

# Benefit Overview



## Resurrection

A UNITED METHODIST CHURCH

### PURPOSE STATEMENT

To build a Christian community where non-religious and nominally religious people are becoming deeply committed Christians.



## Early Learning Center Teachers 2025 Plan Year

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# BENEFIT OVERVIEW

## Contact Information

Below is a comprehensive list of all benefits offered this year and each benefit provider. For general information contact Human Resources.

Plan	Whom To Call	Phone Number	Email or Website
Resurrection Human Resources	Mary Murray	913-232-4193	<a href="mailto:mary.murray@cor.org">mary.murray@cor.org</a>
Marsh McLennan Agency	Kristin Grace	913-529-3296	<a href="mailto:kristin.grace@marshmma.com">kristin.grace@marshmma.com</a>
	Josephine Thompson	913-529-3225	<a href="mailto:josephine.thompson@marshmma.com">josephine.thompson@marshmma.com</a>
Medical / Pharmacy	Blue KC	888-989-8842	<a href="http://www.bluekc.com">www.bluekc.com</a> Mobile App: MyBlueKC
Behavioral Health Services for Blue KC Members	Blue KC	833-302-MIND (6463)	<a href="http://www.mindfulbluekc.com">www.mindfulbluekc.com</a>
Diabetes Management for Blue KC Members	Blue KC	800-945-4355	<a href="http://join.livongo.com/BlueKC/register">join.livongo.com/BlueKC/register</a>
Virtual Care for Blue KC Members	Blue KC	Download the MyBlueKC Virtual Care App	<a href="http://www.bluekcvirtualcare.com">www.bluekcvirtualcare.com</a>
Dental	Cigna	800-997-1654	<a href="http://my.cigna.com">my.cigna.com</a>
Vision	Cigna	800-997-1654	<a href="http://my.cigna.com">my.cigna.com</a>
Health Savings Account (HSA)	UMB	800-860-4862	<a href="http://www.umb.com">www.umb.com</a>
Flexible Spending Account (FSA)	UMB	800-860-4862	<a href="http://www.umb.com">www.umb.com</a>
Basic Life & AD&D Includes: • Beneficiary Companion • Travel Assistance • Identity Theft	Kansas City Life	877-266-6767	<a href="http://www.kclgroupbenefits.com">www.kclgroupbenefits.com</a>
	Generali Global Assistance	866-409-4690 240-330-1462 (collect outside the U.S)	<a href="mailto:ops.@us.generaliglobalassistance.com">ops.@us.generaliglobalassistance.com</a>
Long Term Disability	Kansas City Life	877-266-6767	<a href="http://www.kclgroupbenefits.com">www.kclgroupbenefits.com</a>
Employee Assistance Plan (EAP)	LifeMatters	800-634-6433	<a href="http://mylifematters.com">mylifematters.com</a> Password: COR1 Mobile App: LifeMatters
Pension Plan	Wespath	800-851-2201	<a href="http://www.wespath.org">www.wespath.org</a>



# ENROLLMENT & ELIGIBILITY

## ELIGIBILITY

Early Learning Center teachers working 30 hours or more per week are eligible to enroll in the group benefit programs starting on the first of the month that either coincides with or follows their employment date. The following family members may qualify for Medical, Dental, Vision, and Life Insurance coverage: your spouse and eligible dependent children up to age 26. Please review each benefit summary for specific eligibility requirements and age limits.

If you do not enroll during your initial eligibility period, you waive your right to group benefit coverage through the end of the plan year, unless you have a Qualified Change in Family Status (see Special Enrollment Notice).

Early Learning Center teachers working 20 or more hours per week are entitled to the additional benefits outlined in this overview.

## QUALIFYING LIFE EVENTS

The benefit choices you make during your New Hire Enrollment or Annual Open Enrollment period are final and cannot be changed until the next Annual Open Enrollment period.

To request an election change due to a Qualifying Life Event, you must notify Human Resources within 30 days of the event to confirm your eligibility for adjusting your coverage. Benefit changes cannot be made after this 30-day window.

