

Carroll ISD

Exit Package 2023-24: What Happens to Benefits when you Leave the District?



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These few pages have the information and forms 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.

Carroll ISD Supplemental Benefits

	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 Plan	TRS 866.355.5999	✓				You will receive a letter from Bswift for Actviecare BCBS or Health Equity/WageWorks for BS&W.
Vision Plan	EyeMed 866.939.3633	✓				You will receive a letter from FFGA Administrators
Dental Plan	MetLife 800.942.0854	✓				You will receive a letter from FFGA Administrators
Disability Plan	The Standard 800.378.4668			✓		Nothing, coverage stops the date of your termination with the district
Cancer Plan	American Fidelity 800.662.1113	✓	✓			You will receive a letter from FFGA Administrators
Critical Illness Plan	AFLAC 800.433.3036		✓			You must submit a letter and Payment to AFLAC within 31 days of last day of employment
Accident Plan	AFLAC 800.433.3036		✓			You must call within 31 days of last day of employment .
Group Term Life	The Standard 800.378.4668		✓			You must contact The Standard within 31 days to request to continue your coverage
Individual Life	Texas Life 800.283.9233		✓			You must call within 31 days of last day of employment to setup auto-payment
Legal Plan	Met Law 800.821.6400		✓			You must call within 31 days of last day of employment to setup auto-payment
Identity Theft Protection Plan	iLOCK360 855.287.8888		✓			You must call within 31 days of last day of employment to setup auto-payment
457 and 403(b) Retirement Savings Plan	TCG Administrators/JEM 800.943.9179				✓	Your 457 and 403(b) accounts will continue to be invested
Health Savings Accounts (HSA)	First Financial Administrators 866.853.3539		✓			The participant may STILL contribute, FFGA will NOT send a notice regarding COBRA coverage
Flexible Spending Accounts (FSA)	First Financial Administrators 866.853.3539	✓				You will receive a letter from FFA regarding COBRA coverage
Dependent Care Account (DCA)	First Financial Administrators 866.853.3539			✓		You have 90 days to submit any claims, the remaining balance will be forfeited

TRS Medical

TRS Medical is convertible to COBRA

TRS ActiveCare members are eligible for COBRA. The TRS ActiveCare COBRA Administrator at Bswift will send you a letter via USPS to explain your options. If, after 45 days of leaving the district, you have not heard from Bswift, please contact them by phone at 1-833-682-8972. For Baylor Scott and White the Cobra administrator would be Health Equity/Wage Works. If after 45 you have not heard from them please contact them at 1-877-722-2667 or by email at Mybenefits.wageworks.com.

Dental and Vision Plans

Metlife Dental and EyeMed Vision are convertible to COBRA via First Financial Administrators Inc.

Like TRS ActiveCare above, Metlife Dental and EyeMed Vision benefits are COBRA eligible. The Dental and Vision COBRA plans are administered through First Financial Administrators. FFGA COBRA Administrator will send you a letter via USPS to explain your options. If, after 45 days of leaving the district, you have not heard from FFGA, please call 800.523.8422 Opt 4 or email cobra@ffga.com.

www.metlife.com/dental

www.eyemedvisioncare.com

Cancer Plan

Cancer Plan by American Fidelity is convertible to COBRA

The Allstate Cancer Plan is both COBRA eligible and portable. You will receive a letter from the FFGA Administrators explaining your options to continue coverage under COBRA. If you would like to convert your cancer plan to an individual policy simply call American Fidelity within 31 days after your payroll deductions have stopped with your member ID. American Fidelity will then provide you with options on how to continue your coverage. You can contact American Fidelity at 800.662.1113 or visit them at www.americanfidelity.com.

Critical Illness Plan

Group Critical Illness Plan by AFLAC Insurance is portable

Moving this Critical Illness Plan is easy. Simply submit a letter to AFLAC Insurance informing them you would like to continue your Critical Illness Plan within 31 days of your separation from employment. Your letter will need to include your personal information, policy number and monthly premium payment. You can mail these documents to: AFLAC, 1932 Wynnton Road Columbus, GA 31999. Should you have any other questions you can contact AFLAC directly at: 800.433.3036.

Individual Life Insurance Plan

Individual Life by Texas Life Insurance is portable

The rate of the individual life insurance you purchased is guaranteed to remain the same to age 100—and the policy remains intact until age 121. This policy is intended to provide coverage until your death. With individual life insurance, the policy is portable—so, regardless of your employment status, a benefit will be provided as long as premiums have been paid and the contract is in force when you die. Contact Texas Life within 31 days of your separation/termination from employment to request payment options. Any questions can be answered by Texas Life at www.texaslife.com or 800.283.9233.

Group Life Insurance Plan

Group Term Life Plan by The Standard Insurance is portable

First have your employer complete and sign The Standard Conversion form. After your employer has completed the conversion form, you will need to call The Standard Insurance, provide them with the required information and request a Group Life Conversion Application. Once you have received the application package simply follow the directions and submit all of the required information to The Standard Insurance. The Standard must receive all of the required documentation within 31 days of your separation from employment. You can contact The Standard Insurance at 800.378.4668 or email CBT@standard.com.

Accident Plan

Accident Plan by AFLAC is portable

Moving this Accident Plan is easy. Simply submit a letter (within 31 days) to Aflac Insurance informing them you would like to continue your Accident Plan. Your letter will need to include your personal information, policy number and monthly premium payment. You can mail these documents to: AFLAC, 1932 Wynnton Road Columbus, GA 31999. Should you have any other questions you can contact AFLAC directly at: 800.433.3036.

Legal Assistance Plan

Legal Plan by Met Law is portable

You may continue your legal insurance by converting to an individual plan. Simply contact Met Law within 31 days of your separation from employment to make payment arrangements. You can contact Met Law at 800.821.6400.



Identity Protection from iLOCK360 is portable

Moving this identity protection plan from payroll deduction to automatic bank withdrawal is easy. Simply call 855.287.8888 and request the option to pay monthly with a credit card. You will also have the option to upgrade your coverage and/or add your spouse and/or children. Once the iLOCK360 team has converted your profile to a monthly electronic funds transfer (EFT), you will be able to log in and update your profile to include your personal email address. If you have further questions, please reach out to iLOCK360 at 855.287.8888.

457 and 403(b) Retirement Savings

Retirement savings accounts continue 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

Flexible Spending Account from FFA – 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 can be made. For example, your termination date is 8/31 and you currently have a flex spending account that also ends 8/31, you cannot start a new account effective 9/1; or if your last day is 7/31, 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” account. 800.523.8422 Opt 4 or email cobra@ffga.com

Dependent Care Account

Dependent Care Account from FFA – 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 and they will be returned to the district.

Health Savings Account (HSA)

Health Savings Account funds continue to be invested - First Financial Administrators

Once you have established an HSA it is yours forever regardless of employment. Once you reach age 65 your funds can be withdrawn at any time and are only subject to ordinary income tax. However, you avoid any taxes by continuing to use the funds for qualified medical expenses only. For those over age 65, premiums for Medicare Part A or B, Medicare HMO, and employee premiums for employer sponsored health insurance can be paid from an HSA. For those electing COBRA continuation coverage your premium payments may also be paid from an HSA. Your account will be converted to a Retail Account and you will receive a new card after all payroll deposits have posted to the account. Retail Accounts may be subjected to monthly fees.

