



Additional Life and Accidental Death and Dismemberment (AD&D) Insurance

Life insurance coverage can help your family meet daily expenses, maintain their standard of living, pay off debt, secure your children’s education, and more in the event of your passing. AD&D insurance can provide you and your family with extra protection in the event of death or dismemberment as a result of a covered accident. Standard Insurance Company (The Standard) has developed this document to provide you with information about the elective coverage you may select through Spring Independent School District.

Eligibility Requirements

- Employee**
 - You must be insured for Basic Life through The Standard
 - You must be an active staff employee of Spring Independent School District who is an active contributing member of the Teacher Retirement System (TRS) and regularly working at least 20 hours each week
 - Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible
 - You cannot be insured as both an employee and a dependent

- Dependent**
 - You must elect Additional Life insurance for yourself in order to elect Dependents Life insurance
 - Spouse means a person to whom you are legally married
 - Child means your child from live birth through age 25
 - Your child cannot be insured by more than one employee
 - Your spouse or children must not be full-time member(s) of the armed forces

- Premium**
 - You pay 100 percent of the premium for this coverage through payroll deduction

Coverage Amount Guidelines

Within the coverage amount guidelines shown below, you select the amount of Additional Life and Dependents Life insurance for which you are interested in applying.

	Minimum	Incremental Unit	Guarantee Issue Amount	Maximum
Employee	\$10,000	\$10,000	\$300,000	\$500,000*
Spouse	\$5,000	\$5,000	\$25,000	\$100,000
Child	\$2,000	\$2,000		\$10,000

*but not to exceed 5 times your Annual Earnings

Note:

- Amounts of coverage elected above the Guarantee Issue amount are subject to medical underwriting approval. To submit a medical history statement online, visit standard.com/mhs.
- All late applications (applying 31 days after becoming eligible), requests for coverage increases and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior life insurance plan are also subject to medical underwriting approval.
- The coverage amount for your spouse cannot exceed 50 percent of your Additional Life coverage.
- The coverage amount for your child(ren) cannot exceed 100 percent of your combined Basic and Additional Life coverage.

Open Enrollment**During Open Enrollment From July 18, 2022 Through August 12, 2022**

For You. If you are currently enrolled in Additional Life insurance for an amount less than \$300,000, you may elect to increase your coverage by 1, 2, 3, 4 or 5 increments of \$10,000, up to, but not to exceed, the guarantee issue amount of \$300,000 without having to answer health questions. If you are not currently enrolled in Additional Life insurance, you may elect up to \$50,000 of coverage without having to answer health questions.

For Your Spouse. If your spouse is currently enrolled in Dependents Life insurance for an amount less than \$25,000, you may elect to increase coverage by 1, 2, 3, 4 or 5 increments of \$5,000, up to, but not to exceed, the guarantee issue amount of \$25,000 without having to answer health questions. If your spouse is not currently enrolled in Dependents Life insurance, you may elect up to \$25,000 of coverage without having to answer health questions.

For Your Child(ren). If your child(ren) is/are currently enrolled in Dependents Life insurance for an amount less than \$10,000, you may elect to increase coverage by \$2,000 increments, up to the maximum coverage amount of \$10,000 without having to answer health questions. If your child(ren) is/are not currently enrolled in Dependents Life insurance, you may elect coverage up to the maximum coverage amount of \$10,000 without having to answer health questions.

Coverage Amount Needed

Your family has a unique set of circumstances and financial demands. To help you figure out the amount of Additional Life insurance you may need to protect your loved ones, The Standard has created a Life Insurance Needs Calculator found at standard.com/life/needs.

Employee Coverage Effective Date

To become insured, you must satisfy the eligibility requirements, serve an eligibility waiting period, receive medical underwriting approval (if applicable), agree to pay premium, and be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance.

If you are not actively at work on the day before the scheduled effective date of insurance including Dependents Life insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative for more information regarding these requirements that must be satisfied for your insurance to become effective.

Life and AD&D Age Reductions

Under this plan, your coverage amount does not reduce due to age.

Your spouse's coverage amount does not reduce due to age.

Life Insurance Exclusions

This plan contains an exclusion for death resulting from suicide or other intentionally self-inflicted injury. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death. This is subject to state variations.

Life Insurance Features and Benefits

Please see your human resources representative for additional information about the features and benefits below.

