

2017-2018 Open Enrollment



AGENDA

1:45-2:45PM: BENEFITS PRESENTATION

3:00-4:00PM: BENEFITS FAIR (GYM)



Welcome!



- Thank you to Staff Services and Finance for preparing for today
- Welcome to Benefit Providers joining us today
- Salary agreements include 1% increase for all staff
- We continue to explore incentive programs and compensation options
- Pleased to announce new Advanced Professional Development Program
 - Qualified staff will be eligible to apply for our new interdisciplinary cohort
 - Cohort team members will receive additional compensation toward a Masters or certificate following designated period of longevity
 - Details to follow in email this week

Overview of Open Enrollment



- Dates of open enrollment today: 5/17/17 – 5/24/17
- Selections you make will be effective 7/1/2017 – 6/30/2018.
- Understand your options and make educated choices.
- Annually, this is the **ONLY** time you can make changes to your benefits without a qualifying life change.
- Staff Services is here to help with questions! Stop by and see Tina Brodrick or Carolyn Barrick.

Overview of Open Enrollment



- Where do I get the information to review?
 - Benefits book is now electronic! Staff services will send an email with its location both on the K drive AND the Staff Resources Portal.
 - Please email Tina Brodrick (cbrodrick@ivymount.org) if you would like a hard copy.
- How do I complete open enrollment?
 - Use: www.paychexflex.com – *EVEN IF* you waive benefits
 - Detailed instructions will be provided via email

Overview of Open Enrollment



- Reminders regarding rate changes:
 - Based on personal circumstances, rates *may* change for certain benefits
 - ✦ Cost of living adjustment (1%)
 - ✦ Increase or decrease in salary
 - ✦ Entering a new age band
 - Check your 7/15 pay statement for adjustments and see Staff Services with questions

Salary Agreements



- Will be distributed during the Benefit Fair 3-4pm
- Changes to Salary Agreements:
 - 1% Cost of Living Adjustment per the Maryland State Department of Education
 - Formatting Change for the 2017-2018 school year!
 - ✦ Intent is to make salary agreements easier to read and understand
 - ✦ Ivymount's FICA contribution, Worker's Compensation and Employee Assistance Program benefits are not present on the salary agreements

Salary Agreement Packets



- What is in the packet?
 - Your salary agreement and envelope to return it
 - A black-and-white copy of your salary agreement for your records
 - Kaiser Waiver form
 - ✦ To be completed ONLY if you are waiving medical insurance because you are on another certified group plan
 - Authorization to Drive form
 - ✦ To be completed IF your Director is requiring you to become an approved driver for the 2017-2018 school year
 - Annual Notices

