



2021 Benefits Guide



**UNITED SCHOOLS
OF INDIANAPOLIS**





We exist to provide a rigorous and relevant college-preparatory program grounded in our belief in the ability of every child to succeed at high levels. Through well-coordinated support, a strong partnership with families and close attention to results, our students will consistently meet and exceed academic standards ensuring their success as future college graduates and lifelong learners."

When considering accepting a new employment offer one must consider many other factors beyond salary alone. The total compensation package can have a huge impact on the longevity of one's role. At USI, we work to provide a compensation package that is generous and provide opportunities for growth.

Insurance Benefits

- Benefits add approximately 38% compensation to your salary (based on a salary of \$40,000)
- USI employees can pay as little as \$400 annually for medical, vision, dental, and life insurance combined!
- USI contributes between 94% and 98% (depending on the chosen plan) of the cost of employee-only medical insurance
- Health Savings Plan option is also available

Retirement

USI pays 5.5% of all teachers and staff member's salary into either the Indiana State Teachers' Retirement Fund (TRF) or the American Funds 403B plan. This is a flat contribution and not an employee match!

Classroom Material Reimbursement

Each teacher is eligible to receive a reimbursement of \$175 each year for miscellaneous classroom expenses.

Additional Earning Opportunities

At USI we seek to hire high quality teachers and staff who are committed to our mission beyond the classroom! We realize that many additional hours are spent beyond basic classroom requirements. With a few exceptions, we pay a stipend for all official afterschool activities, thus promoting more opportunities to invest in the lives of our scholars.

Merit Based Bonus

Merit Based Bonuses are awarded to teachers annually. These bonuses recognize teacher's commitment to our mission and contributions to the success of our school.

Loan Forgiveness and Loan Cancellation

In addition to a generous compensation package, you may qualify for the Teacher Loan Forgiveness Program simply because USI serves underserved communities with low income families. To qualify for loan forgiveness of up to \$17,500 on Direct Subsidized and Unsubsidized Loans, one must teach full-time in an eligible school for five complete and consecutive academic years. Additionally, you may be eligible for forgiveness of the outstanding portion of the consolidation loan that repaid an eligible Direct Subsidized Loan, Direct Unsubsidized Loan, Subsidized Federal Stafford Loan, or Unsubsidized Federal Stafford Loan.

To learn more about the eligibility requirements and the process you can visit <https://studentaid.gov/manage-loans/forgiveness-cancellation/teacher>.

Purpose

Provide an equitable education to prepare all students for college and beyond while leaving a lasting impact in the communities we serve.

Avondale Meadows Mission

To provide a rigorous and relevant college-preparatory program, grounded in our belief in the ability of every child to succeed at high levels. Through well-coordinated support, a strong partnership with families and close attention to results, our students will consistently meet and exceed academic standards ensuring their success as future college graduates and lifelong learners.

Vision Academy Mission

To provide a college-preparatory education through a rigorous, literacy-based academic program that ensures our scholars are prepared to succeed on the path to college with a vision for the future.

Values

- **Excellence:** *We set and reach high expectations.*
- **Relationships:** *We build and maintain trusting relationships.*
- **Growth Mindset:** *We are committed to continuous improvement.*
- **Integrity:** *We consistently do what is right even when it is difficult.*

School Culture Vision

- We create an environment that is safe, orderly and organized.
- We provide a positive environment where scholars, teachers and families are supported.
- All interactions within the school community are respectful.
- We establish high expectations for all stakeholders and hold one another accountable to those expectations.
- We develop a classroom culture where scholars are engaged and enjoying academic challenges.

Instructional Vision

- We teach a rigorous, standards-based curriculum.
- We sustain student attention.
- We have a warm and structured environment for learning.
- We push the thinking and the doing onto the students.
- We respond to data in the moment.
- We are professional and prepared.

OUR COMMITMENT TO YOU | a plan designed for your needs

United Schools of Indianapolis plans are designed to recognize the diverse needs of our workforce. As we strive to provide superb benefit coverage and enhance our benefit options, we must constantly look at new ways to make this possible. Our plan continues to:

- Provide competitive and comprehensive benefit options that allow you to design your own plan based on your individual needs;
- Offer plans to provide long-term financial security for you and your family.