For assistance, contact Mary Murray.

## QUALIFYING LIFE EVENTS



Change in Marital Status



Birth, Adoption or Placement for Adoption of a Child



Death in Family



Permanent Relocation



Loss of Dependent Status



Significant Cost or Coverage Changes



Change in Medicare or Medicaid Enrollment



Change in Employment Status



Loss of Other Coverage or Change in Coverage Under Another Employer's Plan



Change in Government Premium Assistance Eligibility



Commencement of, or Return From, Unpaid Leave



Qualified Medical Child Support Order

\* This is not exclusive. Permitted changes may vary based on the type of event and enrollment change requested.



## Terms to Know

Insurance terms can be confusing and can make enrollment more complicated than it needs to be. Here are some common terms to be familiar with when reviewing your materials:

- **Deductible** – A specific dollar amount you must pay out of pocket before your insurance starts to pay. Under your current plans, the deductible is waived for certain services.
- **Coinsurance** – The amount or percentage that you pay for certain covered health care services under your health plan. For most services under your plan, coinsurance applies after the deductible is met.
- **Copayment (or Copay)** – A flat fee that you pay toward the cost of covered medical services (for example, a doctor’s office visit). For your plan, most copays apply before the deductible is met.
- **Out of Pocket Maximum** – A specific dollar amount that includes deductible, coinsurance and copayments (copays) you must pay out of pocket before insurance pays 100% for the remainder of the plan year.
- **In-network** – Health care received from your primary care physician or from a specialist within an outlined list of health care practitioners. Using In-network providers provides you with the highest level of benefits under your plan.
- **Out-of-network** – Health care received from non-network providers. Using Out-of-network providers can result in more cost to you.
- **Premium Contribution** – The amount you pay for a health plan in exchange for coverage.



# MEDICAL

## Blue KC Medical Benefit Summary

Medical Plan	\$2,500 QHDHP Aggregate EPO	\$2,500 Traditional Embedded EPO	\$2,500 QHDHP Aggregate PPO
<b>Plan Network</b>	Spira Care / Blue Select Plus (BSP)	Spira Care / Blue Select Plus (BSP)	Preferred Care Blue
<b>Calendar Year Deductible (Employee Pays)</b>  • Individual • Family	<b>In-Network Benefits Only</b> \$2,500 \$5,000	<b>In-Network Benefits Only</b> \$2,500 \$5,000	<b>In-Network Benefits</b>  \$2,500 \$5,000
<b>Coinsurance (Employee Pays)</b>	0% after deductible	0% after deductible	20% after deductible
<b>Out of Pocket Maximum (Employee Pays)</b>	Includes deductible, coinsurance & copays		
• Individual • Family	\$2,500 \$5,000	\$2,500 \$5,000	\$3,400 \$6,800
<b>Preventive Care</b>	No Member Cost	No Member Cost	No Member Cost
<b>Office Visit Copays</b> • Virtual Visits	0% after deductible	No Member Cost	0% after deductible
• Primary Care	Spira: 0% after deductible BSP: Deductible	Spira: No Cost BSP: Deductible	20% after deductible
• Specialist	0% after deductible	0% after deductible	20% after deductible
<b>Urgent Care</b>	0% after deductible	0% after deductible	20% after deductible
<b>Emergency Room</b>	0% after deductible	0% after deductible	20% after deductible
<b>Hospital Services</b> • Inpatient • Outpatient Surgery	0% after deductible 0% after deductible	0% after deductible 0% after deductible	20% after deductible 20% after deductible
<b>Dependent Age Limit for Children</b>	Age 26 End of Month	Age 26 End of Month	Age 26 End of Month

**Aggregate Deductible:** If you have other family members on the plan with you, the overall Family Deductible must be met before the plan begins to pay for any individual.

**Embedded Deductible:** An individual covered in a family will not pay more than the Individual Deductible.

See carrier benefit summary for out-of-network benefits and additional benefit plan details.



