

St. Lucie County School Board

Benefits Plan Update

Summary of Material Modification (SMM)

Effective Date 1/01/2020

This Summary amends and updates the St. Lucie County School Board Benefits Plan and *Summary Plan Description (SPD)* that was issued effective 1/01/2018. *Please review this Amendment and SMM and retain a copy with your Plan and SPD records. If you have any questions about these changes, please contact Risk Management. This notice is being sent for informational purposes only; no action is required on your part.*

Your Plan and SPD is revised as follows:

1. A new listing of Component Benefit Plans in Appendix A is attached to this SMM and clarifies that your employer's wellness program is part of the group medical benefits offered under the Plan.

APPENDIX A

Component Benefit Plans Included in This Plan

The following Component Benefit Plans have been incorporated into this Plan as of January 1, 2020:

- Medical (fully-insured), including wellness programs
- Dental (fully-insured)
- Vision (fully-insured)
- Employee Assistance Program (EAP) (fully-insured)
- Voluntary Group Life (fully-insured)
- Voluntary Long-Term Disability (LTD) (fully-insured)
- Voluntary Short-Term Disability (STD) (fully-insured)
- Voluntary Accident (fully-insured)
- Voluntary LifeEvents (fully-insured)
- Voluntary Cancer (fully-insured)
- Voluntary Critical Illness w/Cancer (fully-insured)
- Voluntary Medical Bridge
- Section 125 Cafeteria Plan which includes:
 - Pre-Tax Premium Payment of eligible Component Benefit Plans
 - Dependent Care Flexible Spending Account Plan (self-insured)
 - Health Flexible Spending Account Plan (self-insured)
 - Health Savings Account

APPENDIX A

WELFARE PROGRAMS OFFERED UNDER THE PLAN

The following Welfare Programs have been incorporated into this Plan as of January 1, 2020:

WELFARE PROGRAMS INCORPORATED

- Medical Insurance, including wellness programs
- Dental Insurance
- Vision Insurance
- Employee Assistance Program (EAP)
- Voluntary Group Life (fully-insured)
- Voluntary Long-Term Disability (LTD) (fully-insured)
- Voluntary Short-Term Disability (STD) (fully-insured)
- Voluntary Accident (fully-insured)
- Voluntary LifeEvents (fully-insured)
- Voluntary Cancer (fully-insured)
- Voluntary Critical Illness w/Cancer (fully-insured)
- Voluntary Medical Bridge
- Section 125 Cafeteria Plan which includes:
 - Pre-Tax Premium Payment of eligible Welfare Programs
 - Health Flexible Spending Account Plan
 - Dependent Care Flexible Spending Account Plan
 - Health Savings Account