THINGS TO KNOW

Click the links below to watch videos detailing your benefits!

Health Savings Account (HSA) Plan Contribution
For those enrolled in the HSA Plan, TUSD contributes $1,200 into your HSA.

NEW in 2020 - Medical Flexible Spending Account (FSA)

Wellness Incentive Program
Earn $300!

EyeMed - New Vision Carrier!

New Medical and Pharmacy Benefit Manager

10 Month Plan Year
TUSD will have a short plan year from September 1, 2020 to June 30, 2021.

Positive Enrollment
You MUST enroll in your iVisions Self-Service Portal or you will not have any benefits. Please have your username and password handy.
WELCOME TO YOUR TUSD BENEFITS!
As an employee of the Tucson Unified School District, you have access to a comprehensive package of benefits for you and your family. This booklet is an overview and meant to assist you in learning more about your benefits and associated costs. If you need more details or have specific questions regarding coverage, you should refer to your plan summaries and plan documents which are all available on the District website or by request.

CLICK TO ENROLL ONLINE AT iVisions Self Service Portal

COVERAGE WILL NOT ROLL OVER...
So you will need to visit the iVisions Employee self-service portal website and/or Benefits web page from any District computer or from home with internet access, to review benefit materials online and to enroll or re-enroll.

CLICK TO WATCH YOUR ENROLLMENT VIDEO CLICK TO SEE BENEFITS INFORMATION

Now is the perfect time to prepare by doing the following:
✓ Checking that your personal information is accurate at iVisions Self-Service Portal.
✓ Reviewing the benefits in which you are currently enrolled.
✓ Checking out the plans being offered for the upcoming year.

In this booklet, you will find easy-to-understand instructions to help you make your benefit decisions.

As always, we value you as a member of the TUSD family and look forward to a healthy and safe 2020.
ELIGIBILITY & ENROLLMENT

Annual Benefits Enrollment for Eligible Employees

Annual Open Enrollment is the time to make important decisions about your health and welfare benefits, while taking a fresh look at your entire benefits package.


During Annual Benefits Enrollment, you must elect or waive your benefits (no benefits will roll over!), and if participating, elect your Flexible Spending Account (Health Care or Dependent Care) deductions for the upcoming plan year. If you choose to waive benefits during Annual Benefits Enrollment, you will not be able to elect benefits until the next Annual Benefits Enrollment, unless you experience a Qualifying Event.

If enrollment is not completed by August 5th, 2020, you will forfeit coverage starting September 1, 2020 with no opportunity to re-enroll until the next Annual Benefits Enrollment for benefits.

How and When May I Change My Elections?

You can only make changes to your benefits during Annual Benefits Enrollment or a Qualifying Event. If you experience a qualified IRS change midyear, you may be permitted to make a change provided the change is permitted by the IRS and your change request is received within 30 days of the date of the event. If the change request is not completed within 30 days of the event, you will not be able to change your elections until the following year’s Annual Benefits Enrollment period.

Examples of a Qualifying Event:
- Marriage, divorce, legal separation
- Birth of a baby or adoption
- Death of a dependent
- Coverage of a child(ren) due to a Qualified Medical Child Support Order (QMCSO)
- Entitlement or loss of entitlement to Medicare or Medicaid
- Loss of other group benefits

You must notify the TUSD Benefits Office within 30 days of the midyear Qualifying Event. The Benefits Office will determine if your change request is permitted and if so, will open the Employee Self-Service portal for you to make the elected changes electronically. Changes become effective on the first day of the month, following the approved change in status event (except for newborn and adopted children, who are covered back to the date of birth, adoption, or placement for adoption). Some midyear changes also require documentation be provided within 30 days of the event.

REMEmBER! Annual Benefits Enrollment is the one time of year you can make any adjustments you would like for the upcoming plan year.

Wellness Incentive

- If you successfully complete the Wellness Incentive Program your PPO rates will be reduced by $300 spread over 20 biweekly paychecks.
- If you enrolled into the HSA Plan, the $300 wellness credit will be applied to your HSA with Optum Bank biweekly ($15.00).
Section 125 Pre-Tax Program
Section 125 of the Internal Revenue Code allows you to pay for certain insurance benefits before taxes, which increases your take home pay. The amount you pay for premiums is deducted from your gross pay prior to taxes thus you save by not having to pay federal, state, Social Security and Medicare taxes on the premiums deducted from your paycheck. At the District, your premiums will be pre-taxed for your medical, dental, vision, flexible spending accounts and health savings accounts unless you contact HR to make a change.

10-Month Plan Year
TUSD will have a short plan year of 10 months from September 1, 2020 to June 30, 2021. There will be no gap in coverage as long as you continue to elect and enroll in benefits. Benefit plans are administered on a “policy year basis” from September 1, 2020 through June 30, 2021 and thereafter the plan year will be July 1 – June 30 of each year.

Duplicate Coverage
Employees who have dependents who work for the District and are also benefit eligible may not enroll as both an employee and as a dependent in the same plans. It is the employee’s responsibility to make sure that they and their dependents do not have duplicate District coverage. During periodic audits, duplicate coverage will be checked by the Benefits Office. If duplicate coverage is found, duplicate benefits will be terminated and premiums will not be refunded.

Benefit Deductions
Since the majority of employees are not paid over the summer, benefit deductions are not taken during the summer months of June, July and August. This means that anyone who starts paying for benefits after the school year begins, will see a higher biweekly amount than the amount provided in this guide and your confirmation statement. The cost of your coverage is based on the number of months of coverage and spread out over the remaining pay periods. For example, if you are hired on March 15, you become benefits eligible on May 1st (1st of the following month after the 30 day waiting period). Deductions will begin in the month of May that will pay for coverage May - August (4 months).

2020-2021 District and Employee Contributions
All deductions will be taken based on the plan year of September 1, 2020 – June 30, 2021. Your cost will be the monthly cost multiplied by the number of months you are covered in the plan year, divided by the remaining paycheck deduction dates. TUSD takes benefit deductions over 20 pay periods between September and May.