Waiver of Premium	If you become totally disabled while insured under this plan and under age 60, and complete a waiting period of 180 days, your Basic and Additional Life insurance may continue without premium payment until age 65 provided you give us satisfactory proof that you remain totally disabled. Waiver of Premium does not apply to AD&D insurance.
Accelerated Benefit	If you become terminally ill, you may be eligible to receive up to 75 percent of your combined Basic and Additional Life benefit to a maximum of \$500,000.
Portability	If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage.
Conversion	If your insurance ends or reduces, you may be eligible to convert your life insurance to an individual life insurance policy without submitting proof of good health.

Additional AD&D Insurance Benefit Schedule

The amount of the Additional AD&D benefit for loss of your life is equal to the amount payable for your Additional Life benefit on the date of the accident. The amount of the Additional AD&D benefit for other covered losses is a percentage of the amount payable for the Additional AD&D benefit on the date of the accident as shown below.

Loss:	Percentage Payable:
Loss of Life ¹	100%
One hand or one foot ²	50%
Sight in one eye, speech, or hearing in both ears	50%
Two or more of the losses listed above	100%
Thumb and index finger of the same hand ³	25%
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	50%

¹ Including loss of life by accidental exposure to adverse weather conditions or disappearance if the disappearance is caused by an accident that could have reasonably resulted in your death.

² Even if the severed part is surgically re-attached. This benefit is not payable if an Additional AD&D benefit is payable for Quadriplegia, Hemiplegia or Paraplegia involving the same hand or foot.

³ This benefit is not payable if an Additional AD&D benefit is payable for the loss of the entire hand.

The loss must be caused solely and directly by an accident and occurs independently of all other causes, within 365 days after the accident. Loss of life must be evidenced by a certified copy of the death certificate. All other losses must be certified by a physician in the appropriate specialty as determined by The Standard. No more than 100 percent of the AD&D benefit will be paid for all losses resulting from one accident.

Additional AD&D Insurance Exclusions

Subject to state variations, AD&D benefits are not payable for death or dismemberment caused or contributed to by:

- War or act of war, declared or undeclared, whether civil or international, and any substantial armed conflict between organized forces of a military nature
- Suicide or other intentionally self-inflicted injury
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Boarding, leaving or being in or on any kind of aircraft, unless you are a fare paying passenger on a commercial aircraft
- Medical or surgical treatment for any of the above

When Insurance Ends

Coverage ends automatically on the earliest of the following:

- The last date the last period ends for which a premium was paid
- The date your employment terminates
- The date you cease to meet the eligibility requirements (coverage may continue for limited periods under certain circumstances)
- The date the group policy terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy
- For Additional AD&D insurance for you, the date your Additional life insurance ends

In addition to the above requirements, your Dependents Life coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent.

For more details on when insurance ends, contact your human resources representative.

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. Neither the information presented in this summary nor the certificate modifies the group policy or the insurance coverage in any way.

Employee Rates

If you elect Additional Life with AD&D insurance, your monthly rate for this plan is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of September 1)	Rate* (Per \$1,000 of Total Coverage)
<30	\$0.078
30-34	\$0.088
35-39	\$0.108
40-44	\$0.140
45-49	\$0.203
50-54	\$0.275
55-59	\$0.494
60-64	\$0.556
65-69	\$0.951
70+	\$1.668

To calculate your premium:

1. Amount Elected: Write this amount on the Additional Life with AD&D requested amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

* Monthly AD&D rate of \$0.015 per \$1,000 of AD&D benefit has been included in each of the above rates.

Spouse Rates

If you elect Dependents Life insurance for your spouse, your monthly rate for this coverage is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of September 1)	Rate (Per \$1,000 of Total Coverage)
<30	\$0.063
30-34	\$0.073
35-39	\$0.093
40-44	\$0.125
45-49	\$0.188
50-54	\$0.260
55-59	\$0.479
60-64	\$0.541
65-69	\$0.936
70+	\$1.653

To calculate the premium for your spouse:

1. Amount Elected: Write this amount on the Spouse Life requested amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

Child Rates

If you elect Dependents Life insurance for your eligible child(ren), your monthly rate for this coverage is \$0.160 per \$1,000 regardless of the number of eligible children covered. Premiums for this coverage will be deducted directly from your paycheck.

