

# ANYTIME BENEFITS

## Life Insurance

### Basic Life Insurance

Gwinnett County Public Schools provides Basic Term Life and Accidental Death & Dismemberment (AD&D) Insurance coverage for benefit-eligible employees. All benefit-eligible employees are covered at \$15,000. This coverage is provided by the Board of Education at no cost to employees.

### Supplemental Life Insurance

As a benefit-eligible employee, you may apply for coverage or increase your current Supplemental Life Insurance coverage by completing the Statement of Health Form. Based on your application, MetLife may require additional information. Once MetLife completes the underwriting process, you will be notified of MetLife's approval or denial of your application. Coverage is provided in increments of one to six times your salary, to a maximum of \$500,000. Medical Evidence of Insurability (MEOI) is required for any amount that exceeds the guarantee issue amount of 4 times your annual salary up to the maximum benefit of \$500,000. Your premium is calculated, based on your age, per \$1,000 of coverage.

### Will Preparation

If you are enrolled in Supplemental Life Insurance, you have access to a Will Preparation Service offered by MetLife.

**This free service provides employees and their spouse with access to participating plan attorneys for preparing or updating a will. This service covers these legal fees when using a participating attorney at no cost. Contact MetLife Plans at 1-800-821-6400 and reference the GCPS Group Number (109945).**

**Virtually everyone needs a will. Without a will, a person's assets are generally distributed according to state law, regardless of his/her actual intentions. Having a will can help you document those important instructions - such as who inherits your property, who handles your affairs, and who will care for your children.**

### Spousal Life Insurance

If you are enrolled in the Supplemental Life Insurance benefit through Gwinnett County Public Schools, your spouse may apply for Spousal Life Insurance coverage. Coverage is provided in increments of \$10,000, not to exceed 50% of employee Supplemental Life Benefit up to \$250,000. MEOI is required for any amount. Note that you must already be enrolled in Supplemental Life Insurance in order to enroll your spouse.

**If you and your spouse are both employed with Gwinnett County Public Schools, you may each elect Spousal Life and/or Child Life Insurance.**

Employee and Spouse Rates	
Ages	Cost per \$1,000
<25	\$0.075
25-29	\$0.080
30-34	\$0.100
35-39	\$0.110
40-44	\$0.120
45-49	\$0.155
50-54	\$0.215
55-59	\$0.370
60-64	\$0.545
65-69	\$1.045
70+	\$1.674

### Examples:

- An employee, age 46, earning \$31,000 elects coverage at three times salary (\$93,000 in life insurance). The rate per \$1,000 is \$0.155 multiplied by 93 (93,000 divided by 1,000) = \$14.41 premium per month.
- An employee has \$93,000 of Supplemental Life Insurance coverage. Their spouse, age 42, may elect coverage up to \$40,000. The rate per \$1,000 is \$0.120 multiplied by 40 (\$40,000 divided by \$1,000) = \$4.80 premium per month.

### Medical Evidence of Insurability (MEOI)

Medical Evidence of Insurability (MEOI) is required for:

- Any amount over the Guarantee Issue (GI) amount for Supplemental and/or Spousal Life Insurance.
- Any Supplemental and/or Spousal Life Insurance applied for after your initial eligibility has expired.
- Any increase in Spousal Life Insurance.
- If you make a request to increase the amount of your Supplemental Life Insurance by more than one level.

When MEOI is required you will be asked to complete an electronic Statement of Health form. Based on your application, MetLife may require additional information. Once MetLife completes the underwriting process, you will be notified of MetLife's approval or denial of your application.

### Child Life Insurance

Child Life Insurance provides you the opportunity to purchase \$15,000 of life insurance coverage for your children. You may purchase this coverage in addition to any Dependent Life Insurance coverage you may already have with GCPS.

Child Rates Cost Per Month
\$2.10

*You may have the right to continue Life Insurance coverage for yourself or a covered spouse/child beyond the coverage termination date due to the policy conversion provision and Life and Accidental Death & Dismemberment under the portability provision. This may also include waiver of premium depending upon whether or not you are disabled. You may access additional information and forms by emailing [benefits@gcpsk12.org](mailto:benefits@gcpsk12.org). Note: Conversion/Portability completed forms must be received by the carrier within 31 days of your coverage terminating.*