### Non-Wellness Participants

<table>
<thead>
<tr>
<th></th>
<th>HSA $1,500 Plan</th>
<th>PPO $750 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee Per Pay Period (20) Premium</td>
<td>District &amp; Employee Benefits Trust Portion</td>
</tr>
<tr>
<td>Employee Only</td>
<td>$6.00</td>
<td>$449.18</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$149.62</td>
<td>$807.56</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$106.66</td>
<td>$662.90</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$186.78</td>
<td>$1,009.96</td>
</tr>
</tbody>
</table>

### Wellness Participants

<table>
<thead>
<tr>
<th></th>
<th>HSA $1,500 Plan</th>
<th>PPO $750 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee Per Pay Period (20) Premium</td>
<td>District &amp; Employee Benefits Trust Portion</td>
</tr>
<tr>
<td>Employee Only</td>
<td>$6.00</td>
<td>$449.18</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$149.62</td>
<td>$807.56</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$106.66</td>
<td>$662.90</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$186.78</td>
<td>$1,009.96</td>
</tr>
</tbody>
</table>

If you enroll in the HSA Plan and complete the Wellness Incentive Program (WIP), $300 will be deposited into your HSA with Optum Bank biweekly ($15.00).
YOUR HEALTH PLAN OPTIONS
TUSD offers a choice of two medical plans, a Preferred Provider Organization Plan (PPO) and a High Deductible Health Plan (HDHP), paired with a $1,200 District contribution to your Health Savings Account (HSA). UMR administers the medical plans through the United Healthcare Choice Plus network and the HSA through Optum Bank.

TIP
Get the most out of your insurance by using in-network providers.

MEDICAL PLANS - UMR

<table>
<thead>
<tr>
<th>Description of Coverage</th>
<th>HSA $1,500 Plan</th>
<th>PPO $750 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>In Network</td>
<td>Out of Network</td>
</tr>
<tr>
<td>Deductible (Individual ♦ Spouse/DP, Child(ren) or Family)</td>
<td>$1,500 ♦ $3,000</td>
<td>$5,000 ♦ $10,000</td>
</tr>
<tr>
<td>Coinsurance</td>
<td>20% after deductible</td>
<td>50% after deductible</td>
</tr>
<tr>
<td>Out of Pocket Maximum (Includes Deductibles, Coinsurance, medical Copays, and Pharmacy Copays)</td>
<td>$5,000 ♦ $10,000</td>
<td>$7,500 ♦ $15,000</td>
</tr>
<tr>
<td>Medical Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Primary Care Physician (PCP)</td>
<td>20% after deductible</td>
<td>$30 Copay</td>
</tr>
<tr>
<td>Specialist</td>
<td>20% after deductible</td>
<td>$45 Copay</td>
</tr>
<tr>
<td>Preventive care – Wellness ♦ Well Child Care ♦ Immunizations</td>
<td>100% Covered</td>
<td>100% Covered</td>
</tr>
<tr>
<td>Chiropractic Care</td>
<td>20% after deductible</td>
<td>$30 Copay</td>
</tr>
<tr>
<td>Physical Therapy [Office and Outpatient; Medical Necessity Check Required after 25 Visits]</td>
<td>20% after deductible</td>
<td>$30 Copay</td>
</tr>
<tr>
<td>Hospital Admission</td>
<td>20% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Inpatient ♦ Outpatient (Physician Services)</td>
<td>20% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Outpatient Lab &amp; X-ray</td>
<td>20% after deductible</td>
<td>Office: No Charge; Other places of service: 10% after deductible</td>
</tr>
<tr>
<td>Complex Diagnostic Testing</td>
<td>20% after deductible</td>
<td>10% after deductible</td>
</tr>
<tr>
<td>Teladoc Visit</td>
<td>20% after deductible</td>
<td>$15 Copay</td>
</tr>
<tr>
<td>Urgent Care</td>
<td>20% after deductible</td>
<td>$50 Copay</td>
</tr>
<tr>
<td>Emergency Room (copay waived if admitted)</td>
<td>20% after deductible</td>
<td>$500 Copay</td>
</tr>
</tbody>
</table>

FREQUENTLY ASKED QUESTIONS

❓ How will I receive my $1,200 HSA Contribution? This will be divided by pay periods and deposited by into your Optum HSA Account that you open.

❓ Will I receive a new Medical ID card? You will receive an ID card in the mail if you are electing medical coverage.

❓ Does the deductible run on a calendar year or policy year basis? A policy year basis.

❓ How long can I cover my dependent children? Dependent children are eligible until the end of the month in which they turn age 26.

❓ I just got hired. When will my benefits become effective? Your medical insurance benefit will begin on the 1st of the month following thirty 30 days of employment for regular full-time employees.
Access your patient information in just a few clicks

Welcome to umr.com on the go

As a UMR member, you can access your benefits and claims information anytime, anywhere using your mobile device. Log in to umr.com

At umr.com, you can view claims and benefit information, including:

- Explanations of benefits (EOBs)
- Eligibility and benefit information
- Status updates on medical deductibles and out-of-pocket maximums

CVS Caremark is the pharmacy benefit manager. To encourage health and wellness, as well as the use of generics when available, the District provides, at no cost share or deductible, many medications covered at 100%. This list can be found on www.CVS.com or the District’s Benefits website.

Employees may fill their prescriptions from any pharmacy (not just CVS). Mail order medications must be set up through CVS Caremark’s mail order program.

<table>
<thead>
<tr>
<th>Pharmacy Benefits</th>
<th>HSA $1,500 Plan</th>
<th>PPO $750 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail</td>
<td>In Network &amp; Mail Order (90-day supply)</td>
<td>In Network &amp; Mail Order (90-day supply)</td>
</tr>
<tr>
<td>Tier 1</td>
<td>0% after deductible</td>
<td>$0 Copay</td>
</tr>
<tr>
<td>Tier 2</td>
<td>20% after deductible</td>
<td>$40 Copay</td>
</tr>
<tr>
<td>Tier 3</td>
<td>20% after deductible</td>
<td>$80 Copay</td>
</tr>
<tr>
<td>Tier 4 (Specialty) 30 day Supply</td>
<td>20% after deductible</td>
<td>$100 Copay</td>
</tr>
</tbody>
</table>

Click HERE to go to the UMR site!

Click HERE to go to the CVS Caremark site or download the App!
HEALTH SAVINGS ACCOUNT (HSA)
An HSA is a tax-advantaged savings account that can be used for your health care expenses. Your contribution comes out of each paycheck on a pre-tax basis, and is deposited into your HSA account for future use.