Medical Insurance

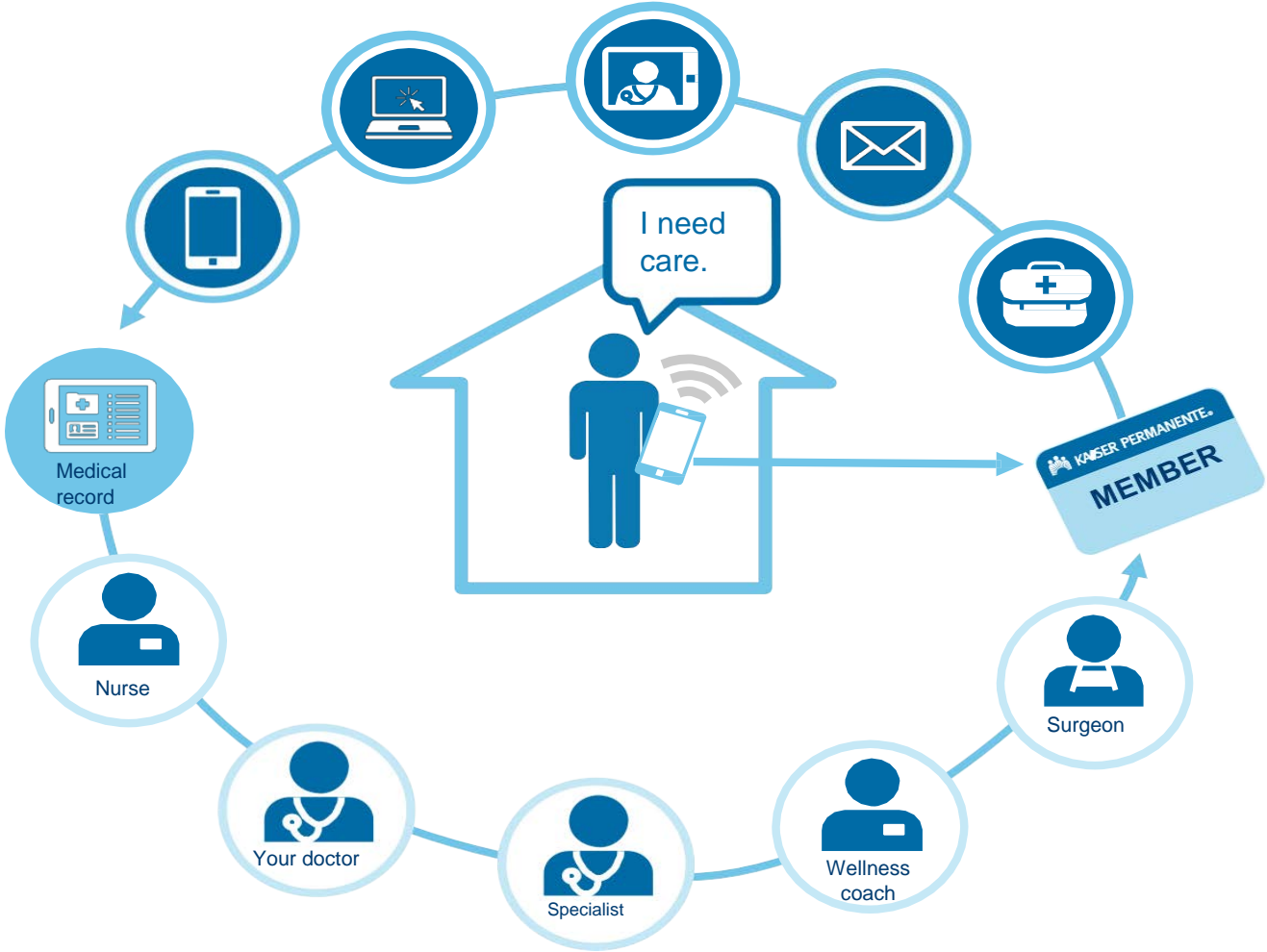


Kaiser



Kaiser Permanente for Ivymount School

Convenient, personalized, and seamlessly integrated into your care



Dental Insurance



Dominion

Did you know you have maximum rollover? Why is this important ??

ROLLOVER BENEFIT

- Allows you to roll over a portion of your unused spending to increase your maximum benefit limit next year, and beyond
- You can save and accumulate part of your unused benefit dollars and use it for the future

The chart below is a four-year example of how *Maximum Rollover* is applied based on a member's annual maximum amount of \$1,500.

	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR
YOUR ANNUAL MAXIMUM AMOUNT	\$1,500	\$1,500	\$1,500	\$1,500
ROLLOVER AMOUNT FROM PREVIOUS YEAR	N/A	\$500	\$500 (from year 1)	\$400 (balance from year 3)
BENEFIT DOLLARS AVAILABLE	\$1,500	\$2,000	\$2,000	\$1,900
YOUR TOTAL CLAIMS PAID*	\$650* (less than \$700)	\$800 (over \$700)	\$1,600** (over \$1500)	\$300 (less than \$700)
CLEANING OR ORAL EXAM DURING YEAR	Yes	Yes	Yes	Yes
ROLLOVER AMOUNT	\$500	\$0	\$0	\$500
ACCUMULATED MAXIMUM ROLLOVER TOTAL	\$500	\$500 (from year 1)	\$400	\$900

The benefit dollars available to this member in Year Five would be \$2,400.

*In this example, "Your total claims paid" cannot exceed the "threshold" amount (of \$700) based on the annual maximum amount of \$1,500.

**In Year Three, the \$1,500 annual maximum was exceeded, but the member had enough Maximum Rollover dollars accumulated (\$500) to cover the additional \$100 cost.

Flexible Spending Accounts



Benefit Resource

FSA & Commuter Benefits



Do you want to save 30% of your money?

1. You elect to have money taken from your paycheck **BEFORE** taxes.
2. You use the funds to pay for eligible out-of-pocket medical, dependent care and/or commuter expenses.



Supplemental Insurance



AFLAC

Ivymount Voluntary Benefits



Aflac Voluntary Benefits		
Short Term Disability	<ul style="list-style-type: none"> • Pays up to 60% of income for missed work due to an illness or off-the-job accident 	<ul style="list-style-type: none"> • Up to \$4,000 without any medical underwriting (up to \$6,000 in coverage available)
Accident	<ul style="list-style-type: none"> • Emergency Room benefit • Follow-up visits & physical therapy benefit • Hospitalization & Ambulance benefit 	<ul style="list-style-type: none"> • Guaranteed issue • Family coverage available • Portable
Sickness	<ul style="list-style-type: none"> • Benefits payable for physician visits, hospital confinement, major diagnostic exams, group/air transportation, etc. 	<ul style="list-style-type: none"> • Guaranteed renewable for your lifetime • Family coverage able • Portable
Critical Illness	<ul style="list-style-type: none"> • Lump sum benefit if you are diagnosed with a serious illness including heart attack, stroke, coma, paralysis, etc. 	<ul style="list-style-type: none"> • Guaranteed renewable • Reoccurrence Benefit • Family coverage available • Portable
Cancer	<ul style="list-style-type: none"> • Pays a benefit if you or a loved one get diagnosed with cancer • One rate for all ages 	<ul style="list-style-type: none"> • Family coverage available • Portable
Dental	<ul style="list-style-type: none"> • Guaranteed renewable • Choose your preferred dentist • Specific benefit amounts for covered procedures 	<ul style="list-style-type: none"> • Even if you have other dental coverage, you'll receive your full benefit amount • Does not require an annual deductible

