



# EMPLOYEE BENEFITS GUIDE

2020-2021 Plan Year



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# ELIGIBILITY & ENROLLMENT

Garland ISD Benefits Department  
501 S. Jupiter, Garland, TX 75042  
PH: 972.487.3047 | [benefits@garlandisd.net](mailto:benefits@garlandisd.net)

**Garland ISD** offers eligible employees a competitive benefits package that includes both district-paid and voluntary products. We have worked closely with First Financial (FFGA) to provide you with a variety of benefits and resources to help you reach your healthcare and retirement needs. Details of all available benefits can be found on the [Employee Benefits Center](#).

Be sure to read the product descriptions carefully so you are well prepared before enrollment begins. If you have questions, feel free to reach out to your First Financial Account Manager or your Benefits department.

## ELIGIBILITY

### TRS Members

#### *Full-time and Part-time Employees Who Contribute to TRS*

- Eligible for a comprehensive benefits package including district provided and voluntary benefits.
- Must be actively-at-work on the date benefits become effective.
- District contributes toward the cost of TRS-ActiveCare medical rates.
- Premiums are deducted from paychecks during the month of coverage.

### Non-TRS Members

#### *Employees Who Do Not Contribute to TRS (Temporary/Part-time/Substitutes)*

- Eligible only for medical coverage (TRS-ActiveCare) and for voluntary retirement plans.
- Expected to reasonably work 10 or more hours per week to maintain medical plan eligibility.
- Must pay the FULL cost of TRS-ActiveCare medical; not eligible for the district contribution.
- Premiums are paid IN ADVANCE by cash or money order/cashier's check payable to GISD Benefits.

### Transferring from Non-TRS Member to TRS-Member

Transferring from a Non-TRS eligible position working less than ten hours per week to a TRS-eligible position during the plan year makes an employee newly eligible for benefits. The employee has 31-days from their actively-at-work date in the new position to make benefit elections online through the EBC.

### Retiree-Rehires

#### *Employees Who Retired through TRS and Returned to District Employment*

Retiree-rehires in any job category who participate in TRS-Care are not eligible to participate in TRS-ActiveCare.

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## ENROLLMENT PERIODS

### NEW/NEWLY ELIGIBLE EMPLOYEES

You have 31 days from your actively-at-work date to make benefit elections. For plans offered and to make benefit elections please visit the [Employee Benefits Center](#).

### OPEN ENROLLMENT

Employees have an opportunity each year to make benefit changes. The Open Enrollment period is usually mid-July to mid-August for effective date September 1.

### MID-YEAR BENEFIT CHANGES

You may make changes to your benefits during the plan year if you have a qualified mid-year change under Section 125 or a special enrollment event. You must notify the benefits department within 31 days of the change. Mid-year changes require completion of paperwork and documentation which can be found on the [Employee Benefits Center](#).

#### QUALIFYING LIFE EVENTS INCLUDE:

- Changes in household, including marriage, divorce, annulment, death of a spouse, birth, adoption, placement for adoption, or death of a dependent child.
- Loss of health coverage, attributable to your spouse's employment, losing existing health coverage including job-based, losing eligibility for Medicare, Medicaid, or CHIP, turning 26 and losing coverage through a parent's plan.

## EMPLOYEE BENEFITS CENTER

### EMPLOYEE BENEFITS CENTER

The [Employee Benefits Center](#) is a one-stop-shop for you to find all things benefits related. On the website, you'll find open enrollment for upcoming year, benefit descriptions, carrier contact information, product brochures, claim forms and enrollment details. Visit the [Employee Benefits Center](#) today!

- Premiums
- Carrier contact information
- Product brochures
- Enrollment details
- ID Card Information
- Open Enrollment and Plan year dates
- Benefit descriptions

## ENROLLING

**ENROLL ONLINE** To begin online enrollment, visit the [Employee Benefits Center](#).

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## LOGIN

- Login: Your Employee ID or Social Security Number (no dashes)
- PIN (first login only): The last four digits of your social and the last two digits of the year you were born (six digits total)
- New PIN: The first time you log in you will be required to change to a new PIN. Please note your new PIN because you will use the new PIN as your enrollment signature and for future logins.