If you have a high deductible health insurance plan (HDHP), an HSA can help provide some security for your health care costs and limit out-of-pocket expenses.

<table>
<thead>
<tr>
<th>HSA Contribution Limits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INDIVIDUAL</strong></td>
</tr>
<tr>
<td>$3,600</td>
</tr>
<tr>
<td>CATCH UP 55+</td>
</tr>
</tbody>
</table>

ADVANTAGES OF AN HSA
An HSA can help you save money and conveniently pay for health care costs.

HSAs are designed to offer triple tax benefit: 1) The money you deposit into your HSA is tax-free; 2) Your money gains interest tax-free and; 3) You can withdraw it tax-free for any qualified medical expenses. Additionally, TUSD will contribute $1,200 into your HSA account. To boost your savings for future medical expenses, you can contribute as much as you can up to the HSA combined employer and employee contribution limit.

BUILD FOR THE FUTURE
HSA’s enable you to build an incredible financial resource for health care stability.

The huge tax advantages and rollover policies of an HSA make it ideal for anyone looking to take control of their health care finances. Consumers who are between the ages of 55 and 65 also have the opportunity to make additional “catch-up” contributions to the fund. Increased access to this fund begins at age 65.

IS AN HSA RIGHT FOR YOU?
HSA’s can be very cost effective, but it is important to understand how they work.
An HSA is a good option for someone who is looking to save long term. If you have a high deductible health insurance plan and are able to come up with a reasonable estimate of your health care expenses each year, you could potentially save a great deal of money with an HSA.

If you have a chronic condition, but know your annual expenses and are able to budget enough money to cover your health care costs, an HSA could also be beneficial.
ELIGIBILITY
You can enroll in an HSA if:
• You are covered under a qualified HDHP and not covered by any other health plan, Medicare, AHCCCS or TRICARE. (Contributions to an HSA must stop if you enroll in Medicare. However, you can keep the money in your HSA and use it to pay for medical expenses tax-free.)
• You are not claimed as a dependent on someone else’s tax return.
• If you are turning 65 in the upcoming plan year, please contact the Benefits Office to discuss how this affects your HSA and your contribution options. As an HSA account holder, it is your responsibility to ensure that you do not contribute more than you are eligible to contribute based on IRS guidelines. IRS Notice 2004-67 explains the contribution limits when you are eligible for Medicare and you can also contact HSA Bank for guidance.

WHY IT’S IMPORTANT TO DESIGNATE A BENEFICIARY
• One of the most neglected areas of retirement planning is beneficiary designation.
• By having a designated beneficiary in place at the time of your death, the assets of your HSA can be distributed according to the designation. If you die without having a valid beneficiary designation, your HSA will be distributed to your estate.

2020-2021 ANNUAL DISTRICT CONTRIBUTION TO HEALTH SAVINGS ACCOUNTS
TUSD partners with Optum Bank to administer your HSA. Standard service fees may apply based upon your account choice and balance.

Individual Employee or Family
(More than 1 person enrolled): $1,200

How to Set up Your Account
It only takes minutes to enroll in a health savings account (HSA) from Optum Bank. When enrolling, you can choose to receive your welcome kit electronically or by mail. You will also receive a health savings account Debit MasterCard® by mail within ten days in an unmarked envelope.

TUSD Group Number: 76414496
1. Go online to www.optumbank.com and select “Enroll Now.”
2. Read through the page to confirm your eligibility and select “Next.”
3. Complete your online enrollment.

What you’ll need:
• Your Social Security number
• Your primary email address
• An identification number from another form of ID, such as your driver’s license, state-issued identification or passport

If you enrolled into the HSA Plan + Wellness Incentive Program (WIP), the $300 wellness credit, if earned, will be applied to your HSA with Optum Bank biweekly ($15.00).
While we recommend that you seek routine medical care from your primary care physician whenever possible, there are alternatives available to you. Services may vary, so it’s a good idea to visit the care provider’s website. Be sure to check that the facility is in-network by calling the toll-free number on the back of your medical ID card, or by visiting the UMR site.

### PRIMARY CARE
- Routine, primary/preventive care
- Non-urgent treatment
- Chronic disease management

For routine, primary/preventive care or non-urgent treatment, we recommend going to your doctor’s office. Your doctor knows you and your health history and has access to your medical records. You may also pay the least amount out of pocket.

### TELADOC
- Cold/flu
- Diarrhea
- Fever
- Rash
- Sinus problems

Teladoc lets you see and talk to a doctor from your mobile device or computer without an appointment, anytime and anywhere! UMR partners with Teladoc to bring you care from the comfort and convenience of your home or wherever you are.

### CONVENIENCE CARE
- Common infections (ear infections, pink eye, strep throat & bronchitis)
- Flu shots
- Pregnancy tests
- Vaccines
- Rash
- Screenings

These providers are a good alternative when you are not able to get to your doctor’s office and your condition is not urgent or an emergency. They are often located in retail stores such as CVS, and generally serve patients 18 months of age or older without an appointment. Services may be provided at a lower out-of-pocket cost than an urgent care center.

### URGENT CARE
- Sprains
- Small cuts
- Strains
- Minor infections
- Sore throats
- Mild asthma attacks
- Back pain or strains

Sometimes you need medical care fast, but a trip to the emergency room may not be necessary. During office hours, you may be able to go to your doctor’s office. Outside regular office hours — or if you can’t be seen by your doctor immediately — you may consider going to an Urgent Care Center where you can generally be treated for many minor medical problems faster than at an emergency room.

### EMERGENCY ROOM
- Heavy bleeding
- Large open wounds
- Chest pain
- Spinal injuries
- Difficulty breathing
- Major burns
- Severe head injuries

An emergency medical condition is any condition (including severe pain) which you believe that, without immediate medical care, may result in serious injury or is life threatening. Emergency services are always considered in-network. If you receive treatment for an emergency in a non-network facility, you may be transferred to an in-network facility once your condition has been stabilized.

If you believe you are experiencing a medical emergency, go to the nearest emergency room or call 9-1-1, even if your symptoms are not described here.
NEW in 2020, TUSD will offer a Healthcare FSA!

TUSD offers employees the ability to contribute a full Healthcare Flexible Spending Account (FSA). You may contribute up to $2,290 in Pre-Tax funds into your FSA account for Medical, Dental and Vision expenses for you and your family. Note, you may not use funds for Medical expenses before the plan deductible is met, if enrolled in the HSA Plan.

