***LIFE INSURANCE BASICS***

***Provided Coverage***

Life insurance coverage is offered to all employees per district who work full-time (30 hours per week). The coverage is paid by the employee through payroll deduction or can be provided by the SWCD. The basic coverage provides proceeds of $15,000.

***Additional Life Coverage***

An eligible employee who wishes, may purchase additional life insurance coverage for themselves in increments of $10,000 per unit, not to exceed $300,000 in coverage. This coverage is self-pay, either through payroll deduction or by reimbursement to the employing SWCD. This is due to the fact that the insurance administrator can only accept District checks. Arrangements for this payment method should be made prior to enrollment.

***Spousal Coverage***

An eligible employee may purchase life insurance for his/her spouse, not to exceed 100% of his/her own coverage. This coverage is also sold in increments of $10,000. The covered spouse would be required to enroll under medical underwriting for any amount above $10,000, as this is the guarantee issue amount under dependent life.

***Dependent Child Coverage***

Dependent children may be covered at the employee’s expense. There are two options for coverage on a dependent child: Option 1-$5,000.00 benefit, or option 2-$10,000.00 benefit. This coverage becomes effective at the time the employee’s coverage does, or when added later on. While your Dependents Life Insurance is in effect, each new Child becomes insured immediately. Dependent coverage will terminate on the child’s 21st birthday.

***Employee Assistance and Travel Assistance***

The Life Insurance policy includes and Employee Assistance Program and MedEx Travel Assist programs. The EAP includes things such as financial, professional and personal counseling, legal assistance and help for other personal issues one might face. The MedEx Travel Assist is available to use when traveling more than an hour from home for travel emergencies that often arise.

***Waiting Period***

A waiting period of sixty days, beginning the first of the month following an employee’s start date, shall be observed before any of the life coverage becomes effective.