## VIEW CURRENT BENEFITS

After logging in, you will arrive at the welcome screen. Your current benefits and premium deductions will be listed on this screen.

## VIEW/ADD DEPENDENTS

Click next to view your dependents. It is very important to make sure the social security numbers and birth dates listed are correct. If you plan to add dependents, you will need to enter their social security numbers and birth dates. TRS-ActiveCare requires SSN's for dependents age one year and older.

## BEGIN ELECTIONS

Click next again to begin making your benefit elections. Remember, no changes to your elections can be made during the plan year unless you have either a qualified mid-year change under Section 125 or a special enrollment event.

## ENROLLMENT ASSISTANCE

### DURING OPEN ENROLLMENT

FFGA Benefits Advisors are ready and willing to answer benefit questions or assist with online enrollment. Call 855-765-4473 and select option 1 for the Dallas First Financial branch office. Hours of operation are 8 a.m. to 5 p.m. (local time) Monday through Friday. There is an option to leave a voice message for a representative to call you back. Phone calls will be returned as soon as possible or the next business day if it is after hours.

## DECLINING COVERAGE

If you are eligible for benefits, but wish to DECLINE coverage, please visit the [Employee Benefits Center](#) and log in to waive benefits. Under each option, you will need to select "waive." **You must also log in to designate a beneficiary** for the district paid life insurance.

# Medical

New Carrier  
and Plans



## TRS-ACTIVECARE

The district's medical plans are offered through TRS. From in- and out-of-network options to comprehensive prescription drug coverage and special health and wellness programs, TRS-ActiveCare has been designed to flexibly meet the needs of nearly half a million public education employees.

## Plans Administered by BlueCross and BlueShield of Texas (BCBSTX)

Blue Cross Blue Shield | [www.bcbstx.com/trsactivecare](http://www.bcbstx.com/trsactivecare) | 1.866.355.5999

### TRS-ActiveCare Primary

- Lower premiums
- Copays for doctor visits before you meet deductible
- Statewide network
- Each Participant must select a primary care provider (PCP)
- PCP referrals required to see specialist
- Not compatible with Health Savings Account (HSA)
- No out-of-network coverage
- **Only employees that choose this new plan during Open Enrollment will be enrolled in it.**

### TRS-ActiveCare HD

- Similar to current 1-HD
- Compatible with Health Savings Account (HSA)
- Nationwide network with out-of-network coverage
- No requirements for PCP's for referrals
- Must meet deductible before plan pays for non-preventive care
- **If you're currently in TRS-ActiveCare 1 -HD and you make no change during Open Enrollment, HD will be your plan next year.**

### TRS-ActiveCare Primary+ (Primary Plus)

- Simpler version of the current Select plan/Select Baylor plans
- Lower deductible than HD and Primary plans
- Copays for many services and drugs
- Statewide network
- Each Participant must select a primary care provider (PCP)
- PCP referrals required to see specialist
- Not compatible with the Health Savings Account (HSA)
- No out-of-network coverage
- **If you're currently in TRS-ActiveCare Select/Select Baylor Plans and you make no changes during Open Enrollment, Primary+ will be your plan next year.**

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## TRS-ActiveCare 2 – CLOSED TO NEW ENROLLEES

- Current enrollees can choose to stay in plan
- Highest cost
- Lower deductible
- Copays for many drugs and services
- Nationwide network with out-of-network coverage
- No requirements for PCPs or referrals
- **If you're currently in TRS-ActiveCare 2, and you make no changes during Open Enrollment, you will remain in TRS-ActiveCare 2 next year.**

## Prescription Benefits

CVS Caremark | [www.caremark.com/trsactivecare](http://www.caremark.com/trsactivecare) | 1.866.355.5999

When you enroll in a BCBSTX Plan, you automatically receive prescription drug coverage through CVS Caremark which gives you access to a large, national network of retail pharmacies.

## Plans Administered by Scott & White Health Plan

Scott & White Health Plan | <http://trs.swhp.org> | 1.800.321.7947 (after 9/1/20 - 844.633.5325)

## Baylor Scott & White HMO

- Copays for doctor visits and generic prescriptions before you meet deductible
- In-Network only – no out-of-network benefits
- No PCP required

# Dental Insurance



Guardian | [www.guardiananytime.com](http://www.guardiananytime.com) | 1.800.627.4200

Oral Care can be a significant financial expense. Having dental insurance can help cover the cost. Help keep your family's smiles healthy with dental insurance.