WHAT IS AN FSA?

Flexible spending accounts, or FSAs, provide you with an important tax advantage that can help you pay health care and dependent care expenses on a pre-tax basis. By anticipating your family’s health care and dependent care costs for the next plan year, you can lower your taxable income. As an employee, you agree to set aside a portion of your pre-tax salary in an account, and that money is deducted from your paycheck over the course of the year. The amount you contribute to the FSA is not subject to social security (FICA), federal, state or local income taxes—effectively adjusting your annual taxable salary. Your maximum contribution for 2020 is $2,290.

PROS AND CONS OF AN FSA

FSA’s have many advantages. They allow you to set aside money tax-free that you can use to pay for qualified medical expenses. FSA’s are flexible and allow you to withdraw funds for qualified medical expenses at any time throughout the year. Your employer allows you to rollover up to $500 of unused money in your medical FSA. Any amount above that is lost. Also remember to fill out all necessary forms and show receipts for all FSA-eligible purchases in order to be reimbursed.

IS AN FSA RIGHT FOR YOU?

The flexible spending accounts are beneficial for anyone who has out-of-pocket medical, dental, vision, hearing or dependent care expenses beyond what his or her insurance plan covers.

ELIGIBLE EXPENSES

Eligible health care expenses for the health care reimbursement FSA include more than just your deductible and copayments. You can also reimburse items such as prescription drugs, dental expenses, eye glasses and contacts, certain medical equipment and many more items. Refer to IRS Publication 502 for full list:

CLICK HERE TO REVIEW IRS PUBLICATION 502

If you are enrolled in the HSA, you are eligible for a Limited-Purpose FSA to pay for dental and vision expenses only. If you have a traditional FSA and are electing an HSA it is best to spend those funds before the plan year ends or they will be rolled into the limited-purpose FSA.

DEPENDENT CARE FSA

TUSD offers employee the ability to contribute to a Dependent Care Flexible Spending Account for eligible childcare expenses. The money is deducted before taxes so you don’t pay most federal, state, Social Security and Medicare taxes on that amount. Along with your annual contribution amount, there is a $3.15 monthly administrative fee associated with your Dependent Care Account.

Please check with your dependent care provider to ensure their services are eligible for reimbursement. TUSD does have facilities that are eligible for reimbursement, but please ask the provider first.

Qualifying dependents must be your dependents for federal income tax purposes, but they need not be covered by any other District benefits.

The Dependent Care Account is a pay as-you-go account. You may only be reimbursed up to the amount you have contributed into the account.

$4,160 is the maximum that can be contributed for the 2020 plan year for the Dependent Care account.
**WELLNESS INCENTIVE PROGRAM**

**LIFESTYLE IMPROVEMENTS FOR EMPLOYEES – A Wellness Program by Tucson Unified**

When you take small steps and make healthy everyday choices, you’re choosing health. There are District resources that can help you choose health, and why not get rewarded while you’re at it? The rewards period starts September 1, 2020. The health reward is a $300 Wellness Credit added to your Health Savings Account (HSA) if enrolled in the HSA Plan or $300 Premium Differential if enrolled on the PPO Plan.

**Instructions:** Please use this checklist to verify that you have completed the components to receive your 2021 - 2022 Incentive. The qualifying period for submission is **June 16, 2020 to March 15, 2021.** All required components must be submitted by **March 15, 2021** to qualify. Please print clearly on all forms and keep a copy of all forms for your own records. Keep this checklist for your records.

<table>
<thead>
<tr>
<th>Incentive Qualifier</th>
<th>Instructions &amp; Documentation Required to Earn Incentive</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Complete all three qualifying steps below.</strong></td>
<td></td>
</tr>
<tr>
<td>Complete an Annual Physical Exam</td>
<td>Submit Healthcare Provider Verification Form completed and signed by physician or healthcare provider to Wellness Council of Arizona.</td>
</tr>
<tr>
<td>Complete Annual Lab Work</td>
<td>Submit Lab Work Results Verification Form and legible copy of Lab Work Results to Wellness Council of Arizona.</td>
</tr>
<tr>
<td>Complete Wellness Council of Arizona Wellness Survey</td>
<td>Submit Wellness Survey Form completed and signed to the Wellness Council of Arizona.</td>
</tr>
<tr>
<td><strong>Pick 2 out of 9 options to complete below.</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Option 1:</strong> Complete and sign the Non-Tobacco User Affidavit Form.</td>
<td>Submit the Non-Tobacco User Affidavit Form to the Wellness Council of Arizona.</td>
</tr>
<tr>
<td><strong>Option 2:</strong> Participate in ongoing Health Coaching with a Wellness Council of Arizona Health Coach throughout the school year. (4 session minimum).</td>
<td>Submit Activity Form and provide proof of completion with signature or email from the Health Coach to the Wellness Council of Arizona. If you are meeting them virtually, your Health Coach will send an email once you qualify for the credit.</td>
</tr>
<tr>
<td><strong>Option 3:</strong> Attend 4 wellness presentations/recorded webinars in the 2020-2021 school year provided by the Wellness Council of Arizona Health Coaches. Complete the self-paced course on the portal as 1 of the 4.</td>
<td>Submit Activity Form. Needs to match attendance sheets provided at each presentation. If you are viewing a recorded webinar, be sure to submit your completed quiz to <a href="mailto:WellnessCoaches@onmicrosoft.tusd1.org">WellnessCoaches@onmicrosoft.tusd1.org</a> if you are participating in the self-paced course, certification must be sent in with the form.</td>
</tr>
<tr>
<td><strong>Option 4:</strong> Review Wellness Council of Arizona Wellness Survey with a Wellness Council of Arizona Health Coach.</td>
<td>Print and take a copy of your Wellness Survey with you to your appointment with a Health Coach. Submit Activity Form and provide proof of completion with signature or email from the Health Coach to the Wellness Council of Arizona. If you are reviewing your Wellness Survey virtually, your Health Coach will send an email once you qualify for the credit.</td>
</tr>
<tr>
<td><strong>Option 5:</strong> Submit receipts of payment for gym memberships, fitness facility or program, or home use fitness accessories (minimum of $150, purchased within the last 12 months).</td>
<td>Submit Activity Form and provide proof of purchase with copies of receipts or statements to the Wellness Council of Arizona.</td>
</tr>
<tr>
<td><strong>Option 6:</strong> Submit proof of participation in fund raising fitness activities (walks, rides and runs that benefit local or national non-profits).</td>
<td>Submit Activity Form and provide proof of participation with copies of receipt, certificate of completion, etc. to the Wellness Council of Arizona.</td>
</tr>
<tr>
<td><strong>Option 7:</strong> Complete 2 of 4 Wellness Challenges: FITGO Bingo 2020, Veg-Out Challenge 2020, Biggest Winner Team Challenge 2021, or WELCOAZ Corporate Challenge 2021.</td>
<td>Submit Activity Form. Needs to match the Wellness Council of Arizona’s records. To have a challenge qualify for the Wellness Incentive Program, you must qualify for prizes.</td>
</tr>
<tr>
<td><strong>Option 8:</strong> Complete a Wellness Program through UMR (Initial 16 weeks of Real Appeal available at tusd1.org/benefits or a UMR Disease Management Program.)</td>
<td>Submit Activity Form and provide proof of participation with signature from a Health Coach to the Wellness Council of Arizona.</td>
</tr>
<tr>
<td><strong>Option 9:</strong> Complete the TUSD Employee Wellbeing Interest Survey. Visit <a href="https://www.surveymonkey.com/r/TUSDwellbeing">https://www.surveymonkey.com/r/TUSDwellbeing</a> to complete the TUSD Employee Wellbeing Interest Survey.</td>
<td>Complete this survey between October 1, 2020 - October 31, 2020 to receive credit. Be sure to enter your name and TUSD email address at the end of the survey to provide proof of participation.</td>
</tr>
</tbody>
</table>