# MEDICAL

## Blue KC Prescription Medication Coverage

Our medical coverage through Blue Cross Blue Shield of Kansas City includes a Prescription Drug Program. The cost of each prescription is determined by the tier it falls under. You can find in-network pharmacies and a list of covered prescriptions at [www.bluekc.com](http://www.bluekc.com).

### GENERIC DRUGS

#### Tier 1

To get more out of your health care plan, choose generic drugs when possible. Generic drugs are the chemical equivalent of their more expensive brand name drug counterparts. Even if your doctor prescribes you a brand name drug, you can always ask for the generic equivalent.

### PREFERRED DRUGS

#### Tier 2

Preferred brand name drugs are prescriptions that your pharmacy benefit plan has selected as the most effective and cost efficient to treat certain conditions or illnesses. These brand name drugs are often more expensive than their generic counterpart.

### NON-PREFERRED DRUGS

#### Tier 3

Non-preferred brand name drugs treat conditions or illnesses that can also be treated by a preferred brand name or generic prescription. These drugs typically have a higher copayment.

### SPECIALTY DRUGS

#### Tier 4

Specialty drugs are high-cost prescription medications used to treat complex, chronic conditions like cancer, rheumatoid arthritis, and multiple sclerosis. These drugs sometimes require special handling and administration.

## Blue KC Prescription Drug Copays

Supply / Tier	\$2,500 QHDHP Spira Care Aggregate EPO	\$2500 Traditional Spira Care Embedded EPO	\$2500 QHDHP Preferred Care Blue Aggregate EPO
Retail Rx (30 day supply)	<b>In-Network</b>	<b>In-Network</b>	<b>In-Network</b>
Tier 1 Generic	0% after Ded	\$15 Copay	20% after Ded
Tier 2 Preferred Brand	0% after Ded	\$50 Copay	20% after Ded
Tier 3 Non-Preferred Brand	0% after Ded	0% after Ded	20% after Ded
Tier 4 (Preferred/Non-Preferred Specialty)	0% after Ded	0% after Ded	20% after Ded
Mail Order Rx (90 day supply)	<b>In-Network</b>	<b>In-Network</b>	<b>In-Network</b>
Tier 1 Generic	0% after Ded	\$15 Copay	20% after Ded
Tier 2 Preferred Brand	0% after Ded	\$125 Copay	20% after Ded
Tier 3 Non-Preferred Brand	0% after Ded	0% after Ded	20% after Ded
Tier 4 (Preferred/Non-Preferred Specialty)	0% after Ded	0% after Ded	20% after Ded

**A selection of preventive prescription medications are available to employees enrolled in a QHDHP plan at no cost.**

*See carrier benefit summary for out-of-network benefits and additional benefit plan details.*



# MEDICAL

## Blue KC Employee Cost Effective January 1, 2025 – December 31, 2025

\$2500 QHDHP Spira Care Aggregate EPO	Total Monthly Cost	Church Monthly Cost	Employee Monthly Cost
Employee Only	\$659.80	\$604.80	\$55
Employee + Spouse	\$1,319.61	\$1,165.61	\$154
Employee + Child(ren)	\$1,253.62	\$1,099.62	\$154
Employee + Family	\$2,111.37	\$1,781.37	\$330

\$2500 Traditional Spira Care Embedded EPO	Total Monthly Cost	Church Monthly Cost	Employee Monthly Cost
Employee Only	\$677.51	\$589.51	\$88
Employee + Spouse	\$1,355.02	\$1,135.02	\$220
Employee + Child(ren)	\$1,287.26	\$1,067.26	\$220
Employee + Family	\$2,168.03	\$1,728.03	\$440

\$2500 QHDHP Aggregate PPO	Total Monthly Cost	Church Monthly Cost	Employee Monthly Cost
Employee Only	\$752.34	\$618.34	\$134
Employee + Spouse	\$1,504.68	\$1,190.68	\$314
Employee + Child(ren)	\$1,429.44	\$1,115.44	\$314
Employee + Family	\$2,407.49	\$1,791.49	\$616

## Premium Discounts

Employees and enrolled spouses who complete Resurrection's required activities through A Healthier You by October 31, 2025, will receive the premium discounts in the table below beginning January 1, 2026, through December 31, 2026.

