTH<sup>4</sup>

The Board shall make available group health insurance for all employees according to the rules established by the State Group Insurance program at established rates of employee contributions. The plan carrier shall be at the sole discretion of the Board as allowed by state law.

Such insurance is subject to Collaborative Conferencing.<sup>5</sup>

## ANNUITIES/SUPPLEMENTAL INSURANCE<sup>6</sup>

A tax-sheltered annuity allows employees to make pre-tax contributions from their income into a supplemental retirement plan.

Beginning July 2025, employees may enroll in a 403(b) tax-sheltered annuity plan through the district's third-party plan administrator/provider. Employees who establish a 403(b) tax-sheltered annuity plan with vendors prior to April 30, 2025 may continue to make contributions to their current plans. All new 403(b) tax-sheltered annuity plans shall be initiated and maintained through the district's single third-party administrator/provider.

Additionally, 457 tax-sheltered annuity plans are available to employees through either the Tennessee Consolidated Retirement System (TCRS) or the Knox County Retirement System.

Detailed information may be obtained from the Knox County Schools Benefits and Employee Relations Department.

## **STUDENTS**

A general accident insurance with no Board contribution is available to students on a voluntary basis. Information and the opportunity to enroll will be made available on Knox County Schools' web page.

Pursuant to Policy I-171, any students who participate in organized TSSAA-sanctioned athletic activities must have insurance coverage through the Knox County Schools Athletics Program.

---

### Legal References:

1. T.C.A. § 8-19-101.
2. T.C.A. § 49-3-315(b)(3).
3. T.C.A. § 49-2-102.
4. T.C.A. § 49-2-209.
5. T.C.A. § 49-5-608.
6. T.C.A. § 49-2-208.

### Cross References:

- Policy E-201 Workers' Compensation.
- Policy G-110 Collaborative Conferencing.
- Policy I-171 Interscholastic Athletics.