

San Angelo ISD

Exit Package: What Happens to Benefits when you Leave the District?



CONTENTS

| |
|--|
| EXIT PLAN AT-A-GLANCE..... |
| TRS MEDICAL PLAN..... |
| DENTAL PLAN..... |
| VISION PLANS..... |
| CRITICAL ILLNESS PLAN..... |
| CANCER PLAN..... |
| GROUP TERM LIFE..... |
| INDIVIDUAL LIFE..... |
| TERM LIFE..... |
| HOSPITAL INDEMNITY..... |
| ACCIDENT PLAN..... |
| DISABILITY PLAN..... |
| MEDICAL TRANSPORT..... |
| 403(B) & 457(B) RETIREMENT SAVINGS PLAN..... |
| FLEXIBLE SPENDING ACCT (FSA)..... |
| DEPENDENT CARE ACCT (DCA)..... |
| HEALTH SAVINGS ACCT (HSA)..... |

These few pages have the information you need to keep the supplemental benefits that remain available to you after you leave the District. Some of these benefits are “portable” and some are covered by “COBRA.”

PORTABLE means that you can choose to pay the premiums directly to the contracted vendor and continue these benefits for you and your family members (if applicable).

COBRA is a U.S. Congress-passed Bill called Consolidated Omnibus Budget Reconciliation Act of 1985. The health benefit provisions of the law amends the Employee Retirement Income Security Act, the Internal Revenue Code and the Public Health Service Act to provide continuation of group health coverage that otherwise might be terminated. COBRA contains provisions giving certain former employees, retirees, spouses, former spouses, and dependent children the right to temporary continuation of health coverage at group rates.

Group health coverage for COBRA participants is generally *more* expensive than health coverage for active employees, since usually the employer pays a part of the premium for active employees while COBRA participants typically pay the entire premium themselves. It is ordinarily less expensive, though, than individual health coverage.



San Angelo ISD Supplemental Benefits

| PLAN | VENDOR INFO | COBRA | PORTABLE AND/OR CONVERTABLE | PLAN TERMINATES WHEN YOU DO | CAN NO LONGER CONTRIBUTE; BUT IT'S YOUR MONEY/ACCT | WHAT HAPPENS NEXT? |
|-----------------------------------|--------------------------------|-------|-----------------------------|-----------------------------|--|---|
| Medical | TRS ActiveCare 866.355.5999 | ✓ | | | | You will receive a letter from Bswift |
| Dental Plan | Ameritas 800.487.5553 | ✓ | | | | You will receive a letter from FFGA regarding COBRA coverage |
| Vision Plan | Ameritas 800.487.5553 | ✓ | | | | You will receive a letter from FFGA regarding COBRA coverage |
| Vision Plan | Eyetopia 800.662.8264 | ✓ | | | | You will receive a letter from FFGA regarding COBRA coverage |
| Critical Illness | AFLAC 800.433.3036 | | ✓ | | | You will receive a letter from AFLAC within 31 days |
| Cancer Plan | AFA 800.654.8489 | | ✓ | | | You will receive a letter from AFA on how to transfer policy to a stand- alone policy |
| Group Term Life | BCBS 877.442.4207 | | ✓ | | | Contact BCBS immediately to inquire about portability. |
| Individual Life | Texas Life 800.283.9233 | | ✓ | | | Contact Texas Life immediately to inquire about portability. |
| Term Life | AFA 800.654.8489 | | ✓ | | | Contact AFA immediately to inquire about portability. |
| Hospital Indemnity | Aetna 800.607.3366 | | ✓ | | | Contact Aetna immediately to inquire about portability. |
| Accident Plan | AFA 800.654.8489 | | ✓ | | | Contact AFA immediately to inquire about portability. |
| Disability Plan | AFA 800.654.8489 | | | ✓ | | Nothing—coverage stops the date of your termination with the district |
| Medical Transport | MASA 954.334.8261 | | ✓ | | | You must call within 31 days to setup auto- payments |
| 403(b) and 457 Retirement Savings | FFGA 800.523.8422 | | | | ✓ | Your 403(b) account will continue to be invested |
| Flexible Spending Accounts (FSA) | FFGA 866.853.3539 | ✓ | | | | You will receive a letter from FFGA (see below) |
| Dependent Care Account (DCA) | FFGA 866.853.3539 | | | ✓ | | You have 90 days to submit claims. Any remaining balance will be forfeited |
| Health Savings Account (HSA) | FFGA 866.853.3539 | | | | ✓ | Contribution stops when terminated, but money is yours to spend |

TRS Medical

TRS-BCBS plans

TRS ActiveCare members are eligible for COBRA. The TRS ActiveCare COBRA Administrator will send you a letter via USPS to your home to explain your options. You have up to 60 days to enroll in COBRA coverage. If, after 45 days of leaving the district, you have not heard from COBRA, please call BSwift 1.833.682.8972.