Resurrection's required activities to be completed by October 31, 2025 include:

1. Complete the Health Risk Assessment in A Healthier You
2. Complete a biometric screen through A Healthier You
3. Earn at least 10,000 points in A Healthier You

	Monthly Premium Discount
Employee	\$50
Employee + Spouse	\$100
Employee + Children	\$50
Family	\$100





# DENTAL

## CIGNA Dental Insurance

A confident smile starts with oral health. The dental plan(s) offered to you by Resurrection through CIGNA make it easy for you and your family to take care of your smiles. As with all other coverage, it's important to stay in-network. Before each appointment, verify your dentist is still in CIGNA's network and be sure to present your CIGNA Digital ID Card to your dentist each visit.

If your dentist recommends services other than a preventive cleaning, ensure you ask for and receive a pre-treatment estimate *before the work is performed*. This will avoid any misunderstanding of CIGNA benefit payment amounts.

To find in-network providers, visit [www.cigna.com](http://www.cigna.com) or call the toll free # listed on the back of your ID card for assistance.



**tip**

Be aware of your deductible and calendar year maximum if you have services performed and when these "start over."

## CIGNA Dental Benefit Summary

Benefits	CIGNA Dental Plan
	<b>In-Network Benefits</b>
<b>Type I – Preventive / Diagnostic Services</b>	100% (No Deductible)
<b>Calendar Year Deductible for Type II, III &amp; IV Services</b> Single / Family	\$50 / \$150
<b>Type II – Basic Services</b>	80%
<b>Type III – Major Services</b>	50%
<b>Calendar Year Maximum Benefit (Type I, II, &amp; III)</b>	\$1,000
<b>Type IV – Orthodontia</b>	Not Covered
<b>Type V – Implants (New this year)</b>	50%
<b>Dependent Age Limit for Children</b>	To Age 26 End of Month

CIGNA Dental Employee Cost	January 1- December 31, 2025		
	Total Monthly Cost	Church Monthly Cost	Employee Monthly Cost
Employee	\$29.87	\$17.87	\$12.00
Employee + Spouse	\$59.77	\$35.77	\$24.00
Employee + Child(ren)	\$76.19	\$46.19	\$30.00
Employee + Family	\$106.06	\$62.06	\$44.00

*See carrier benefit summary for out-of-network benefits and additional benefit plan details.*



# VISION

## CIGNA Vision

Eyesight is critical to your overall health. Resurrection offers you vision insurance through CIGNA.

To find in-network providers, visit [www.cigna.com](http://www.cigna.com) or call the toll free # listed on the back of your ID card for assistance.

Make sure to stay in-network. When you schedule your appointment, verify your provider is in CIGNA's network. If you have a contact lens exam, this is not covered at 100% and you are responsible for this additional cost.



**tip**  
Annual preventive eye exams can help improve your eyesight and your overall health, too.

## CIGNA Benefit Summary

Benefits	CIGNA Vision Plan
<b>Copays</b>	<b>In-Network Benefits</b>
Exam Copay	\$10
Materials (Lenses & Frames) Copay	\$15
<b>Benefit Highlights</b>	
Single Spectacle Lens Allowance	100%
Bifocal Spectacle Lens Allowance / Includes Progressive Lens	100%
Trifocal Spectacle Lens Allowance / Includes Progressive Lens	100%
Frames Allowance	Up to \$200 allowance
Contact Lenses (in lieu of eyeglasses)	Elective: Up to \$200 allowance
<b>Frequency</b>	
Exams	Once every 12 months
Standard Corrective Lenses	Once every 12 months
Contact Lenses	Once every 12 months
Frames	Once every 24 months

CIGNA Vision Employee Cost	January 1- December 31, 2025		
	Total Monthly Cost	Church Monthly Cost	Employee Monthly Cost
Employee	\$7.98	\$0.00	\$7.98
Employee + Spouse	\$15.96	\$0.00	\$15.96
Employee + Child(ren)	\$17.10	\$0.00	\$17.10
Employee + Family	\$25.78	\$0.00	\$25.78

See carrier benefit summary for out-of-network benefits and additional benefit plan details.