Employee Life with AD&D Monthly Premiums

Coverage Amount	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$10,000	0.78	0.88	1.08	1.40	2.03	2.75	4.94	5.56	9.51	16.68
\$20,000	1.56	1.76	2.16	2.80	4.06	5.50	9.88	11.12	19.02	33.36
\$30,000	2.34	2.64	3.24	4.20	6.09	8.25	14.82	16.68	28.53	50.04
\$40,000	3.12	3.52	4.32	5.60	8.12	11.00	19.76	22.24	38.04	66.72
\$50,000	3.90	4.40	5.40	7.00	10.15	13.75	24.70	27.80	47.55	83.40
\$60,000	4.68	5.28	6.48	8.40	12.18	16.50	29.64	33.36	57.06	100.08
\$70,000	5.46	6.16	7.56	9.80	14.21	19.25	34.58	38.92	66.57	116.76
\$80,000	6.24	7.04	8.64	11.20	16.24	22.00	39.52	44.48	76.08	133.44
\$90,000	7.02	7.92	9.72	12.60	18.27	24.75	44.46	50.04	85.59	150.12
\$100,000	7.80	8.80	10.80	14.00	20.30	27.50	49.40	55.60	95.10	166.80
\$110,000	8.58	9.68	11.88	15.40	22.33	30.25	54.34	61.16	104.61	183.48
\$120,000	9.36	10.56	12.96	16.80	24.36	33.00	59.28	66.72	114.12	200.16
\$130,000	10.14	11.44	14.04	18.20	26.39	35.75	64.22	72.28	123.63	216.84
\$140,000	10.92	12.32	15.12	19.60	28.42	38.50	69.16	77.84	133.14	233.52
\$150,000	11.70	13.20	16.20	21.00	30.45	41.25	74.10	83.40	142.65	250.20
\$160,000	12.48	14.08	17.28	22.40	32.48	44.00	79.04	88.96	152.16	266.88
\$170,000	13.26	14.96	18.36	23.80	34.51	46.75	83.98	94.52	161.67	283.56
\$180,000	14.04	15.84	19.44	25.20	36.54	49.50	88.92	100.08	171.18	300.24
\$190,000	14.82	16.72	20.52	26.60	38.57	52.25	93.86	105.64	180.69	316.92
\$200,000	15.60	17.60	21.60	28.00	40.60	55.00	98.80	111.20	190.20	333.60
\$210,000	16.38	18.48	22.68	29.40	42.63	57.75	103.74	116.76	199.71	350.28
\$220,000	17.16	19.36	23.76	30.80	44.66	60.50	108.68	122.32	209.22	366.96
\$230,000	17.94	20.24	24.84	32.20	46.69	63.25	113.62	127.88	218.73	383.64
\$240,000	18.72	21.12	25.92	33.60	48.72	66.00	118.56	133.44	228.24	400.32
\$250,000	19.50	22.00	27.00	35.00	50.75	68.75	123.50	139.00	237.75	417.00
\$260,000	20.28	22.88	28.08	36.40	52.78	71.50	128.44	144.56	247.26	433.68
\$270,000	21.06	23.76	29.16	37.80	54.81	74.25	133.38	150.12	256.77	450.36
\$280,000	21.84	24.64	30.24	39.20	56.84	77.00	138.32	155.68	266.28	467.04
\$290,000	22.62	25.52	31.32	40.60	58.87	79.75	143.26	161.24	275.79	483.72
\$300,000	23.40	26.40	32.40	42.00	60.90	82.50	148.20	166.80	285.30	500.40
\$310,000	24.18	27.28	33.48	43.40	62.93	85.25	153.14	172.36	294.81	517.08
\$320,000	24.96	28.16	34.56	44.80	64.96	88.00	158.08	177.92	304.32	533.76
\$330,000	25.74	29.04	35.64	46.20	66.99	90.75	163.02	183.48	313.83	550.44
\$340,000	26.52	29.92	36.72	47.60	69.02	93.50	167.96	189.04	323.34	567.12
\$350,000	27.30	30.80	37.80	49.00	71.05	96.25	172.90	194.60	332.85	583.80
\$360,000	28.08	31.68	38.88	50.40	73.08	99.00	177.84	200.16	342.36	600.48
\$370,000	28.86	32.56	39.96	51.80	75.11	101.75	182.78	205.72	351.87	617.16
\$380,000	29.64	33.44	41.04	53.20	77.14	104.50	187.72	211.28	361.38	633.84
\$390,000	30.42	34.32	42.12	54.60	79.17	107.25	192.66	216.84	370.89	650.52
\$400,000	31.20	35.20	43.20	56.00	81.20	110.00	197.60	222.40	380.40	667.20
\$410,000	31.98	36.08	44.28	57.40	83.23	112.75	202.54	227.96	389.91	683.88
\$420,000	32.76	36.96	45.36	58.80	85.26	115.50	207.48	233.52	399.42	700.56
\$430,000	33.54	37.84	46.44	60.20	87.29	118.25	212.42	239.08	408.93	717.24
\$440,000	34.32	38.72	47.52	61.60	89.32	121.00	217.36	244.64	418.44	733.92
\$450,000	35.10	39.60	48.60	63.00	91.35	123.75	222.30	250.20	427.95	750.60
\$460,000	35.88	40.48	49.68	64.40	93.38	126.50	227.24	255.76	437.46	767.28
\$470,000	36.66	41.36	50.76	65.80	95.41	129.25	232.18	261.32	446.97	783.96
\$480,000	37.44	42.24	51.84	67.20	97.44	132.00	237.12	266.88	456.48	800.64
\$490,000	38.22	43.12	52.92	68.60	99.47	134.75	242.06	272.44	465.99	817.32
\$500,000	39.00	44.00	54.00	70.00	101.50	137.50	247.00	278.00	475.50	834.00