**How to Submit Forms to the Wellness Council of Arizona:**
- Secure Email: verified@welcoaz.org (preferred method)
- Mailing Address: Wellness Council of Arizona, 1670 N. Kolb Rd. Ste. 246, Tucson, AZ 85715
- Secure Fax Number: 520-293-3368 (follow up with a call to 520-293-3369 or email to confirm receipt of your fax)
Start living a healthier life with Real Appeal®, an online weight loss program proven to help you achieve lifelong results at no additional cost as part of your health plan benefits.

Real Appeal is a step-by-step, personalized program that will entertain and inspire you to make positive, lasting changes for a better body and a healthier, happier life. Lose all the weight you want and live the life you deserve. You’ll feel great and look the very best you ever have.

Real Appeal is available at no cost to eligible employees and spouses/domestic partners with our UMR Medical Plans and a BMI of 23 or greater.

FEELING OVERWHELMED?
When you’re at home, it can be difficult to keep active — and easy to get distracted. Find focus and create new, healthy habits with help from Real Appeal®.

Lose Weight. Feel Great.
Start living a healthier, happier life with help from Real Appeal®, a free* online weight loss program proven to help you achieve real, lifelong results.

Get started today at tusd.realappeal.com

Make the Change You’ve Always Wanted, for Free
Real Appeal is available at no additional cost as part of your company’s health plan benefits.

• Small steps. Lasting change. Set achievable nutrition, exercise, and weight loss goals, then track your progress from your daily dashboard.

• Support and guidance. Committed to you. Stay focused on your goals with online group sessions led by coaches and a caring community of members.

• Tools and resources. Delivered to your door. You’ll receive a Success Kit with body weight and food scales, exercise tools, food guides, and more.

Have your health insurance ID card handy when enrolling.

Real Appeal is a program on Rally Coach™ available at no cost to eligible employees and spouses/domestic partners with our UMR insurance and a BMI of 23 or greater. Reduction in health insurance premiums will be awarded upon completion of 16 group sessions.

HELPING YOU STAY ON TRACK
Real Appeal is a program on Rally Coach™ available to you and eligible family members at no additional cost as part of your health insurance.

Personalized Guidance. Chat 1:1 with an online coach who is there to guide you and offer the support needed to stay on track.

Online Support – All in One Place. Take control of your goals, track meals and exercise, view your progress, and reach out to your coach for support — all from your own device.

Motivational Resources. Access a digital library of health-focused content to stay informed and inspired. You’ll also receive a Success Kit — delivered right to your door.
TUSD offers three dental plan options to eligible employees; a prepaid plan through Employers Dental Service (EDS) and two traditional PPO dental plan options – High and Low Plans through Delta Dental.

### DELTA DENTAL PLANS

<table>
<thead>
<tr>
<th>Delta Dental Plans</th>
<th>Low Plan</th>
<th>High Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Covered Services</td>
<td>PPO Dentist</td>
<td>Premier and Out-of-Network Dentist</td>
</tr>
<tr>
<td>Benefits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plan Year Maximum</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Plan Year Deductible (Individual/Family)</td>
<td>$50/$150</td>
<td>$50/$150</td>
</tr>
<tr>
<td>Preventive Services</td>
<td>Delta Dental Pays</td>
<td>Delta Dental Pays</td>
</tr>
<tr>
<td>Exams, evaluations or consultations</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Routine Cleanings</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>X-Rays</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Basic Services</td>
<td>Delta Dental Pays (waiting period of 6 months)</td>
<td>Delta Dental Pays</td>
</tr>
<tr>
<td>Fillings</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>Endodontics</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>Periodontics</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>Extractions and surgical procedures</td>
<td>60%</td>
<td>80%</td>
</tr>
<tr>
<td>Major Services</td>
<td>Delta Dental Pays (waiting period of 6 months)</td>
<td>Delta Dental Pays</td>
</tr>
<tr>
<td>Bridges, Partial Dentures</td>
<td>40%</td>
<td>50%</td>
</tr>
<tr>
<td>Implants</td>
<td>40%</td>
<td>50%</td>
</tr>
<tr>
<td>Orthodontia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lifetime Ortho Benefit Maximum</td>
<td>Benefits for adults and children</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

**Benefit Features:**
- You may visit any network dentist, but will save the most money by visiting a PPO dentist.
- Members may incur higher out-of-pocket costs when seeing a Premier or Out of Network Dentist.