# HEALTH SAVINGS ACCOUNT

## UMB Health Savings Account (HSA)

A health savings account allows you to set aside money on a pre-tax basis to pay for qualified expenses, such as doctor visits, prescriptions, braces, or even Lasik eye surgery, with tax-free dollars.

There is no use it or lose it rule with HSAs. Any remaining balance at the end of the year will roll over into the next plan year. HSAs are also portable. This means that if you were to change jobs or health plans, the money in your account stays with you.

One of the best parts of the HSA is its triple-tax advantage:

- tax-free deductions when you contribute to your account
- tax-free investment earnings
- tax-free withdrawals for qualified medical expenses.



**tip**

Keep all receipts from HSA expenses and *associated documentation to prove HSA funds were used for qualified medical expenses.*

After you enroll in the HSA, you should receive a card linked to your account to pay for qualified expenses. You may be penalized or taxed if you use your HSA funds to pay for ineligible expenses. Qualified expenses include prescriptions, contact lens fitting, orthodontia, acupuncture, artificial teeth, eyeglasses, or other expenses that apply towards your deductible. A full list of qualified expenses can be found on the IRS website.

### Eligibility

- You are enrolled in a Qualified High Deductible Health Plan (HDHP); and
- Are not covered under another medical plan such as Medicare, Tricare or a spouse's medical plan (not an HDHP) which provides similar coverage; and
- Cannot be claimed as a dependent on another person's insurance policy or tax return.
- If you enroll in an HSA, neither you nor your spouse can be enrolled in a traditional medical FSA through their employer.

### IRS Calendar Year Contribution Limits

	Individual	Family	Age 55+ Catch Up
IRS Tax Year 2025	\$4,300	\$8,550	\$1,000

To help offset the HDHP deductible, Resurrection will contribute the following amounts per pay period to the employee's HSA .

2025	QHDHP PPO & EPO
Individual	\$40.00
Family	\$62.50

*See Plan Document and Summary Plan Description for Plan details.*



# FLEXIBLE SPENDING ACCOUNT

## UMB Flexible Spending Account (FSA)

A Flexible Spending Account, or FSA, is an account set up by your employer that allows you to pay for medical and dependent care expenses on a pre-tax basis. Pre-tax means before federal, state, and social security taxes are deducted from your paycheck. Refer to the IRS website for a full list of qualified and unqualified expenses. Our FSA Administrator is UMB, and you can select either a Medical FSA, a Dependent Care FSA, both or neither.

### Medical FSA

- You will receive a debit card that can be used at your doctor's office or pharmacy for qualified expenses.
- The Medical FSA Carryover allows unspent FSA money to roll into future plan years. Any unused medical funds for your 2024 plan year account, up to \$660 will automatically be carried over for use in the 2025 plan year. Even if you do not make a new election for the 2025 plan year Medical FSA, you are still eligible to use your carried over funds in 2025. Any unused Medical FSA funds over \$660 at the end of the plan year will be forfeited.
- The carryover does not count toward your annual maximum Medical FSA limit in the year it is carried over. You can elect the maximum amount and have a carryover in the same plan year.
- If your spouse participates in a Medical FSA through his or her employer and both plans offer the carryover, both spouses can carry over up to \$660.
- If your spouse is enrolled in an HSA, you cannot enroll in the Medical FSA.



tip

**Budget wisely. FSA accounts have a “use it or lose it” rule. Any money remaining in the account at the end of the plan year in excess of \$660 must be forfeited.**

### Limited Purpose FSA

- For dental and vision expenses only.
- Available if you are enrolled in Resurrections' HSA plan.

### Dependent Care FSA

- Use pre-tax income for dependent care for children up to age 14 who are being cared for while you or your spouse are working or seeking employment.
- Eligible dependents could also include a spouse or other IRS dependent who is mentally or physically disabled.
- A full list of qualified expenses can be found on the IRS website.