### DHMO Plan:

- ID card mailed to your home with primary care dentist assigned
- Must choose from a directory of dentists
- No claim forms, no deductibles
- No Pre-existing conditions, no annual maximum
- Orthodontia for children and adults

### PPO Plan:

- Generic ID card is available in the [Employee Benefits Center](#)
- \$50 individual deductible/\$150 family max deductible

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- Preventive Services: 100% Covered
- Basic Services: 80% Covered
- Major Services: 50% covered
- Annual benefit maximum up to \$1,250
- Child-only orthodontia (max age 26): 50% covered up to \$1,000

## Vision Insurance



VSP Network by Ameritas | [www.vsp.com](http://www.vsp.com) | 1.800.877.7195

Vision insurance is a way to help cover expenses incurred for eye care services from eye care professional such as optometrists and ophthalmologist. Regular eye exams can offer more than just measuring your eye care sight! They can identify serious eye disease early, allowing time for treatment. Most people don't realize that eye exams can also reveal the early signs of serious illness like diabetes, heart disease and high blood pressure.

### At time of your visit you will pay:

- \$15 co-payment for your eye examination
- \$25 co-payment for your glasses
- Your frame allowance is \$150 with 20% off amount over allowance
- Contact lens allowance is \$150 (in lieu frames)
- If you don't use a VSP network provider, benefits may be less

## Disability Insurance

New Carrier



American Fidelity | [www.americanfidelity.com](http://www.americanfidelity.com) | 1.888.485.1347

American Fidelity's long-term disability insurance offers a variety of features and benefit amounts to meet each employee's needs. The benefit is paid directly to you and helps provide financial peace of mind, so you can focus on getting better.

- You choose your elimination period, how long you wait before benefits are payable. Options include 7 days, 14 days, 30 days, 60 days and 90 days. The elimination period can be waived if hospital confined (see below) for elimination periods of 30 days and less.
  - Hospital Confinement Benefit – AFA can waive the 7-day, 14-day, or 30-day elimination for a Hospital Confinement of a least 18 hours. Benefits become payable on the first day you are confined.

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- You choose your amount of coverage. Options include 35%, 50% or 66-2/3% of your normal monthly income. (Current Standard disability participants can keep their Standard benefit level in an AFA plan instead of choosing an AFA % of salary).
- New enrollees are subject pre-existing condition limitations. If you received treatment or took medications for a condition in the 90 days prior to the effective date of your coverage, that condition will be considered pre-existing for the first twelve months of coverage.
- Current Standard disability participants can increase coverage during the 2020 Open Enrollment without pre-existing condition limitations applying.
- Employees must be at work for one (1) full day for coverage to be in effect after the plan year begins
- The disability coverage offers a \$150 physician expense benefit payable for an injury if no other claim is made.

New Benefit

# Hospital Indemnity Insurance



MetLife | [www.metlife.com](http://www.metlife.com) | 1.800.638.5433

Hospital stays are costly. If you or a family member find yourself in the hospital due to a sudden accident or illness, you may struggle financially, even if you have a good medical plan. With a hospital indemnity plan, you can rest assured those extra expenses won't be a financial burden.

The plan pays a lump sum benefit. The money can be used for medical costs, insurance deductibles, groceries, transportation, childcare – the choice is up to you!

Your policy will pay benefits directly to you, not your doctor or hospital. You can control how you use your benefit dollars. Coverages can include spouse and children. Below are some key features of the GISD plan:

- Hospital admission benefit of \$1000, \$2000 or \$3000 depending on plan choice.
- Corresponding hospital confinement benefit of \$100, \$200 or \$300 per day depending on plan choice.
- Supplemental hospital admission and confinement benefits when a covered person is admitted to ICU.
- Health screening benefit of \$50 per calendar year per covered family member.
- No underwriting requirements and no pre-existing condition limitations.

Hospital Indemnity Plans helps you maintain financial protection when you incur a hospital confinement related expense.