Only you can determine which benefits are the best for you and your family. We want you to understand all your options and make informed decisions.

BENEFIT BASICS

Eligibility

If you are a full-time employee, you are eligible to elect a variety of benefits described in this guide. New hire eligibility is the first day of the month following 30 days of employment. Dependent children may be covered until age 26.

You and/or your eligible dependents must be enrolled within 30 days of becoming eligible. If you do not enroll for coverage during this time, you will not be able to enroll until the next Open Enrollment period or unless you have a Qualifying Event.

The annual open enrollment period only applies to the medical, dental and vision benefits. The life and disability benefits provided by United Schools of Indianapolis are only offered at the time an employee becomes eligible for benefits. If an employee chooses to enroll in the life or disability benefits after their initial eligibility date, they will be subject to provide Evidence of Insurability

Qualifying Events

Your elections for the plan year will remain in effect for the full year unless you experience a Qualifying Life Event. If you experience a Qualifying Life Event as listed below, you may change or cancel your coverage during the plan year to meet your needs. You must notify Human Resources within 30 days of the event to ensure there is no disruption of your coverage:

Birth/Adoption	Dependent Child Age Limit
Divorce	Marriage
Death	Loss of Health Coverage
FMLA related Leave	Eligible for Medicare

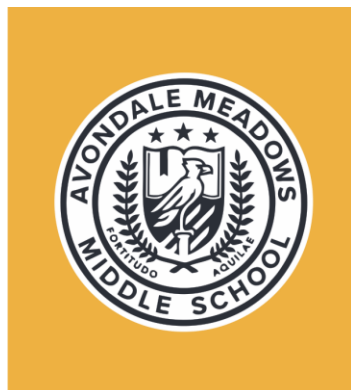
Employees may add or drop coverage for themselves or dependents as a result of a qualifying event, but they may not switch from one medical plan to another.

For a complete list of qualifying events contact your Human Resources Department.

It is important that you notify Human Resources upon any life event change so that we can ensure there is no interruption or error in your benefits. Any request for coverage change or cancellation must be consistent with your Qualifying Life Event and you must have the proper documentation to support this change (i.e. birth certificate, marriage license, final divorce paperwork, etc.).



**UNITED SCHOOLS
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Understanding your Medical Plans

Tier 1 Benefits Network - IU Health Plans, Community, American Health Network, Deaconess, Jay Hospital, Green Hospital, Putnam Hospital, Premier (Bloomington) & Union Hospital (Terre Haute)

Out of State employees will use First Health (one of Aetna's PPO networks) and receive Tier 1 benefits. They would also have access to Tier 1 benefits if they were to come to Indiana.

For Children who attend school out of state, they would use First Health with Tier 1 benefits. They would also have access to Tier 1 benefits when they come to Indiana. Out of state dependents would need to be identified during the implementation process so that they can be given access to the First Health PPO network.

- CVS Caremark is the pharmacy benefits manager

Cost Sharing and Limitations: Cost Sharing is the Copayment and Coinsurance that the Enrollee must pay for Covered Services. Some Covered Services are subject to limitations. Health Care Services received from Non-Participating Providers are Non-Covered Services unless the Evidence of Coverage specifically provides otherwise. See Article 6 Section D. of the Evidence of Coverage for additional information on when Health Care Services received from Non-Participating Providers may be Covered Services. If Health Care Services received from Non-Participating Providers are determined to be Covered Services, the services are subject to the same Deductibles, Copayments, Coinsurance and limitations as Covered Services received from Participating Providers

Services provided by Non-Participating Providers are Non-Covered Services unless specifically covered under the Group Contract. The Enrollee is responsible for all expenses for Non-Covered Services.