### 2025 Calendar Year Contribution Limits

Medical FSA	Limited Purpose FSA	Dependent Care FSA
\$3,300	\$3,300	\$5,000

**You must choose to enroll in a Medical, Limited Purpose or Dependent Care FSA each year – your participation will not automatically carry over from year to year.**

*See Plan Document and Summary Plan Description for Plan details.*



# FLEXIBLE SPENDING ACCOUNT

## UMB Flexible Spending Account (FSA) Continued

### IRS Rules Govern Substantiation Requirements

The IRS has established specific guidelines that require all Benefit Spending Accounts, including Flexible Spending Account and Dependent Care Account transactions — even those made using a debit card — to be substantiated (verified that the purchase was an eligible expense).

The substantiation process is performed by UMB. They are very diligent in the execution of the substantiation process to avoid adverse tax consequences to employees.

	Substantiation REQUIRED	No Follow-Up REQUIRED
Matched Co-Pays		X
Transactions at merchants who can electronically validate the expense at the point of sale		X
Recurring Expenses	One time only (annually)	No further substantiation needed if the subsequent transaction exactly matches the provider and dollar amount as the transaction previously approved
Medical Care	X	
Dental Care	X	
Vision Care	X	

**UMB makes it easy to submit required receipts, just follow the SWIPE and SNAP rules!**

**Simply swipe your card, collect your itemized receipt or Explanation of Benefits (EOB), and snap a picture to upload it to your online account.**

If you have questions about your account(s), contact UMB Consumer Services:  
**1.877.743.9482** (Monday-Friday, 7 a.m. – 7 p.m. CST) or email them at  
**UMBCS@service.healthaccountservices.com**

*See Plan Document and Summary Plan Description for Plan details.*



# LIFE AND AD&D BENEFITS

## Kansas City Life Employer Paid Life and AD&D Insurance

When the unthinkable happens, you want to know your family is covered. Resurrection provides regular status full-time employees with Life and Accidental Death and Dismemberment (AD&D) insurance through Kansas City Life and pays the full cost of this benefit.

### Basic Life Insurance

Life insurance provides you with the peace of mind knowing that if you are no longer able to financially provide for your family due to death that they will receive some financial benefit.

### Accidental Death & Dismemberment (AD&D)

If you pass away as the direct result of an accident, your beneficiary will receive both the Life and AD&D portion of the benefit.

If you suffer a covered accidental injury, you would be the beneficiary of a benefit (based on the type of loss).



tip

Make sure your beneficiary is clearly designated in ADP for your Life and AD&D insurance.

Benefit Highlights	No Employee Cost. 100% paid by Resurrection.
Employee Life Benefit Amount (Employer Paid)	Two times (2x) your annual salary, rounded to the next higher \$1,000, subject to a maximum benefit of \$200,000. Benefit reduction at age 70 to one time (1x) basic annual salary.
Employee AD&D Amount	Equal to Basic Life insurance amount

*See carrier benefit summary for additional benefit plan details.*

### Value Added Services Included with your Life Insurance at no cost to you.

- **Beneficiary Companion:** Takes care of the administrative details, notifies third parties and conducts proactive measures to protect a deceased individual's identity from theft – relieving the stress of paperwork for your beneficiaries so they can focus on the healing process.
- **Travel Assistance:** Helps you obtain the care and attention you need in case of an emergency while traveling. When you travel 100 miles or more away from home on trips of 90 days or less, you have access to travel, medical and personal assistance services.
- **Identity Theft:** Basic identity theft protection program provides consumers with the information to protect themselves and guidance to help them resolve identity theft. This plan offers prevention, detection and resolution.

*If an individual should terminate their employment, they may have the option to port or convert life insurance coverage to an individual life policy without evidence of insurability. Eligible individuals must exercise their portability or conversion option and pay the first month premium within 31 days from the date coverage terminates. Contact Human Resources if you have questions regarding the portability or conversion option.*



# INCOME PROTECTION

## Kansas City Life Disability Insurance Benefit Summary

Long Term Disability income benefits are offered through Kansas City Life.