### EMPLOYERS DENTAL SERVICES (EDS) PLAN

**Benefit Features:**
- Lowest Premium
- No deductibles or maximums for covered services
- Pay only your copayment - refer to the Description of Benefits and Copayments online.
- You must select and visit your primary care dentist in the EDS network in order to receive benefits.
- The directory of in-network dental care providers in EDS is available on their site.
TUSD offers a comprehensive vision plan through EyeMed as well as a Discount Plan. From annual eye exams to benefits for glasses and contacts, the TUSD vision plans expand the scope of benefits for you and your family.

**Vision Benefit Coverage Provided (In-Network)**

- **Vision Exam (once every plan year)**: $10 Copay
- **Frames (once every plan year)**: $130 Allowance, plus 20% off the remaining balance
- **Lenses (once every plan year)**:
  - Standard Plastic Single Vision: $15 Copay
  - Standard Plastic Bifocal: $15 Copay
  - Standard Plastic Trifocal: $15 Copay
- **Contact Lenses (once every plan year)**: $130 Allowance, plus 15% off the remaining balance

**EyeMed Vision Plan**

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee Per Pay Period (20) Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only</td>
<td>$2.72</td>
</tr>
<tr>
<td>EE + Spouse</td>
<td>$4.78</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$5.52</td>
</tr>
<tr>
<td>EE + Family</td>
<td>$7.11</td>
</tr>
</tbody>
</table>

The Discount Vision Plan provides 20% discount on services and materials and 10-20% on Laser Vision Correction.

### Examples of Your Estimated Savings with EyeMed!

**Exam, Frame and Single Vision Lens**

<table>
<thead>
<tr>
<th>Exam, Frame and Single Vision Lens</th>
<th>Average Retail (No District Benefit)</th>
<th>TUSD Vision Benefit <em>BEST VALUE</em></th>
<th>TUSD Discount Only Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eye Exam</td>
<td>$104.00</td>
<td>$10.00</td>
<td>$104.00</td>
</tr>
<tr>
<td>Lenses (Single Vision)</td>
<td>$156.00</td>
<td>$15.00</td>
<td>$124.80</td>
</tr>
<tr>
<td>Frame</td>
<td>$179.00</td>
<td>$39.20</td>
<td>$143.20</td>
</tr>
<tr>
<td>Total</td>
<td>$439.00</td>
<td>$64.00</td>
<td>$372.00</td>
</tr>
</tbody>
</table>

**Exam and Contact Lenses**

<table>
<thead>
<tr>
<th>Exam and Contact Lenses</th>
<th>Average Retail (No District Benefit)</th>
<th>TUSD Vision Benefit <em>BEST VALUE</em></th>
<th>TUSD Discount Only Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eye Exam</td>
<td>$104.00</td>
<td>$10.00</td>
<td>$104.00</td>
</tr>
<tr>
<td>Fit &amp; Follow Up</td>
<td>$69.00</td>
<td>$69.00</td>
<td>$40.00</td>
</tr>
<tr>
<td>Contact Lenses (conventional)</td>
<td>$252.00</td>
<td>$103.70</td>
<td>$252.00</td>
</tr>
<tr>
<td>Total</td>
<td>$425.00</td>
<td>$182.70</td>
<td>$396.00</td>
</tr>
</tbody>
</table>

Paste in Your Code: VT249F5A

**Click Here** to see the directory of vision care providers and view your interactive benefit portal.
Employee Assistance Program (EAP) is a free, comprehensive and confidential resource that can help you sort through life’s difficult matters. The EAP benefit covers 6 confidential short-term counseling visits and is at no cost to employees and their families. The EAP can assist with many situations, such as:

- Stress
- Depression
- Workplace Difficulties
- Anxiety
- Substance Abuse
- Family or Parenting Conflicts
- Grief
- Violence
- Unhealthy Lifestyles

EAP is offered through Jorgensen Brooks at (520) 575-8623. Calls are answered 24 hours a day, 7 days a week.
LIFE INSURANCE BENEFITS
SUN LIFE

EMPLOYER PAID BASIC LIFE/AD&D PLAN
The District provides eligible employees with Basic Life Insurance and Accidental Death and Dismemberment Insurance coverage in the amount of one times your annual salary to a maximum of $200,000. Coverage amounts are rounded to the next highest $1,000. After you reach age 70, the policy amount is reduced. An accelerated death benefit is also available in the event of your terminal illness. You must designate a beneficiary for the Basic Life Insurance benefit who is 18 years or older. In the event of your death, your beneficiary will receive the proceeds.

AD&D pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident.

SUPPLEMENTAL LIFE/AD&D PLAN
Eligible employees may purchase supplemental life insurance coverage for yourself, your eligible spouse or domestic partner, and dependent children.

- You may elect Supplemental Life and AD&D Insurance of $10,000 to $1,000,000 in $10,000 increments, not to exceed 6 times your annual salary. Coverage amounts are rounded to the next highest/nearest $10,000. After you reach age 70, the policy amount is reduced.
- Eligible employees may elect Spouse Supplemental Life and AD&D Insurance of $5,000 to $250,000 in $5,000 increments, not to exceed 100% of your approved employee Supplemental Life Insurance amount. After you reach age 70, the policy amount is reduced.
- Employees must have elected additional life insurance for themselves in order to add spouse supplemental coverage.
- Eligible employees may elect Child(ren) Supplemental Life and AD&D Insurance of $1,000, $5,000 or $10,000.
- Employees must have elected Supplemental Life Insurance for themselves in order to enroll in Child(ren) Supplemental Life Insurance.
- A benefit eligible employee cannot be covered as a dependent of another TUSD employee.
If you elect to increase your coverage to a higher amount, you will need to complete and submit an evidence of insurability (EOI) to Sun Life before coverage becomes effective.