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2021 IU Health Medical Premiums			
January 1 - December 1, 2021			
(IU Health & Community Pro Networks ONLY)			
PPO 302	Monthly Premiums	2021 EE / pay period	2021 USI Portion (Earnings Code)
Single	\$ 582.33	\$ 36.35	232.42
Emp/Sp	\$ 1,164.66	\$ 232.71	304.83
Emp/Ch	\$ 1,106.42	\$ 165.48	345.18
Fam	\$ 1,746.98	\$ 385.97	420.33
PPO 311	Monthly Premiums	2021 EE / pay period	2021 USI Portion (Earnings Code)
Single	540.67	11.10	238.44
Emp/Sp	1,081.34	179.73	319.35
Emp/Ch	1,027.26	120.26	353.86
Fam	1,621.99	310.23	438.38
HDHP 321 (HSA Eligible)	Monthly Premiums	2021 EE / pay period	2021 ER Portion (Earnings Code)
Single	528.23	7.13	236.67
Emp/Sp	1,056.47	171.14	316.46
Emp/Ch	1,003.64	112.99	350.23
Fam	1,584.69	297.96	433.44
DENTAL	Monthly Premium	EE / pp	2021 ER Portion (Earnings Code)
Single	32.92	3.04	26.34
Emp/Sp	70.16	15.17	37.3
Emp/Ch	92.73	22.98	42.94
Fam	129.83	35.82	52.21
VISION	Monthly Premium	EE / pp	2021 ER Portion (Earnings Code)
Single	10.45	4.82	n/a
Emp/Sp	17.62	8.13	n/a
Emp/Ch	17.98	8.30	n/a
Fam	28.46	13.14	n/a
** Children covered in one of the IU Health plans receive vision benefits via IU Health.)			

United Schools of Indianapolis	Plan302	PPO Plan 311	HDHP 321H
	(Embedded)	(Embedded)	(Non-Embedded Deductible)
	In Network Only	Tier 1 / Tier 2	Tier 1 / Tier 2
Individual Deductible	\$1,000	\$2,000	\$1,500
Family Deductible	\$2,000	\$4,000	\$3,000
Coinsurance	20%	20%	20%
Individual Out of Pocket Maximum	\$3,000	\$6,600	\$3,000
Family Out of Pocket Maximum	\$6,000	\$13,200	\$6,000
Preventive Care	100% Covered	100% Covered	100% Covered
Office Visit			
Primary Care Physician	\$20	\$20	20% after Deductible
Specialist	\$40	\$40	20% after Deductible
Emergency Room	\$300	\$300	20% after Deductible
Urgent Care Center	\$50	\$50	20% after Deductible
In-patient Hospital (Semi-private room & board)	20% after Deductible	20% after Deductible	20% after Deductible
Out-Patient Surgery Facility	20% after Deductible	20% after Deductible	20% after Deductible
<i>Private room if medically necessary, operating, recovery rooms and other special units including intensive care, maternity care, hospital ancillary services including laboratory, s-ray, EKG and other diagnostic services, other services including anesthesia, physical therapy, medications, administration of blood and blood plasma, and physician and specialty services</i>			
Labs, Pathology, Radiology, (EKG/EEG)	20% after Deductible	20% after Deductible	20% after Deductible
MRI, CT, MRA, PET and S PECT Scan	20% after Deductible	20% after Deductible	20% after Deductible
Allergy Serum	20% after Deductible	20% after Deductible	20% after Deductible
Chiropractic Services – limit 12 visits (CY)	20% after Deductible	20% after Deductible	20% after Deductible
Dialysis	20% after Deductible	20% after Deductible	20% after Deductible
DME & Corrective Appliances	20% after Deductible	20% after Deductible	20% after Deductible
Home Health/Private Nursing (visit limits)	20% after Deductible	20% after Deductible	20% after Deductible
Maternity Care PCP/SCP	20% after Deductible	20% after Deductible	20% after Deductible
Mental Health Inpatient & Outpatient	20% after Deductible	20% after Deductible	20% after Deductible
Substance Abuse Inpatient & Outpatient	20% after Deductible	20% after Deductible	20% after Deductible