Life Insurance and Long Term Disability



UNUM

Voluntary Benefits

▶ Voluntary Long Term Disability Insurance:

- ▶ 50% of monthly earnings to a maximum monthly benefit of \$5,000
- ▶ Elimination period: 90 days
- ▶ Definition of disability: Two year regular occupation with Residual disability
- ▶ Maximum benefit duration: ADEA II
- ▶ Pre-existing Conditions: 3/12 exclusion
- ▶ Value Added Services:
 - Employee Assistance Program
 - Worldwide Emergency Travel Assistance

▶ Voluntary Term Life Insurance:

- ▶ **Employee:** up to 5x annual earnings to maximum of \$500,000 in \$10,000 increments
 - Guarantee issue amount: \$110,000
- ▶ **Spouse:** \$5,000 increments to a maximum of \$500,000 (not to exceed 100% of employee benefit)
 - Guarantee issue amount: \$25,000
- ▶ **Child:** \$2,000 increments to a maximum of \$10,000 (not to exceed 100% of employee benefit) -- \$1,000 benefit for ages live birth to 6 months old
- ▶ Age reduction schedule: 65% at age 70; 50% at age 75

Legal Benefits



ARAG

Legal Insurance from ARAG®

Live Life with Fewer Worries



ARAG provides you a variety of legal resources to help you address a wide range of legal situations in the way that works best for you:



In person: Work with an attorney in-office who can provide advice, review documents and provide representation.



Over the phone: Speak with experienced Network Attorneys – who can answer your questions and provide the direction you need.



Online: Use our online educational resources and how-to guidebooks to learn about your legal situation.

Attorney fees are 100% paid-in-full for most covered matters when you work with a Network Attorney.

Legal insurance plans start at just **\$17.50 per month**

To learn more go to **ARAGLegalCenter.com**, Access Code **17939ivy** or call **800-247-4184**.

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403(b) Retirement Savings Account



Lincoln – Plan Administrator
Snowden Lane – Financial Advisor

RETIREMENT PLAN SERVICES

WHAT LINCOLN CAN DO FOR YOU

We're dedicated to providing you:

- The personal support you want and need
- Resources to help you invest in your future with confidence
- Guidance at every stage of your life



Talk to your local advisors at **Snowden Lane Partners** for personalized advice and guidance

- Retirement income planning
- Distribution options counseling
- Investment and asset allocation guidance

Lincoln is trustworthy, experienced,
and with you every step of the way

WHAT IS NEW WITH YOUR 403(B) PLAN

COMING SOON: ROTH 403(B) CONTRIBUTIONS

ROTH CONTRIBUTIONS OPTION MAY BE RIGHT FOR YOU IF:

- You expect your taxes to be higher in retirement
- You have many years to build your savings.
- You're well-prepared for the future and would like to have both pretax and Roth after-tax savings in retirement.

Questions:

- **Sign up for one-on-one meetings on Thursday (5/18)**
- **Visit LincolnFinancial.com/Retirement**
- **Call Participant Services (800-234-3500)**
- **Contact Snowden Lane Partners - mayobryergroup@snowdenlane.com**

IMPORTANT DISCLOSURES

Mutual funds and variable annuities are sold by prospectus. Investors are advised to consider carefully the investment objectives, risks, and charges and expenses of a mutual fund and, in the case of a variable annuity, the variable contract and its underlying investment options. To obtain a mutual fund or variable annuity prospectus that contains this and other information, call 800-4LINCOLN. Carefully read the prospectus before investing or sending money.

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7/15 201

Order code: DC-ENROL-PPT006

Not a deposit	Not FDIC-insured	Not insured by any federal government agency
Not guaranteed by any bank or savings association		May go down in value



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Employee Assistance Program



INOVA

Introducing Inova Employee Assistance



Your employee assistance program is a pre-paid benefit for you provided by Ivymount at no cost.

- Household Members Covered
- This benefit provides a range of tools that can provide support for work and family concerns. Our services are confidential and private.
 - Short Term Counseling
 - Work Life Information & Resources
 - Daily Living

toll-free telephone: 1-800-346-0110

TDD # for the hearing impaired 1-877-845-6465

iConnect Passcode: **110359**

www.inova.org/eap

Username: **Ivymount**

Password: **Ivymount**

Questions or Need Help?



Staff Services is here to help!

Ivymount School & Programs



FOR MORE INFORMATION ABOUT IVYMOUNT:

WWW.IVYMOUNT.ORG

THE IVYMOUNT SCHOOL & PROGRAMS

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