

TCAA

General Benefits Information for 2011/12

ELIGIBILITY for BENEFITS: Benefits become effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes). All Optional Benefits are available to eligible employees, whether enrolled in the medical plan or not. Standard deductions are based on the cost of 12 months of coverage (July through June) deducted over 21 pays. Adjustments to the standard deductions will be made for coverage periods of less than 12 months.

Traditional Medical

Priority Health Point of Service

Pre-tax payroll deductions are taken from the 09/02/11 through 6/08/12 paychecks (i.e. 21 pays).

Single Coverage:	\$ 14.13 per pay
2-Person Coverage :	\$ 31.58 per pay
Full Family Coverage:	\$ 42.18 per pay

Health Savings Account Medical

Priority Health Point of Service

Pre-tax payroll deductions are taken from the 09/02/11 through 6/08/12 paychecks (i.e. 21 pays).

Single Coverage:	\$ 0.00 per pay
2-Person Coverage:	\$ 0.00 per pay
Full Family Coverage:	\$ 0.00 per pay

Health Savings Account Medical Deductible-Employer Paid

Priority Health Point of Service

Single Coverage:	\$ 100.00 per month
2-Person Coverage:	\$ 200.00 per month
Full Family Coverage:	\$ 200.00 per month

Cash-In-Lieu of Medical

Employees who do not enroll in medical insurance are eligible for a maximum of \$323.00 per month (pro-rated for part-time employees), paid in the first paycheck of the calendar month. Must provide proof of other medical insurance. Benefit becomes effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes).

Dental

SET-SEG Ultra-Dental Coverage

Insurance coverage paid by the District. See booklet for summary of covered benefits.

Vision

SET-SEG Ultra-Vision Coverage

Insurance coverage paid by the District. See booklet for summary of covered benefits.

Life/AD&D Insurance

SET-SEG (AMHSM)

This group term life and accidental death & dismemberment policy is in an amount equivalent to two (2) times your annual base salary (updated annually with salary as of July 1st). The premium for this policy is paid by the District.

Long-Term Disability Insurance

SET-SEG

Insurance coverage that replaces 60 % of your monthly earnings (to a maximum benefit of \$6,000 per month) if disabled – qualifying period is 3 months. The premium for this policy is paid by the District.

Optional Life & Disability Insurance

SET-SEG & MEBS Options

Additional Optional benefits available through either SET-SEG. Pre-tax payroll deductions are taken from the 9/02/11 through 6/08/12 paychecks (i.e. 21 pays). Request a SET-SEG Options booklet for descriptions and costs.

**OPEN ENROLLMENT: The month of December for a January 1st effective date.
Benefit coverage period is January 1st through December 31st.**

Uninsured Health Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks during the CALENDAR year.

Dependent Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks during the CALENDAR year.