In the event you become disabled from a non-work-related injury or sickness, disability income benefits are provided as a source of income.

### Long Term Disability

Long Term Disability provides you with a percentage of pre-disability income for conditions that last a longer period of time such as catastrophic illness or injury.

Benefits Highlights	No Employee Cost. 100% paid by Resurrection.
Elimination Period	90 calendar days
Duration of Benefit	Social Security Normal Retirement Age
Percentage of Income Replacement	60%
Maximum Benefit	Up to \$10,000 per month

*See carrier benefit summary for additional benefit plan details.*



# ADDITIONAL BENEFITS

## LifeMatters Employee Assistance Program (EAP)

Resurrection cares about you and your family's total well-being. That's why we provide an Employee Assistance Program (EAP) at no cost to you. Administered by LifeMatters, the EAP is a confidential service designed to help employees and members of their household with personal or work/life balance issues.

### EAP Services

- Stress, depression, and personal problems
- Balancing work and personal needs
- Family and relationship concerns
- Alcohol or drug dependency
- Workplace conflicts
- Any other issue of concern in your life

### EAP Benefits

- Short-term counseling, up to eight (8) visits per person per person, per situation
- 24/7 call center
- Unlimited financial consultation and resources to set up a budget, obtain and review credit report information, or assist with debt management and consolidation.
- Legal consultation with an attorney either over the phone or face-to-face for consumer law, traffic citations and fender benders, family law, or estate planning.
- Child and elder care resources and guidance
- Adoption assistance
- Educational resources
- Home improvement resources
- Veterinarians, pet sitting, and obedience training resources
- And much more!
- COMPLETELY CONFIDENTIAL!

### EAP Contact Information

- **Toll Free Number:** 1-800-634-6433
- **Website:** mylifematters.com
- **Password:** COR1
- **Mobile App:** LifeMatters





# ADDITIONAL BENEFITS

## RETIREMENT – WESPETH 403b PENSION

The United Methodist Personal Investment Plan (UMPIP) is a 403(b)-retirement savings plan administered by Wespeth to help you save money for retirement. UMPIP is an individual account plan allowing you to make contributions as a percentage of your compensation through payroll deduction or in flat dollar amounts up to Internal Revenue Code limits. You may choose to make before-tax, Roth and/or after-tax contributions through payroll deductions. After one year of service, eligible staff contributing 2.5% or more of their annual salary to their Wespeth 403b will receive a 5% contribution from Resurrection. Contact Human Resources for more information on this benefit.

## EDUCATIONAL ASSISTANCE

Eligible staff seeking a degree, continuing education or certification related to their current job duties or a foreseeable future position in the organization may be eligible for reimbursement for educational expenses.

### Maximum Allowances

30+ hours	\$2,000 reimbursement per calendar year up to a maximum of \$8,000
20-29 hours	\$1,000 reimbursement per calendar year up to a maximum of \$4,000

Resurrection has the sole discretion to determine whether the education relates to an employee's current job duties or a foreseeable future position. Contact Human Resources for additional information regarding this benefit.

## EARLY LEARNING CENTER TUITION DISCOUNT

Eligible staff whose children attend a Resurrection Early Learning Center are eligible to receive a 50% tuition discount. This discount applies to children of employee's only and enrollment is subject to available openings. Contact the Learning Centers Lead Director for additional information regarding this benefit.



# ADDITIONAL BENEFITS

## Paid Time Off

### PTO

Eligible Early Learning Center teachers working 20 hours or more a week in a year-round center accrue two weeks of PTO, based on regularly scheduled weekly hours, each September 1. Eligible Early Learning Center teachers may carry over up to two weeks of unused PTO each September 1 with a maximum PTO balance of four weeks.

Eligible Early Learning Center teachers scheduled to work 40 hours per week in a year-round center receive three weeks of PTO on September 1st following their 5th employment anniversary or adjusted service date.

