

DCPS UNUM BASIC LIFE INSURANCE

Duval County Public Schools provides a \$10,000 Group Term Life Insurance policy for all full-time salaried employees. This includes a double indemnity benefit for accidental death and is provided at no cost to the employee.

Additional enhancements under the Group Term Life policy include:

When you are diagnosed with a terminal illness with six months to live, the accelerated benefit pays 50% of the coverage to you. The AD&D coverage also pays an additional \$10,000 for seatbelt usage and \$5,000 for airbag in case of an accident.

New Hires Guaranteed Life Insurance Coverage

All newly-hired employees of Duval County Public Schools are able to elect up to three times their annual salary in life insurance coverage with no medical questions asked, not to exceed \$310,000.

Existing Employees

During Open Enrollment, you may upgrade your coverage by one level without medical review. For example, if you currently have coverage equal to one times your salary, you may increase to two times your salary without EOI (Evidence of Insurability).

Additional Purchasing Options

You can purchase additional term life coverage equal to one, two, or three times your salary, up to a maximum of \$310,000. This includes your board-paid \$10,000 of basic life insurance.

You may also purchase a flat \$50,000 of coverage which does not include your basic board-paid coverage.

Premiums for life insurance may not be paid with your \$250 Flex Money. In accordance with IRS regulations, any premiums for amounts exceeding \$50,000 (which includes your school board provided \$10,000) must be paid with after-tax dollars.

Purchase of additional life insurance coverage, outside of a new hire event, could be subject to individual underwriting at the time of application.

For additional term life insurance, see your Enrollment Counselor or contact the Employee Department, Duval County Public Schools, at 904-390-2353.

Premium Waiver

Your premiums may be waived after a six month period of disability. Please contact Employee Benefits at (904) 390-2353 for the required paper work.

Terminating Employment

If you terminate your employment from Duval County Public Schools, you may elect to continue coverage one of two ways:

- port* a minimum of \$10,000 Term Life and Accidental Death and Dismemberment (AD&D) coverage at the group portability rates in force at the time, or
- convert your Group Term Life coverage to an **individual** Whole Life contract up to the same amount of coverage you had as an active employee at rates effective at such time.

All current employees who retire with Duval County Public Schools may retain their Basic Life amount under the Retiree group insurance plan. A retiree may also elect to port* their optional Term Life and AD&D or convert any portion of optional coverage to an individual Whole Life contract. Regardless of the elected option upon retirement, you will pay the premium.

* You are not eligible to apply for portable coverage if you have an injury or sickness, under the terms of this plan, which has a material effect on life expectancy.

Plan Provider

Unum Life Insurance Company of America underwrites this plan. A.M. Best's Reports, which compares and rates the financial strength and performance of insurance companies, rates Unum "A-" Excellent.