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# Accident Insurance



MetLife | [www.metlife.com](http://www.metlife.com) | 1.800.638.5433

Accidents are inevitable. Even though you can't always prepare for unforeseen events, you can plan. Accident Insurance is designed to help cover some of the expenses that can result from a covered accident.

- High and low plans to fit your budget and need.
- Helps pay high deductibles on medical expenses from accidents, with benefits paid directly to you.
- Coverage includes—but is not limited to—fracture of bones, x-rays, diagnostic exams, third degree burns, concussions, broken teeth, emergency room treatment, ambulance services, hospital confinement.

# Critical Illness Insurance



Aflac | [www.aflac.com](http://www.aflac.com) | 1.800.433.3036

If you experience an event such as a heart attack or stroke, Critical Illness Insurance may help with expenses not covered by major medical insurance – house payments, everyday expenses, lost income, and more. Employee Benefit amounts of \$5,000 to \$50,000, paid in a lump sum directly to you.

- There is a recurrence benefit when similar diagnosis is separated by at least six consecutive months.
- Wellness benefit pays you \$100 for annual health screening for you and spouse.
- Guaranteed Issue for a new hire employee is \$50,000.
- Extra riders for illnesses such as Alzheimers, Parkinsons, ALS, MS and other childhood occurrences of Cystic Fibrosis, Down Syndrome, Spina Bifida. See EBC for details at [Employee Benefits Center](#).

# Identity Theft Protection



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- Plus and Premium plans are available.
- Personal email address required to sign up for this program.

**Examples of Services:**

	Plus	Premium
• CyberAlert Monitors	✓ *	✓ *
▪ One Social Security Number		
▪ Two Emails		
▪ Two Medical ID Numbers		
▪ One Driver's License Number		
▪ Two Phone Numbers		
▪ Five Credit/Debit Cards		
▪ Five Bank Accounts		
▪ One Passport		
• Social Security number trace	✓ *	✓ *
• Change of Address	✓	✓
• Sex Offender Alerts	✓	✓
• Payday Loans	✓	✓
• Court/Criminal Records	✓	✓
• Full Services Restoration and Lost wallet Protection	✓	✓ *
• \$1M Insurance	✓	✓
• Daily Monitoring of TransUnion Credit Bureau	✓	✓
• Daily Monitoring of Experian Credit Bureau		✓
• Daily Monitoring of Equifax Credit Bureau		✓
• Score Tracker		✓

\*Children to age 18

## Life Insurance



## EMPLOYER-PAID TERM LIFE INSURANCE

MetLife | [www.metlife.com](http://www.metlife.com) | 1.800.523.2894

The district provides each eligible employee with \$15,000 of Basic Term Life and AD&D insurance at no cost to the employee. You must designate a beneficiary.

## GROUP TERM LIFE INSURANCE **Replaced GUL**

MetLife | [www.metlife.com](http://www.metlife.com) | 1.800.523.2894

The Group Universal Life product is ending August 31, 2020. The new Group Term Life product offered September 1, 2020 will allow employees to purchase higher amounts of coverage with lower rates for most age brackets. This term life coverage can be purchased in addition to the basic life plan provided by your employer. It will cover you for a specific period of time while you are employed and can be ported to individual coverage when employment ends. The rates are age banded and increase every 5 years. Group Plan premiums are typically lower, so it's more affordable to gain the peace of mind that life insurance provides.

- Employee Group Term Life coverage:
  - Can elect coverage in \$10,000 increments not to exceed an amount equal to 4X base pay or maximum \$250,000 (whichever is less) without health evidence.
  - Can elect coverage in \$10,000 increments over 4X base pay (maximum \$1,000,000) by completing Statement of Health paperwork.
- Spouse Group Term Life coverage:
  - Must elect Employee Group Term Life to elect spouse coverage.
  - Employee can choose coverage for spouse in \$10,000 increments up to \$50,000.
- Child Group Term Life coverage:
  - Must elect Employee Group Term Life to elect coverage for children.
  - Employee can choose coverage for children in flat \$5,000 or \$10,000 coverage amounts. One policy covers all eligible dependent children.
- 2020 Benefits Open Enrollment all current benefits eligible employees (not just current GUL participants) will be able to elect Employee Group Term Life coverage in \$10,000 increments not to exceed an amount equal to 4X base pay or \$250,000 (whichever is less) without health evidence. Enrollment for spouse and child coverage can also be elected without health evidence for 2020 Open Enrollment.

