

Metropolitan Education District

New Employee Announcement

Important Information Regarding Your New Hire Benefits 2024

Welcome New Employees!

You are eligible to participate in our Section 125 Flexible Spending Account & Voluntary Benefit Plans. The district offers an employee benefits program that allows employees to pay certain qualified expenses on a pre-tax basis. **These supplemental benefits help with what your health insurance plan might not cover or assist with life's unexpected moments.**

All supplemental plans are guaranteed issue! That means there are no health questions to answer in order to qualify for coverage. Additionally, if you decide to enroll in the future, you might have to qualify in order to be covered.

Summary of Available Options

Pre-tax Benefits

- **Medical flexible spending account** –use pre-tax contributions to **help pay for medical, dental or vision expenses such as co-pays, eyeglasses or orthodontia**
- **Dependent care flexible spending account** –use pre-tax contributions to **help pay for licensed day care centers or nursery or pre-schools**
- **Transportation and Parking Flexible Spending Accounts** – use pre-tax contributions to help pay for to pay for qualified workplace mass transit and parking expenses.

Post-tax Benefits

- **Life Insurance** –if something happened to you, **would your loved ones be protected?**
- **Short Term Disability** - income protection that pays up to 60% of your covered earnings to a maximum of \$1,250 per week for the first 13 weeks of disability
- **Long Term Disability** - income protection pays you up to 60% of your covered earnings to a maximum of \$10,000 per month after the first ninety days of disability until no longer disabled or normal retirement age

A quick 15-minute benefits call could help you understand how these supplemental benefits can protect you when you need it most! **Your premiums could be as low as \$10 per pay check.**

For information and enrollment call 1-800-863-9019 today!

Employee Support Center Business Hours: Monday – Friday 9am – 5pm



Coverage Starts:

The 1st of the month following 15 days of employment

Enrollment Deadline:

Within 30 days after your start date