

Benefits FAQ's

1. What types of benefits are offered?

- a. Medical, Dental, Vision,
- b. Life & Dependant Life
- c. Accidental Death and Dismemberment (AD&D)
- d. Short Term (STD) and Long Term Disability (LTD)
- e. Pay flex plan for both Health and Dependant Care (\$5,000 maximum per account per fiscal year)
- f. Long Term Care (LTC)

2. When will my medical coverage begin?

- a. The coverage begins on your transition date of hire.

3. When can I make changes during my transition?

- a. Within 31 days from your transition hire date
- b. If it is after 31 days, you must wait until annual enrollment (July) for September 2010

4. What is a Family Status Change (FSC)?

- a. A life changing event such as:
 - i. Marriage, Divorce, Birth, Adoption, Death, Loss or gain of coverage elsewhere.
 - ii. Dependant no longer eligible for insurance benefits, such as: turns age 25, married, joins military

5. What if I have a Family Status change, what do I do?

- a. Contact HR-Benefits within 31 days of the event to make an appointment to see an advisor
- b. Bring supporting documents to your scheduled appointment

6. What type of retirement is offered?

- a. Teachers Retirement Services (TRS) default plan
- b. Optional Retirement Plan (ORP) only for eligible employee
- c. Supplemental/voluntary retirement for all employees

7. Is the retirement mandatory?

- a. Yes

8. Is Family Medical Leave Act (FMLA) offered?

- a. Yes, 12 weeks maximum

9. What other options do we have if we do not qualify for FMLA?

- a. Parental Leave (birth & adoption only)
- b. 12 weeks maximum