## PERMANENT LIFE INSURANCE

Texas Life | [www.texaslife.com](http://www.texaslife.com) | 1.800.283.9233

Texas Life offers individual, portable life insurance with a chronic illness rider to help cover unexpected long-term care expenses.

- Employee coverage up to \$300K ages 49 and under, up to \$100K ages 50-65.
- Spouse coverage up to \$50K and/or children/grandchildren up to \$50K, with or without employee coverage.
- Rates lock in at age of purchase.
- Express Issue can be as easy as answering 3 simple questions.

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- If certain conditions apply Interim Insurance can be in force on the application date without interim premiums.

# Flexible Spending Accounts



First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) | 1.866.853.3539

P.O. Box 161968 | Altamonte Springs, FL 32716

## Medical FSA

Medical Flexible Spending Accounts (FSA's) allow you to set aside part of your pay on a pre-tax basis to pay for out of pocket medical, dental and vision expenses for you and your family. During open enrollment you will elect a contribution amount for the plan year based on your expected needs. This amount will be evenly divided into payroll deductions. Your full annual election will be available to you at the beginning of the plan year.

**Any amount not used during the plan year is forfeited under the "use-it-or-lose-it" rule**

**Your maximum contribution amount for 2020 is \$2,750.**

NOTE: The IRS expanded the ability of 2019-20 plan year participants who have funds remaining in their account at August 31, 2020 to use those funds for expenses incurred through December 31, 2020.

## DEPENDENT CARE FSA

With a Dependent Care Flexible Spending Account, you can set aside part of your pay on a pre-tax basis to pay for eligible dependent care expenses, such as:

- Day Care Centers
- Before/After School Care
- Mothers-Day-Out Program
- Nursery Schools
- Babysitters
- Nanny
- Au Pair
- Day Camps

You May Allocate Up To \$5,000 Pre-Tax Year for Reimbursement of  
Dependent Day Care Services

(\$2,500 if you are married and file a separate tax return)

This is in lieu of credit on tax filing

**Any amount not used during the plan year is forfeited under  
the "use-it-or-lose-it" rule**

# Health Savings Accounts



## HEALTH SAVINGS ACCOUNTS

HSAs were created to help manage healthcare costs. They provide a savings vehicle that allows you to set aside money to pay for out-of-pocket expenses related to High Deductible Health Plans (HDHP). **You must participate in the ActiveCare HD plan to enroll.** The money you contribute to the account may be used for eligible medical expenses you incur in the future. Your HSA balance rolls over from year-to-year earning interest along the way. The account is portable. Upon retirement or separation of service, you take the HSA with you because it's your money and your account.

### 2020 Annual Maximum Contribution Levels:

Individual - \$3,550; Family - \$7,100; + \$1,000 for 55+

### Key Advantages of an HSA

- No end-of-year forfeiture of fund.
- Portable account.
- Provides an excellent savings vehicle for healthcare expenses.
- No monthly account fees.

### HSA Offers a Triple Tax Advantage

- The money you put into the account is deducted from your paycheck before tax.
- The interest and earnings you make on the account grow tax free.
- Distributions for eligible medical expenses are tax free.

### HSA Reminders:

- Money is NOT available up front.
- You cannot have both FSA and HSA for Medical use.
- You cannot contribute to HSA if you are Medicare eligible.

**YOU MUST OPT-IN FOR ELECTRONIC STATEMENT OR YOU WILL BE CHARGED A MONTHLY FEE OF \$1.25 FOR MAILED STATEMENTS**

## FSA/HSA Benefits Card



The Benefits Card is available to all employees that participate in HSA, Medical FSA and or a Dependent Care FSA. The Benefits Card gives you immediate access to your money at the point of purchase. Cards are available for participating employees, their spouse and eligible dependents that are at least 18 years old.

### SAVE YOUR RECEIPTS!

The IRS requires validation of most transactions. You must submit receipts for validation of FSA expenses when requested. If you fail to substantiate by providing a receipt to First Financial within 60 days of the purchase or date of service your card will be suspended until the necessary receipt or explanation of benefits from your insurance provider is received.