Spouse Life Monthly Premiums

Coverage Amount	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$5,000	0.32	0.37	0.47	0.63	0.94	1.30	2.40	2.71	4.68	8.27
\$10,000	0.63	0.73	0.93	1.25	1.88	2.60	4.79	5.41	9.36	16.53
\$15,000	0.95	1.10	1.40	1.88	2.82	3.90	7.19	8.12	14.04	24.80
\$20,000	1.26	1.46	1.86	2.50	3.76	5.20	9.58	10.82	18.72	33.06
\$25,000	1.58	1.83	2.33	3.13	4.70	6.50	11.98	13.53	23.40	41.33
\$30,000	1.89	2.19	2.79	3.75	5.64	7.80	14.37	16.23	28.08	49.59
\$35,000	2.21	2.56	3.26	4.38	6.58	9.10	16.77	18.94	32.76	57.86
\$40,000	2.52	2.92	3.72	5.00	7.52	10.40	19.16	21.64	37.44	66.12
\$45,000	2.84	3.29	4.19	5.63	8.46	11.70	21.56	24.35	42.12	74.39
\$50,000	3.15	3.65	4.65	6.25	9.40	13.00	23.95	27.05	46.80	82.65
\$55,000	3.47	4.02	5.12	6.88	10.34	14.30	26.35	29.76	51.48	90.92
\$60,000	3.78	4.38	5.58	7.50	11.28	15.60	28.74	32.46	56.16	99.18
\$65,000	4.10	4.75	6.05	8.13	12.22	16.90	31.14	35.17	60.84	107.45
\$70,000	4.41	5.11	6.51	8.75	13.16	18.20	33.53	37.87	65.52	115.71
\$75,000	4.73	5.48	6.98	9.38	14.10	19.50	35.93	40.58	70.20	123.98
\$80,000	5.04	5.84	7.44	10.00	15.04	20.80	38.32	43.28	74.88	132.24
\$85,000	5.36	6.21	7.91	10.63	15.98	22.10	40.72	45.99	79.56	140.51
\$90,000	5.67	6.57	8.37	11.25	16.92	23.40	43.11	48.69	84.24	148.77
\$95,000	5.99	6.94	8.84	11.88	17.86	24.70	45.51	51.40	88.92	157.04
\$100,000	6.30	7.30	9.30	12.50	18.80	26.00	47.90	54.10	93.60	165.30

Child Life Monthly Premiums

Coverage Amount	Premium
\$2,000	0.32
\$4,000	0.64
\$6,000	0.96
\$8,000	1.28
\$10,000	1.60



Standard Insurance Company

For more than 100 years we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. We have earned a national reputation for quality products and superior service by always striving to do what is right for our customers.

Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group Disability, Life, Dental and Vision insurance and Individual Disability insurance. We provide insurance to more than 25,000 groups, covering over 6.5 million employees nationwide.* Our first group policy, written in 1951 and still in force today, stands as a testament to our commitment to building long-term relationships.

To learn more about products from The Standard, Contact your human resources department or visit us at standard.com.

* As of December 31, 2017, based on internal data developed by Standard Insurance Company.

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GP190-LIFE/S399, GP399-LIFE/TRUST,
GP899-LIFE, GP190-LIFE/A997/S399