Prescription Drug Coverage					
	Retail	Mail Order	Retail	Mail Order	Retail & Mail Order
Generic-Preferred & Preventive (Tier 1)	\$4	\$10	\$4	\$10	20% after Deductible
Generic Non-Preferred (Tier 2)	\$10	\$25	\$10	\$25	20% after Deductible
Brand Name Preferred (Tier 3)	\$20	\$50	\$20	\$50	20% after Deductible
Brand Name Non-Preferred (Tier 4)	\$40	\$100	\$40	\$100	20% after Deductible
Specialty (Tier 5)	30% up to \$300	N/A	30% up to \$300	N/A	20% after Deductible

Education & Enrollment Packet

HSA Basics

A health savings account (HSA) is a tax-advantaged checking account that gives you the ability to save for future medical expenses or pay current ones. It is individually owned; however, you may elect to designate an authorized signer who may also withdraw funds and be issued a debit card.

HSA Eligibility

To be eligible to make deposits to an HSA, the account holder:

- Must be currently enrolled in an HSA-qualified health plan
- May not be enrolled in any other non-HSA qualified health plan
- May not have, or be eligible to use, a general purpose flexible spending account (FSA)
- Cannot be claimed as a dependent on another person's tax return
- May not be enrolled in Medicare, Medicaid or Tricare
- Must not have used VA medical benefits in the past three months, with the exception of preventative services or treatment for a service-connected disability

Contributions to your HSA

The annual maximum allowable contributions to an HSA, as established by the IRS, for 2021 are **\$3,600: Individual** and **\$7,200: Family**.

Individuals 55 and older can make an additional catch-up contribution of \$1,000 in 2021. A married couple can make two

catch-up contributions if both spouses are eligible. The spouses must deposit the catch-up contributions into separate accounts.

The annual maximum contribution is based on a calendar year and there is no limit to the dollar balance that can build in the account over time. Contributions can come from:

- Employee pre-tax payroll withholding
- Employer contributions (non-taxable income)
- Individual contributions from account owner or other individual (tax-deductible for account holder)
- IRA or Roth IRA rollover

Distributions from your HSA

- You, or an authorized signer, can make withdrawals (or distributions) for qualified expenses.
- Distributions from your HSA can be made by check, debit card, ATM, online bill payment or by in-person request.
- Distributions for qualified medical expenses are tax free.
- Distributions made for anything other than qualified medical expenses are subject to IRS tax plus a 20% penalty. The penalty is waived if the account owner is 65 or older, or due to death or disability.
- Qualified medical expenses for your spouse and your tax dependents may be paid from your HSA, even if those individuals are not covered under your high-deductible health plan (HDHP).
- You're responsible for keeping receipts for all distributions from your HSA. The bank does not monitor how the funds are spent.

Advantages of an HSA

Portability

You can take 100% of the deposited funds with you when you retire or change employers. You are the account owner.

Flexibility

You can choose whether to spend the money on current medical expenses, or you can save your money for future use. Unused funds remain in the account from year to year and there is no "use it or lose it" provision.

Tax Savings

Contributions are tax free (pre-tax through payroll deductions or tax deductible). Earnings are tax free. Funds withdrawn for eligible medical expenses are tax free.

Premium Savings

An HSA-qualified insurance plan tends to be less expensive than a traditional insurance plan.

Allowable Expenses

To be a qualified medical expense, the expense has to be primarily for the diagnosis, cure, mitigation, treatment or prevention of disease. It must be to alleviate or prevent a physical or mental defect or illness. These expenses may or may not apply to your insurance deductible depending on the coverage provided by your medical plan.

Vision and dental expenses, such as glasses, contact lenses, eye exams, dental cleanings and orthodontia are all allowable expenses from your HSA. Medical supplies and over-the-counter medications such as Band-Aids, crutches, test strips, aspirin, allergy medicines and even contact solution are allowable.

Insurance premiums are allowable *only under the following circumstances*: while receiving federal or state unemployment benefits, COBRA premiums, qualified long-term care insurance premiums and Medicare and other health care premiums after age 65 (with the exception of Medicare supplement policies such as Medigap).