## FF FLEX MOBILE APP

With the FF Flex Mobile App you can submit claims, view account balance & history, see claim status, view alerts, upload receipts and documentation and more! The FF Flex Mobile App is available for Apple® or Android™ devices on the App Store™ or the Google Play Store™.

Your Employer ID Number is FFA978. You must have this number or your Flex Benefits Card number to register your account on the FF Flex Mobile App.

## FSA & HSA STORE

First Financial has partnered with the FSA Store and the HSA Store to bring you an easy to use online store to better understand and manage your FSA. Visit <http://www.ffga.com/fsaextras> for more details & special deals!

- Shop for eligible items from bandages to wheelchairs and thousands of products in between
- Browse or search for eligible products and services using the Eligibility List
- Visit the Learning Center to help find answers to questions you may have.

# Employee Assistance Program



ComPsych | [www.guidanceresources.com](http://www.guidanceresources.com) | web id:EAPcomplete | 1.877.595.5284

Confidential service provided by Garland ISD for employees and their family members. Experienced clinicians can help you resolve problems that affect your personal and work life.

- 5 free counseling visits

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- Financial assistance and legal assistance
- Will preparation
- Online tools

Call the EAP 24/7 at 877-595-5284 or Visit online at [www.guidanceresources.com](http://www.guidanceresources.com).



FinPath by TCG Services | [www.financialpathway.com](http://www.financialpathway.com) | 833.777.6545

Garland ISD is adding this option to its current Wellness program to help employees with their Financial Wellness. TCG's software program provides personalized financial analysis and provides recommendations to assist employees with:

- |                        |                                 |
|------------------------|---------------------------------|
| • TRS                  | • Buying a Car                  |
| • Budgeting Savings    | • Impact of interest rates      |
| • Credit Scores        | • Social Security for Educators |
| • Investments          | • Taxes                         |
| • Wills                | • Financing Higher Education    |
| • Retirements Planning | • Renting vs Buying a home      |
| • Insurance            | • Protecting elderly from Fraud |
| • Banking              | .....and more!!!                |

GISD's Employee Wellness department will be providing more information about FinPath and Financial Wellness during the year.



TCG Administrators | [www.tcgservices.com](http://www.tcgservices.com) | 1.800.943.9179

TCG offers a variety of options to help supplement your future income and help achieve your financial goals.  
**Which One Is Right for Me?**

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## 403(b) RETIREMENT PLANS

A 403(b) plan is a retirement savings plan offered by public schools and other tax-exempt organizations that allows employees to make contributions on a pretax or post-tax basis. These plans allow you to invest in either annuities or mutual funds.

A 403(b) account allows you to save money for retirement

- You choose where your money is allocated
- Yearly contribution limit is up to \$19,500 (\$26,000 if you are age 50 or older)
- Subject to 10% penalty tax for early withdrawal

## 457(b) RETIREMENT PLANS

The 457 Plan is your employer-sponsored group retirement plan, allowing you to save for retirement in a fixed annuity and/or mutual fund options. It is a deferred compensation plan established by state and local governments and tax-exempt employers. Eligible employees are allowed to make salary deferral contributions to the 457 plans.

A 457 Retirement Savings will allow you to put money aside pretax for retirement

- Six professionally-managed portfolios available to you
- No 10% early withdrawal penalty
- Yearly contribution limit is \$19,500 (\$26,000 if you are age 50 or older)

**Clever RX**



Clever RX | <https://partner.cleverrx.com/ffga> | 1.800.873.1195

Clever RX helps you save money by using a prescription drug savings card. They partner with the healthcare community to bring state-of-the-art, money-savings tools to participants. It helps you save up to 80% off prescriptions drugs and often beats the average copay. Plus, it's completely free. Thanks to Clever RX, you will never overpay for prescriptions again!

### HIGHLIGHTS

- 100% FREE to use.
- Unlock discounts on thousands of medications.

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- Save up to 80% on prescription medication – Often beats your copay!
- Download the Clever RX app by using the information on your card below to unlock exclusive savings at over 60,000 pharmacies nationwide.
- Available to use now!

