



Protect your loved ones

In the event of your death, Life Insurance will provide your family members or other beneficiaries with financial protection and security. Additionally, if your death is a result of an accident or if you become dismembered, your Accidental Death & Dismemberment (AD&D) coverage may apply.

Your coverage

Basic coverage is at no cost to you, the benefits outlined below are provided by Guardian:

- Certificated or Classified employees receive Basic Life Insurance and AD&D of 1x annual salary up to \$200,000
- Administrator or Trustee employees receive Basic Life Insurance and AD&D of 2x annual salary up to \$1,000,000

Dependent Coverage

Paid for in full by SMCCCD, the benefits outlined below are provided by Guardian:

- Your spouse/domestic partner and dependent children ages 14 days to 26 years old, are eligible for Basic Life Insurance coverage in the amount of \$1,500.

IRS Regulation: Employees can receive employer paid life insurance up to \$50,000 on a tax-free basis and do not have to report the payment as income. However, an amount in excess of \$50,000 will trigger taxable income for the “economic value” of the coverage provided to you.

TIP

Required! Are Your Beneficiaries Up to Date?

Beneficiaries are individuals or entities that you select to receive benefits from your policy.

- You can change your beneficiary designation at any time
- You may designate a sole beneficiary or multiple beneficiaries to receive payment in the percent allocated
- To select or change your beneficiary contact Human Resources

Life Insurance and AD&D

Guardian

If you would like to supplement your employer paid insurance, additional Life and AD&D coverage for you and/or your dependents is available for purchase on a payroll deduction basis through Guardian.

- **For employees:** Increments of \$10,000 up to a \$500,000 maximum with a guarantee issue benefit of \$100,000 if you enroll in the plan within 30 days of your initial eligibility
- **For your spouse:** Increments of \$5,000 up to the lesser of 50% of the employee's benefit or a \$250,000 maximum with a guarantee issue benefit of \$25,000 if you enroll in the plan within 30 days of your initial eligibility
- **For your child(ren):** 6 months and up, Increments of \$2,000 up to \$10,000;

Any amounts of insurance over the guarantee issue benefit are subject to review of good health by the insurance company. Insurance amounts subject to review will not be effective until the insurance company approves.

If you do not enroll in the plan within the initial enrollment period, **any** amount of supplemental life insurance will require proof of good health, which is subject to approval by the insurance company before the insurance is effective. For more information regarding this plan, [review the plan summary detail](#).

Please note: Benefits coverage may reduce when you reach age 65. Restrictions may apply if you and/or your dependent(s) are confined in the hospital or terminally ill. Please refer to your Summary Plan Description for exclusions and further detail.

Refer to the [Voluntary Life Premium Rate Sheet](#) on the district downloads or contact HR for rates.