### Employer Paid Holidays

The year-round Early Learning Centers recognize the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Thanksgiving Day
Monday after Easter	Day after Thanksgiving
Memorial Day	Christmas Day
Juneteenth	Day after Christmas
Independence Day	

*Eligible Early Learning Center teachers working in a year-round center will receive holiday pay when the holiday falls on a weekday the teacher is regularly scheduled to work. If the holidays falls on a weekend or on a weekday the teacher is not regularly scheduled to work, they will not receive holiday pay.*

### Paid Training Days

Eligible Early Learning Center teachers are paid for the hours worked on required training days. See Early Learning Center Staff Handbook for Calendar Year Training Dates.

### Paid Inclement Weather Closing

If the Early Learning Center closes due to inclement weather, eligible Early Learning Center teachers are paid for the hours they were scheduled to work on the day the center is closed.



# ADDITIONAL BENEFITS

## Parental Leave

Eligible staff receive eight weeks, based on regularly scheduled weekly hours, of paid parental leave following the birth of a child or, in the case of legal adoption, the arrival of a child who was not previously a stepchild into the home for purposes of adoption. Parental Leave generally commences on the date of birth or placement for adoption but is available during the 12-week period following the birth or arrival of a child into the home for purposes of adoption.

## Bereavement Leave

Eligible staff working 20 or more hours per week may take up to four days of paid bereavement leave for the death of an immediate family member. Bereavement pay is calculated based on base pay and one-fifth of regularly scheduled weekly hours for every day taken. With the approval of your supervisor, you may use available vacation leave for additional time off.

Immediate family is defined as your spouse, parent, child, sibling; your spouse's parent, child or sibling; your child's spouse; and you and your spouse's grandparents and grandchildren.

If you wish to take any time off due to the death of another individual not defined as immediate family, you must request this absence from your supervisor and accrued vacation leave must be utilized.

## Jury Duty

We encourage you to fulfill your civic responsibilities by serving jury duty when required. You must give a copy of your jury duty summons to your supervisor, the Human Resources and Payroll Departments as soon as possible so arrangements may be made to accommodate and pay you for your absence. You are expected to report for work whenever the court schedule permits.

## Voting Time

Eligible staff may take up to three hours of paid time to vote on election day for each local, state and national election if the polls are not open three consecutive hours before or three consecutive hours after the employee is scheduled to work on the day of the election.



# Important Reminders

## 2025 SBC & ANNUAL NOTICE REMINDERS

The 2025 Medical Summary of Benefits & Coverage (SBC) and the following Annual Notices are provided to you by Resurrection when you log into the All Staff Hub.

Please review each notice to assure you understand benefits available to you and your covered family members. You may request an additional copy from Resurrection at no cost to you.

- Summary of Benefits & Coverage (SBC)
- Medicaid & Children's Health Insurance Program (CHIP)
- Women's Health & Cancer Rights Act Notice
- Special Enrollment Notice
- Medicare Part D
- COBRA Notice
- Marketplace Notice
- Notice of Privacy Policy Practices

## 2025 OPEN ENROLLMENT REMINDERS

### Electronic Enrollment

- ✓ If you are making enrollment changes for you and/or your dependents, you must complete online enrollment in ADP
- ✓ If you are currently enrolled or want to enroll in a Medical, Limited Purpose or Dependent Care FSA account
- ✓ Please contact Mary Murray in Human Resources for assistance

### Update Personal Information

- ✓ Verify/update your address in ADP
- ✓ Verify/update beneficiary information in ADP
- ✓ Authorize Premium Only Section 125 Election (Pre-tax premium deductions) in ADP

### ID Cards

- ✓ Medical ID cards will be mailed to Employees to the address provided during Open Enrollment. You can also access your medical ID cards digitally through the Blue KC app
- ✓ Dental & Vision ID cards will only be available digitally via [www.my.cigna.com](http://www.my.cigna.com)

**For the January 1, 2025 effective date, employees making changes to their benefits must complete electronic enrollment between November 19, 2024 and midnight December 3, 2024.**