SUPPLEMENTAL LIFE RATE TABLE

<table>
<thead>
<tr>
<th>Age</th>
<th>Monthly Rate/$10,000</th>
<th>Age</th>
<th>Monthly Rate/$10,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 25</td>
<td>.57</td>
<td>50-54</td>
<td>$2.37</td>
</tr>
<tr>
<td>25-29</td>
<td>.57</td>
<td>55-59</td>
<td>$4.11</td>
</tr>
<tr>
<td>30-34</td>
<td>.70</td>
<td>60-64</td>
<td>$4.60</td>
</tr>
<tr>
<td>35-39</td>
<td>.76</td>
<td>65-69</td>
<td>$11.24</td>
</tr>
<tr>
<td>40-44</td>
<td>$1.01</td>
<td>70-74</td>
<td>$13.41</td>
</tr>
<tr>
<td>45-49</td>
<td>$1.50</td>
<td>75+</td>
<td>$20.80</td>
</tr>
</tbody>
</table>

Children - All Ages Coverage, Monthly Rate = $.12
20 Pay Biweekly rate = $.07 per child insured

REVIEW YOUR LIFE INSURANCE POLICY

Follow the steps below using the Supplemental Life Rate Table to calculate your premium for you and your spouse based on the amount of insurance you elect:

Step 1: Enter the rate per $10,000 based on age

Step 2: Take the amount of insurance and divide it by 10,000: (Example: For $150,000 of coverage, enter (15)

Step 3: Multiply Steps 1 and 2 (this is your monthly cost)

Step 4: To determine your biweekly rate convert your monthly rate into an annual rate (monthly rate x 10 months).

Step 5: You then take this annual rate and divide by 20 (pay periods in which deductions take place).
DISABILITY COVERAGE
SUN LIFE

SHORT TERM DISABILITY
Voluntary Short Term Disability coverage helps provide income protection for employees with unexpected health events, associated expenses and possible time away from work due to a non-occupational injury or sickness.

Short Term Disability (STD) insurance can help you replace a portion of your income during a period of Disability, up to 26 weeks. The benefit amount is 66 2/3% of your pre-disability weekly earnings. The maximum weekly benefit under the base plan is $2,500. The elimination period begins on the day your doctor determines you become disabled and is the length of time you must wait while being disabled before you are eligible to receive a benefit.

The District offers two plans through MetLife with elimination periods as follows:

7/14 Plan: Example based on an annual salary of $30,000

14/21 Plan: Example based on an annual salary of $30,000

Plan 7/14
For Injury: 7 days
For Sickness (includes pregnancy): 14 days

Plan 14/21
For Injury: 14 days
For Sickness (includes pregnancy): 21 days

<table>
<thead>
<tr>
<th>Plan 7/14</th>
<th>Plan 14/21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Premium</td>
<td>Annual Premium</td>
</tr>
<tr>
<td>=</td>
<td>=</td>
</tr>
<tr>
<td>Annual earnings* .667*.0126923</td>
<td>Annual earnings* .667*.0080769833</td>
</tr>
<tr>
<td>$253.97</td>
<td>$161.62</td>
</tr>
<tr>
<td>Biweekly Cost</td>
<td>Biweekly Cost</td>
</tr>
<tr>
<td>Annual cost divided by 20 paychecks</td>
<td>Annual cost divided by 20 paychecks</td>
</tr>
<tr>
<td>$12.70</td>
<td>$8.08</td>
</tr>
</tbody>
</table>

LONG TERM DISABILITY
Arizona State Retirement System (ASRS)

TUSD is a part of the Arizona State Retirement System (ASRS) which gives you access to Long-Term Disability (LTD) benefits. If you are currently a member of ASRS and contributing to the plan you are eligible for Long-Term Disability benefits. In the event of a prolonged absence from work (6 months) you may be eligible for monthly payments in the amount of 66 2/3 of your monthly compensation.

WHAT’S MORE LIKELY?
Many workers think these events are more likely than becoming disabled during their careers. But here are the actual odds:

In fact, nearly 40 million American adults live with a disability.

Nearly 70% of workers that apply to Social Security Disability Insurance are denied.
CRITICAL ILLNESS PLAN

MetLife

Critical Illness Insurance can complement your medical and disability income coverage and can ease the financial impact of a critical illness by providing a lump-sum payment when you are diagnosed with a covered condition.

The TUSD MetLife Critical Illness policy covers conditions such as (see plan document for full list and schedule of benefits for each category):

- Cancer
- Heart Attack
- Stroke
- Major Organ Transplant

COULD YOU PAY THE BILLS IF YOU WEREN’T WORKING?

Less than 1/4 of U.S. consumers have enough emergency savings to cover six months or more of their expenses.

Monthly Premium for $10,000 of Coverage

<table>
<thead>
<tr>
<th>Attained Age</th>
<th>Employee</th>
<th>Spouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;25</td>
<td>$1.10</td>
<td>$1.10</td>
</tr>
<tr>
<td>25-29</td>
<td>$1.30</td>
<td>$1.20</td>
</tr>
<tr>
<td>30-34</td>
<td>$2.20</td>
<td>$2.00</td>
</tr>
<tr>
<td>35-39</td>
<td>$3.70</td>
<td>$3.70</td>
</tr>
<tr>
<td>40-44</td>
<td>$6.60</td>
<td>$6.60</td>
</tr>
<tr>
<td>45-49</td>
<td>$11.40</td>
<td>$11.70</td>
</tr>
<tr>
<td>50-54</td>
<td>$17.80</td>
<td>$19.50</td>
</tr>
<tr>
<td>55-59</td>
<td>$27.00</td>
<td>$31.30</td>
</tr>
<tr>
<td>60-64</td>
<td>$39.80</td>
<td>$48.70</td>
</tr>
<tr>
<td>65-69</td>
<td>$59.20</td>
<td>$75.30</td>
</tr>
<tr>
<td>70-74</td>
<td>$86.60</td>
<td>$108.30</td>
</tr>
<tr>
<td>75-79</td>
<td>$125.80</td>
<td>$150.10</td>
</tr>
<tr>
<td>80-84</td>
<td>$160.90</td>
<td>$185.40</td>
</tr>
<tr>
<td>85+</td>
<td>$174.30</td>
<td>$198.00</td>
</tr>
</tbody>
</table>

Child(ren) up to age 26: $.70
Hyatt Legal Plan
(MetLaw)
The Hyatt Legal Plan provides you, your spouse and dependents with fully covered legal services from attorneys experienced in estate planning documents, civil suits, adoption, creditor issues and much more. Sign up for a convenient payroll deduction of just $18.50 a month, and save hundreds over typical attorney fees with no deductibles, no co-pays, no claim forms or usage limits when using a Hyatt Legal Network Attorney.