Use Clever RX every time you pay for a medication for instant savings! Download the app or visit the site to price a drug: <https://partner.cleverrx.com/ffga>.



## COBRA

First Financial Administrators, Inc. | [www.cobrapoint.benaissance.com](http://www.cobrapoint.benaissance.com) | 1.800.523.8422, option 4

Life is full of unexpected events that may impact your health insurance coverage. Under the Consolidated Omnibus Budget Reconciliation Act, better known as COBRA, you have the right to continue your group health coverage such as medical, dental, vision insurance and flexible spending accounts for a limited period of time.

### HIGHLIGHTS

- Temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work, divorce, death or a child no longer qualifying as a dependent. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.
- Either you or your family member are responsible for notifying your employer of a divorce, legal separation or child losing dependent status within 60 days of the event. In the case of termination, death or reduction

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in hours, your employer will be responsible for letting the provider know that you have the right to continue coverage under COBRA.

- Benefits will remain identical to what you had while employed. However, you will be responsible for paying the full premium, plus any applicable fees.

# CONTACT INFORMATION

Garland ISD Benefits Office

501 S. Jupiter Rd | Garland, TX 75042

972.487.3047 | [benefits@garlandisd.net](mailto:benefits@garlandisd.net)

[Employee Benefits Center](#)

FIRST FINANCIAL  
GROUP OF AMERICA

Sheri Stiles, Account Executive  
[sheri.stiles@ffga.com](mailto:sheri.stiles@ffga.com) | 281.272.7632

Sandra Alvarez, Benefits Administrator  
[sandra.alvarez@ffga.com](mailto:sandra.alvarez@ffga.com) | 281.272.7446

## CONTACTS

BENEFIT	CARRIER	WEBSITE	PHONE
Medical	TRS ActiveCare - Blue Cross Blue shield of Texas Plans	<a href="http://www.bcbstx.com/trsactivecare">www.bcbstx.com/trsactivecare</a>	866.355.5999
Medical	TRS ActiveCare - Scott & White HMO	<a href="http://trs.swhp.org">http://trs.swhp.org</a>	800.321.7947 After 9/1/2020: 844.633.5325
Dental	Guardian	<a href="http://www.guardiananytime.com">www.guardiananytime.com</a>	800.627.4200
Vision	VSP network By Ameritas	<a href="http://www.vsp.com">www.vsp.com</a>	800.877.7195
Hospital Indemnity	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800.638.5433
Disability	American Fidelity	<a href="http://www.americanfidelity.com">www.americanfidelity.com</a>	800.654.8489
Accident Plan	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800.638.5433
Critical Illness	Aflac	<a href="http://www.aflac.com">www.aflac.com</a>	800.433.3036
Group Term Life	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800.523.2894
Permanent Life	TexasLife	<a href="http://www.texaslife.com">www.texaslife.com</a>	800.283.9233
Identity Theft Protection	iLock360	<a href="http://www.iLOCK360.com">www.iLOCK360.com</a>	855.287.8888
Employee Assistance Program	ComPsych	<a href="http://www.guidanceresources.com">www.guidanceresources.com</a> web id: EAPComplete	877.595.5284
Health Savings Account	First Financial	<a href="http://www.ffga.com">www.ffga.com</a>	866.853.3539
Flexible Savings Accounts	First Financial	<a href="http://www.ffga.com">www.ffga.com</a>	866.853.3539
Voluntary Retirement	TCG Administrators	<a href="http://www.tcgservices.com">www.tcgservices.com</a>	800.943.9179
FinPath	TCG Services	<a href="http://www.financialpathway.com">www.financialpathway.com</a>	833.777.6545
TRS Retirement	Teacher Retirement System of Texas	<a href="http://www.trs.texas.gov">www.trs.texas.gov</a>	800.223.8778

*This is an outline of benefits only. If there is a conflict between the terms of this outline of benefits and the contract, the terms of the contract will prevail.*

## EMPLOYEE BENEFITS CENTER – <http://benefits.ffga.com/garlandisd>

The Employee Benefits Center (EBC) is a one-stop-shop for you to find all things benefits related. On the website, you'll find open enrollment and plan year dates, benefit descriptions, carrier contact information, product brochures, claim forms and enrollment details. Visit [Employee Benefits Center](#) today!