Dental and Vision Plans

Ameritas Dental and Vision Or Eyetopia Vision

Like TRS-Medical above, Dental and Vision benefits are COBRA eligible. COBRA for these plans are administered by FFGA. The administrator will send you a letter via USPS to your home to explain your options. You have up to 60 days to enroll in a COBRA coverage. If, after 45 days of leaving the district, you have not heard from FFGA Administrators, please call COBRA Administration 1.800.523.8422.

Critical Illness Plan

AFLAC

Moving this Critical Illness Plan is easy. Simply contact AFLAC informing them you would like to continue your Critical Illness Plan within 31 days of your separation from employment. You can contact AFLAC at 1.800.433.3036.

Cancer Plan

AFA

If you would like to convert your cancer plan to an individual policy, you will receive a letter in the mail. If after 45 days of leaving you have not heard from AFA call them at 1.800.654.8489.

Group Term Life

BCBS

Your Supplemental Life insurance under this plan terminates when you leave the district. However, you do have the option to continue group term coverage under a different "individual" policy. To take advantage of this feature, you must have coverage of at least \$10,000. Please note, your rates may be higher than your current plan. If you would like to port or convert your plan or obtain a quote from BCBS, you must contact them within 31 days of your last day of employment. BCBS 1.877.442.4207 www.bcbstx.com/ancillary.

Individual Life Insurance

Texas Life

Voluntary permanent life insurance can be an ideal complement to the group term and optional term your employer might provide. Designed to be in force when you die, this voluntary universal life product is yours to keep, even when you change jobs or retire, as long as you pay the necessary premium. Group and voluntary term life, on the other hand, typically are not portable if you change jobs and even if you can keep it after you retire, usually costs more and declines in death benefit as you age. Texas Life 1.800.283.9233 <http://www.texaslife.com>

Accident Insurance

AFA

Once your payroll deductions have stopped, you will receive a letter from AFA. This letter will explain how to convert your coverage to an individual plan and where to begin submitting your payments. If you do not receive a letter after 31 days of your separation from service, you can contact AFA at 1.800.654.8489.

Disability

AFA

Coverage stops the date of your termination with the district.

Hospital Indemnity

Aetna

Once your payroll deductions have stopped, you will receive a letter from AFA. This letter will explain how to convert your coverage to an individual plan and where to begin submitting your payments. If you do not receive a letter after 31 days of your separation from service, you can contact Aetna at 1.800.607.3366.

Medical Transport Insurance

MASA Medical Transport Solutions

At the time, the Emergent Membership is not portable but you do have the ability to upgrade to the Platinum Membership at the current group rate, which is a significant savings over the standard rates. You have 31 days from your term date to contact MASA to port your membership. MASA Medical Transport Services 1.954.334.8261

403(b) & 457(b) Retirement Savings Account

Retirement Savings Account continues to be invested

Separation from employment is a qualifying event and thus allows you to remove your funds from your account if you wish. If you choose to keep your funds in your Retirement Savings Account they will continue to be invested. You can also contact your investment provider directly to inquire about other investment options they offer.

Flexible Spending Account (FSA)

First Financial Administrators

FSA Cobra is only available if the participant has unused funds and continues to contribute to the account during the plan year. If a participant leaves the district at the end of the plan year—the account ends and no new elections will be made. For example, your termination date is 8/31 and you currently have an FSA that also ends 8/31, you will not start a new account effective 9/1 because an FSA is only employer-driven; or if your last day is 7/30, and your flex account ends 8/31 and you have funds left, you can contribute the final month of payments and use their account through 8/31 Keep in mind: It is a “use-it-or-lose-it”. If you don’t elect to Cobra the FSA, you have a 90 day runout period (from the termination date) to submit claims against unused funds. The claim must be dated between the beginning of the plan year and the termination date.

Dependent Care Account (DCA)

First Financial Administrators

You have 90 days after the end of the plan year to make any claims for eligible dependent care expenses. If you do not use up the balance in the account through legitimate eligible dependent care expenses, and you do not make a claim for these expenses within the 90-day period at the end of the Plan Year, you will lose any amount left in your account, i.e., you will forfeit the amounts unused in your DCA account.

Health Savings Account (HSA)

First Financial Administrators

Health Savings Accounts in an account that rolls over from year to year, you will not be able to contribute money but you will be able to use the funds in your account until it has been depleted.