CLICK HERE TO LEARN MORE ABOUT THE PLAN

Enter Access Code: GetLaw

Emergency Travel Assistance
Assist America (Sun Life)
If you have a medical emergency while you are more than 100 miles away from home, you don’t have to face it alone. With one simple phone call, you can be connected to Assist America’s staff of medically trained, multilingual professionals who can advise you in a medical emergency. No matter where you are in the world, they will help you access or receive:
• Pre-qualified, English-speaking professionals working in hospitals, pharmacies, and dental offices
• Medical consultation, evaluation, and referral
• Hospital admission assistance
• Critical care monitoring
• Emergency medical evacuation
• Transportation to return home or to a rehabilitation facility
• Prescription assistance
• Legal and interpreter services, and more
You or your immediate family (whether traveling together or separately) can activate Assist America’s emergency services with one call to the number on your Assist America ID card, whether you are on vacation or on a business trip (spouse business travel excluded). Assist America pays for 100% of the services it arranges for and provides.

Identity Theft Protection
Assist America (Sun Life)
You have the support of a comprehensive Identity Theft Protection program through Assist America’s SecurAssist Identity Protection program. It provides:
• 24x7 telephone support and step-by-step guidance by anti-fraud experts.
• Case worker to you to help you notify the credit bureaus and file paperwork to correct your credit reports.
• Help canceling stolen cards and reissuing new cards, and help notifying financial institutions and government agencies.
• Securely store information from credit cards, bank cards, and documents in one safe, centralized location.
• Register for identity fraud protection surveillance of up to 10 credit or debit cards.
• Registered cards are monitored using sophisticated real-time early warning technology.
TUSD is a member of the Arizona State Retirement System. ASRS is a state agency that administers a pension plan, long term disability plan, retiree health insurance plans and other benefits to qualified government workers. New employees must complete the online registration process to ensure proper enrollment in the ASRS. The online registration process also allows all employees access to their ASRS account online, where they can register beneficiaries and ensure their personal information, such as name, address, phone and email are up-to-date.

TSA CONSULTING
TUSD encourages you to take care of your future by planning well today. Reach out to TSA Consulting Group to learn about and enroll in 403(b) Savings Plans, 403(b) and 457(b) Deferred Compensation Plan options.

FAMILY MEDICAL LEAVE ACT (FMLA)
To be eligible for FMLA, you must be employed for 12 months or longer with TUSD and meet 1250 hours per year threshold.

EMPLOYEES RIGHTS AND NOTIFICATIONS
It is important that you review the Important Notices found on the TUSD Benefits Website at least once a year for important information. These notices are mandated by the Federal Government to ensure employees are aware of their rights.
VIDEO RESOURCES

MEDICAL PLANS
- Primary Care vs. Urgent Care vs. ER
- HDHP vs. PPO
- HDHP With HSA Overview

INSURANCE 101
- Benefits Key Terms Explained
- How To Read An EOB
- What Is A Qualifying Event?

TAX ADVANTAGE SAVINGS ACCOUNTS
- What Is A Health Savings Account?
- What Is A Flexible Spending Account?
- What Is A 403(b) Retirement Plan?

ANCILLARY BENEFITS
- What Is Dental Insurance?
- What Is Vision Insurance?
- What Is Life And AD&D Insurance?
- What Is Critical Illness Insurance?
<table>
<thead>
<tr>
<th>Carrier Information</th>
<th>Who to Contact</th>
<th>Carrier Information</th>
<th>Who to Contact</th>
</tr>
</thead>
</table>
| TUSD Benefits Office | TUSD Benefits Office  
- Eligibility Questions  
- FMLA Information and forms  
- LOA information and forms  
- General information on benefits and coverage | Health Savings Account (HSA) Bank | Optum Health Bank - TUSD Group Number: 76414496  
1-800-791-9361  
www.optumbank.com |
| Employee Benefit Portal | iVisions Employee Self Service  
www.ivisions.tusd1.org | Hyatt Legal Plan | MetLaw  
1-800-821-6400  
www.info.legalplans.com |
| Arizona State Retirement | Arizona State Retirement System (ASRS)  
520-239-3100  
www.azasrs.gov | Identify Theft Protection | Assist America (through Sun Life Financial)  
Membership #: 01-AA-SUL-100101  
Access code 18327  
1-877-409-9597  
www.securassist.com/sunlife |
| Critical Illness | MetLife  
1-866-626-3705  
www.mybenefits.metlife.com | Life Insurance | Sun Life Financial  
1-888-444-0134  
www.sunlife.com/us  
TUSD Group Policy #: 931333 |
| Delta Dental Plan | Delta Dental  
1-800-352-6132  
www.deltadentalaz.com  
TUSD Group Number: 4215 | Medical Plans Claims Administrator | UMR  
Customer Service: 1-800-826-9781  
www.umr.com  
TUSD Group Number: 76414496 |
| Employer Assistance Program (EAP) | Jorgensen Brooks  
520-575-8623  
https://www.advantageengagement.com/1651/login_company.php | Pharmacy / Prescriptions | CVS Caremark  
Customer Service: 1-888-964-0134  
www.caremark.com  
RxBIN: 004336 |
| Employer Dental Services (EDS) | Employer Dental Services  
520-696-4343  
1-800-722-9772  
www.mydentalplan.net | Short-Term Disability | MetLife  
1-800-638-6420  
www.mybenefits.metlife.com |
| Emergency Travel Assistance | Assist America (through Sun Life Financial)  
Membership #: 01-AA-SUL-100101  
1-800-872-1414 in U.S.  
1-609-986-1234 outside U.S. | Vision Plan | EyeMed  
1-866-939-3633  
www.eyemed.com  
PPO Group Number 30781-1182  
Plan Number 936  
Disc Group Number 10000-1002  
Plan Number 9900 |
| FSA Claims Administrator | Basic  
1-800-444-1922  
www.basiconline.com | Wellness | Wellness Council of Arizona  
520-293-3369  
www.welcoaz.org |
| 403(b) & 457 Retirement Plans | TSA Consulting Group  
1-888-796-3786  
www.TSAcg.com |
About This Booklet: This booklet highlights important features of TUSD benefits for its benefit-eligible employees. While efforts have been made to ensure the accuracy of the information presented, in the event of any discrepancies your actual coverage and benefits will be determined by the legal Plan Documents and the contracts that govern these plans. Benefit plans may be changed for any reason, to the extent allowed by law. Your participation in these benefits is not a contract of employment and does not guarantee future employment.