EXAMPLES OF ALLOWABLE EXPENSES (CARES ACT CHANGES IN BOLD):

- Acupuncture
- Alcoholism Treatment
- Ambulance
- Bandages
- Birth Control Pills
- Breast Reconstruction
- Car Hand Controls (for disability)
- Chiropractors
- Christian Science Practitioners
- Contact Lenses
- Crutches
- Dental Treatment
- Dermatologist
- Diagnostic Devices
- Disabled Dependent Care Expenses
- Drug Addiction Treatment (inpatient)
- Eyeglasses
- Fertility Enhancement
- Guide Dog
- Gynecologist
- Hearing Aids
- Home Care
- Hospital Services
- Laboratory Fees
- LASIK Surgery
- Lodging (for out-patient treatment)
- Long-Term Care
- Meals (associated with receiving treatments)
- Medicare Deductibles
- **Menstrual and Feminine Hygiene Products¹**
- Nursing Care
- Nursing Homes
- Obstetrician
- Operations
- Ophthalmologist
- Optician
- Optometrist
- Organ Transplant (including donor's expenses)
- Orthodontia
- Orthopedist
- **Over-the-Counter Medications¹**
- Oxygen and Equipment
- Pediatrician
- Personal Care Services (chronically ill)
- Podiatrist
- Prenatal Care
- Prescription Drugs
- Prescription Medicines
- Prosthesis
- Psychiatric Care
- Qualified Long-Term Care Services
- Smoking Cessation Programs
- Surgeon/Surgical Room Costs
- Therapy
- Transportation Expenses for Health Care Treatment
- Vaccines
- Vitamins (if prescribed)
- Weight Loss Programs (certain expenses if diagnosed by physician)
- Wheelchair
- Wig (for hair loss from disease)
- X-Rays

Non-Allowable Expenses

Insurance premiums are not eligible expenses (exceptions listed above).

Costs associated with non-medically necessary treatments are not eligible. This includes cosmetic surgery and items meant to improve one's general health (but which are not due to a specific injury, illness or disease) such as health club dues, gym memberships, vitamins and nutritional supplements.

EXAMPLES OF NON-ALLOWABLE EXPENSES:

- Advance Payment for Future Medical Expenses
- Automobile Insurance Premium
- Baby-sitting (healthy children)
- Commuting Expenses for the Disabled
- Controlled Substances
- Cosmetics and Hygiene Products
- Diaper Service
- Domestic Help
- Electrolysis (hair removal)
- Funeral Expenses
- Hair Transplant
- Health Club/Gym Memberships
- Household Help
- Illegal Operations and Treatments
- Illegally Procured Drugs
- Maternity Clothes
- Nutritional Supplements
- Premiums for Accident Insurance
- Premiums for HSA Qualified Health Plan (prior to age 65)
- Premiums for Life or Disability Insurance
- Scientology Counseling
- Teeth Whitening
- Travel for General Health Improvement
- Tuition in a Particular School for Problem

¹Per CARES ACT—No prescription needed. Effective 1/1/20.

DENTAL INSURANCE



The Dental plan for United Schools of Indianapolis provide you and your family with coverage for preventive dental care and both major and minor dental procedures to improve overall oral health. You may go to any dentist, however those who belong to the **Dental – DentalGuard Pref – Indiana** network will be most cost effective.

Network: DentalGuard Pref	In-Network	Out- Of -Network
Annual Deductible		
Per Insured Person	\$50	\$75
Family Maximum	\$150	\$225
Annual Benefit Maximum - (Calendar Year)	\$1,000 per person	
Orthodontic Lifetime Benefit Maximum	\$1,000 per person	
Dental Services		
Preventive Care*		
Oral exam, Teeth cleaning (prophylaxis), Bitewing X-rays, Full mouth X-rays, Sealants (per tooth)	100%	100%
Basic Care		
Fillings (one surface), general anesthesia, scaling & root planning, simple extractions	90%	80%
Major Care		
Dentures, single crowns	60%	50%
Orthodontic Services	50%	50%

*Deductible does not apply to in-network Preventive Care

To locate a participating provider visit:
www.guardiananytime.com
 or call
 (800) 627-4200

Employee Cost Per Pay

Employee	\$3.04
Employee + Spouse	\$15.17
Employee + Child(ren)	\$22.98
Family	\$35.82



VISION INSURANCE



Full-Time employees will have the ability to elect vision coverage with **Guardian**. This vision plan provides you with coverage for eye exams, lenses and frames – vision care for the whole family. To locate a vision provider in your area, go to www.guardiananytime.com or call (800) 627-4200.

