



COWETA COUNTY SCHOOLS BENEFITS TERMINATION INFORMATION

This is to notify terminating employees that insurance provided by the Coweta County Board of Education will terminate on the last day of the month following your last paycheck or payroll deduction. All insurance premiums are paid one month in advance.

COBRA COVERAGE CONTINUATION AFTER YOUR LAST PAYCHECK OR PAYROLL DEDUCTION:

MEDICAL Upon termination, you will receive a letter from State Health advising of the COBRA premiums or you can call State Health (SHBP) at (800) 610-1863 for additional information if you are interested. You can also log into your www.mySHBPga.adp.com account for details.

Retirees: If you are not getting a pension, you may consider COBRA. If you receive a pension check that will cover your medical premiums, you can ignore the Cobra Notice from SHBP. Your Medical Premiums will begin to be withdrawn from your second pension check. TRS/PSERS deduct "month of" verses "one month in advance". If you retire in May, your May paycheck will pay for June Coverage. You will get a June retirement check where Medical will not be withdrawn. Your July TRS/PSERS check *should* begin your SHBP Medical Premiums as a Retiree- review your pension checks for deductions; otherwise, you could receive a bill to cover any month(s) that were not deducted. See Reverse for Additional Information.

DENTAL & VISION You are eligible to COBRA Dental & Vision coverage for up to (18) months. You must elect continuation within (31) days of termination of coverage. Cobra is handled through IMS. You will receive a packet with Instructions on how to continue coverage under COBRA.

GROUP TERM LIFE INSURANCE: Convertibility or Portability is available. Portability terminates at age 70. You must complete the Request for group life insurance within 31 days of termination. Contact Houze & Associates, Inc. for the information to supply to Lincoln Financial. Requests must be made by calling 877-321-1015 Group Number is SA3-890-LF0384-01. You can also obtain the request information from www.houze.org/Coweta/forms Paperwork and payment must be received by Lincoln Financial within (31) days of losing coverage.

INDIVIDUAL INSURANCE: You can continue the following Individual Insurance Policies by contacting Houze & Associates to setup direct payment with the insurance carriers.

<u>Voya/ReliaStar Life</u>	Houze & Associates, Inc. 308 Church Street LaGrange GA 30241 (706) 882-2864 or (800) 523-7135
<u>Shenandoah Life</u>	
<u>TrustmarkLife</u>	
<u>Unum Life</u>	
<u>Aflac Cancer</u>	

OTHER INSURANCE: Voya Critical Illness, Accident & Hospital-Portability is available. You must complete the Portability paperwork which is located under Forms on the Coweta County Schools website (www.houze.org/cowetaboe) or contact Houze & Associates. Paperwork and payment must be received by Voya within (31) days of losing coverage.

FLEXIBLE SPENDING ACCOUNTS: Your FSA Account will continue to be deducted through your last paycheck. The funds can be used through the last day of the month following your last paycheck. Manual claims can be filed during the (60) day runout period for dates of service prior to the plan termination.

TEACHERS RETIREMENT SYSTEM OF GEORGIA MEMBERS

- Vested service** (ten (10) years of creditable service in the TRSGA)—are eligible to receive a lifetime pension once you have obtained the age of 60. The retirement account will continue to receive interest until you apply for a lifetime annuity.
- Non-vested service** (less than ten (10) years of service in TRSGA)—you may withdraw contributions and be subject to taxes and early withdrawal penalties. The retirement account will continue to draw interest for four (4) years; therefore, no immediate action is required. However, it will cease to accrue interest after four (4) years.
- You can choose to rollover my contributions to an IRA or eligible Retirement Plan and the penalties will be deferred. A TRS 13 Refund of Contributions application is used for both refund and rollover.

PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM MEMBERS

- Vested service** (ten (10) years in the PSERS) are eligible to receive a lifetime pension once you have obtained the age of 60.
- Non-vested service** (less than ten (10) years) you may withdraw my contributions by applying for a refund through Payroll.



COWETA COUNTY SCHOOLS BENEFITS TERMINATION INFORMATION

Retiree Medical Plan Information

If you begin drawing an immediate pension upon retirement from Teachers' Retirement System or Public School Employees' Retirement System, you can maintain your existing medical plan until you reach age 65 and become eligible for Medicare.

For those retirees and spouses (if covered) age 65 or older, you must register with Social Security for Medicare Parts A and B 60 days prior to retirement; or turning 65 age.

Complete Medicare enrollment online at www.ssa.gov or visit your local Social Security office (246 Bullsboro Drive, Newnan). There will be a "Request for Employment Information" form you will need to bring to the Benefits Office (Werz Central Office) for completion.

Do not enroll in Part D, as Medicare Advantage contains this component. **Enrollment in Part D or other Medicare supplemental policies will end your Medicare Advantage eligibility.**

Contact SHBP at 1-800-610-1863, they will take your information over the phone, or log onto your www.mySHBPga.com account to report the effective date(s) of your Medicare Part A and B coverage. SHBP will accept this information as early as (90) days prior to retirement.

SHBP will use this card to verify eligibility for Medicare with the Centers for Medicare & Medicaid Services (CMS). Once verified, you will be eligible for the Medicare Advantage Plans.

Medicare Advantage Plans are the only medical plans subsidized by SHBP once you turn age 65. If you remain on the Gold, Silver, or Bronze you will pay the full cost of the plan (\$1,466.67-\$1,703.79/month). For more information on the Medicare Advantage Plans, please visit the State Health Website (www.dch.georgia.gov) to review the SHBP Retiree Decision Guide and dates. Immediately after retirement you will need to call SHBP at 1 800 610-1863 to choose a Medicare Advantage Plan. If you do not contact SHBP to choose a plan, your coverage will default to United Healthcare Medicare Advantage Standard Plan.

SHBP has two rate structures for future retirees:

- (1) **Annuitant Basic Subsidy Policy:** Hired and active in a State Retirement System as of 1/1/2007 with No break in employment (Old Policy).
- (2) **Annuitant Years of Service Subsidy Policy:** Hired after 1/1/2007 in a retirement system (New Policy).

2024 Medical Plan Information Comparison

Plan Comparison	Medicare	Medicare Advantage with SHBP
Premiums	\$174.70 Part B (Income Based)	\$174.70 Part B + \$0 UHC(Standard Rate)
Deductible	\$1,632 Part A \$240 Part B + 20% After Deductible	None
Pharmacy	No Coverage Must Add Part D	Included Plus Full Coverage in the Gap
Out of Pocket Maximum	No Limit	\$3,500 then coverage 100% (except Part D)
Value Adds	None	Vision, Hearing, Silver Sneakers
Claims Payment	Medicare A or B first then other supplements	SHBP Medicare Advantage pays all claims

Dental continuation As a former employee under Houze & Associates, Inc. there is a Take Along Dental Plan that is available without limits. See <https://www.metlifetakealongdental.com/> enter you ZIP Code for pricing, choose your benefit level Low-Medium-High. Choose Enroll in an option, enter referral code HouzeDental