

Life Insurance

Basic Life Insurance*

GCPS provides Basic Term Life Insurance coverage for Benefits-eligible employees. All Benefits-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 in increments of one to six times your salary, to a maximum of \$500,000. Your premium is calculated, based on your age, per \$1,000 of coverage. 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. 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.

Spousal Life Insurance*

If you are enrolled in the Supplemental Life Insurance benefit through GCPS, 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.

If you and your spouse are both employed with GCPS, you may each elect Spousal Life and/or Child Life Insurance.

**These benefits include Accidental Death & Dismemberment benefits.*

Employee and Spouse Rates	
Ages	Cost per \$1,000
<25	\$0.073
25-29	\$0.077
30-34	\$0.096
35-39	\$0.106
40-44	\$0.115
45-49	\$0.149
50-54	\$0.206
55-59	\$0.353
60-64	\$0.519
65-69	\$0.994
70+	\$1.592

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 \$0.149 multiplied by 93 (93,000 divided by 1,000) = \$13.86 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 \$0.115 multiplied by 40 (\$40,000 divided by \$1,000) = \$4.60 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.

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. Note: Conversion/Portability completed forms must be received by the carrier within 31 days of your coverage terminating.

Beneficiaries

MetLife is the beneficiary recordkeeper for your GCPS Life Insurance coverage. We encourage you to designate your beneficiaries at metlife.com/mybenefits.

Enter "Gwinnett County Public Schools" in the Employer or Association field. Once you log in, click on the "Group Life Insurance" link, then the "Beneficiaries" link. This ensures that MetLife will distribute the policy proceeds the way you want after your death.

If there is no beneficiary designated or no surviving beneficiary at the time of your passing, we will determine the beneficiary according to the following order in the insurance certificate:

1. Your spouse, if alive;
2. Your child(ren), if there is no surviving spouse;
3. Your parent(s), if there is no surviving child;
4. Your sibling(s), if there is no surviving parent; or
5. Your estate, if there is no surviving sibling.