You may go to any eye doctor however, if you go to a VSP network provider, you will usually pay less.

Network: VSP – Choice Full Feature		
	Network	Non-Network
Routine eye exam <i>(once a year)</i>	\$20 copay	Amount over \$39
Eyeglass frames <i>(once every other year)</i>	\$130.00, 20% discount on amount over \$130.00, except Sam's Club/Walmart. ¹	Amount over \$46
Lenses <i>(once a year)</i>		
Single vision lenses	\$20 copay	Amount over \$23 Amount over \$37
Lined Bifocal lenses	\$20 copay	Amount over \$49
Lined Trifocal lenses	\$20 copay	Amount over \$64
Lenticular lenses	\$20 copay	
Contact Lenses** <i>(once a year)</i>		
Conventional	Amount over \$130	Amount over \$100
Planned replacement and disposable	Amount over \$130	Amount over \$100
Medically necessary	Copay applies	Amount over \$3
Evaluation and fitting	15% off professional fee	Not covered
Cosmetic Extras	Discounted at an average of 20%-25% off providers UCR.	No discounts
Laser correction surgery	Average 15% discount off usual price or 5% off promotional price.	No discounts

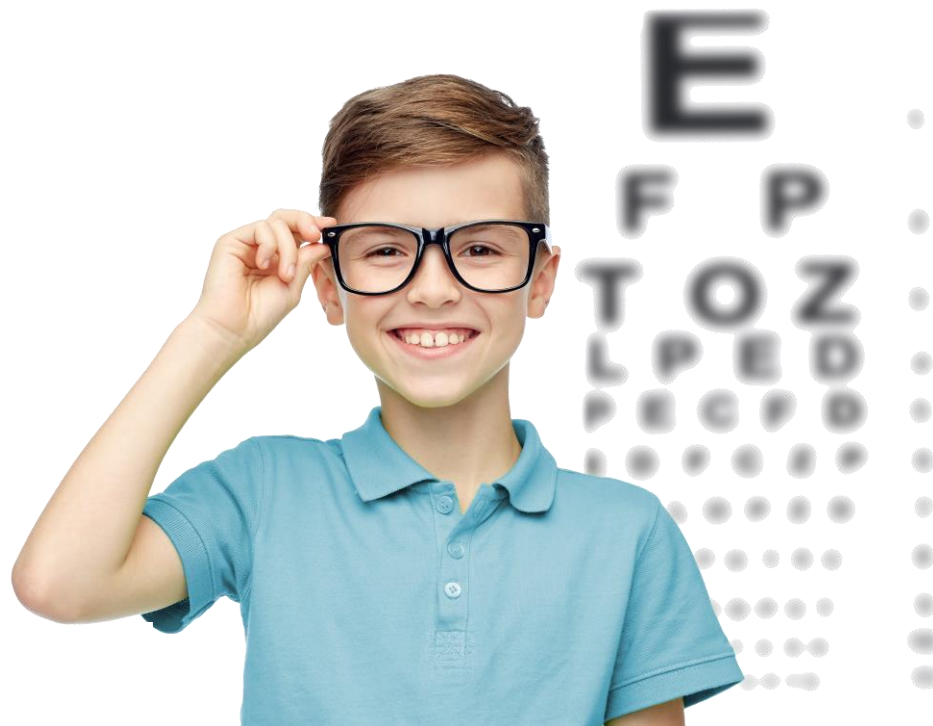
Members will receive 20% off unlimited additional pairs of prescription glasses and non-prescription sunglasses valid through any VSP doctor within 12 months of the last covered exam.

Laser Correction Surgery

Laser surgery is not an insured benefit. The surgery is available at a discounted fee. The covered person must pay the entire discounted fee. In addition, the laser surgery discount may not be available in all states.

Employee Cost Per Pay

Employee	\$4.82
Employee + Spouse	\$8.13
Employee + Child(ren)	\$8.30
Family	\$13.14



BASIC LIFE / AD&D (Employer Paid)



United Schools of Indianapolis provides full-time employees basic life and accidental death and dismemberment (AD&D) insurance in the amount of \$20,000. Accidental Death and Dismemberment is equal to the Life amount. Basic Life and AD&D is paid by United Schools of Indianapolis and given at no cost to you!

Benefits are reduced by 35% at age 65; 60% at age 70; 75% at age 75; and 85% at age 80.

VOLUNTARY LIFE / AD&D

In addition to the Basic Life benefit, you have the option of electing Voluntary Term Life Insurance from **One America** for you and your family. Voluntary AD&D is equal to the Voluntary Life amounts.

If you decide to purchase more than the amount guaranteed by One America or enroll after the open enrollment period, you must answer some medical questions to help assess your insurability.

In insurance, **accidental death and dismemberment (AD&D)** is a policy that pays benefits to the beneficiary if the cause of death is an accident. This is a limited form of life insurance which is generally less expensive, or in some cases is an added benefit to an existing life insurance policy.

Voluntary Life and AD&D	Coverage Information
Employee Benefit	(\$10,000 increments) \$10,000 minimum to a maximum of \$500,000. Guarantee Issue to age 64: \$100,000 Guarantee Issue age 65-69: \$10,000
Spouse Benefit*	50% of the Employee's volume to a maximum of \$250,000 Guarantee Issue to age 64: \$50,000 Guarantee Issue age 65-69: \$5,000
Child Benefit	10% of the Employee's volume to a maximum of \$10,000 Guarantee Issue: \$10,000 Guarantee Issue: \$2,500

**Spouse coverage is based on employee age and terminates at age 70.*

Benefits are reduced by 35% at age 65; 60% at age 70; 75% at age 75; and 85% at age 80.



SHORT-TERM and LONG-TERM DISABILITY *(Employer Paid)*

United Schools of Indianapolis provide full-time employees with Short Term Disability and Long-Term Disability insurance. Guardian short term and long-term disability insurance pays a portion of your earnings if you cannot work due to a non-work-related illness or injury. You must meet the definition of disability for benefits to be payable.

Short-Term Disability

- **Weekly Benefit** - 60% of Weekly Earnings
- **Maximum Weekly Benefit** - \$1,000
- **Benefits Begin** – 8 Days Accident, 8 Days Sickness
- **Benefit Period** - 26 Weeks

Long-Term Disability

- **Monthly Benefit** – 60% of Monthly Earnings
- **Maximum Monthly Benefit** - \$4,000
- **Benefits Begin** – 181st Day Accident, 181st Day Sickness
- **Benefit Period** – To age 65, Social Security Normal Retirement Age (SSNRA)

** SSFRA means the Social Security Full Retirement Age as figured by the 1983 amendment or any later amendment to the Social Security Act.*

Frequently Asked Questions

Can I take the policy with me if I leave the company? No.

Do I have to answer medical questions as part of purchasing insurance? No.

How are my earnings defined? Earnings means your monthly earnings excluding bonuses, commissions, expense accounts, and any other extra compensation. If you are a partner, earnings mean your partnership earnings that are reported on your IRS Form 1040 Schedule E for the prior calendar or tax year.



TRF – Teacher's Retirement Fund	403B – American Funds
<p>A pension plan through the State of Indiana</p> <p>Once retired, pension pays a monthly amount until death.</p> <p>Upon death, any remaining funds may put back into the "pot" and not left to a beneficiary, depending on your selections.</p> <p>Employer Contribution: 5.5% flat contribution Employee Contribution: Required 3% Pre-tax</p> <p>Vesting Schedule (How do you earn our 5.5%) You must work in an IN public school corporation, some IN charter schools, innovation schools, turnaround schools.</p> <ul style="list-style-type: none"> • 1-9 years = 0% • 10 years = 100% 	<p>A 403B is the same as a 401K, except it is for non-profits</p> <p>A 403B allows you, upon your death, to leave any remaining funds to a beneficiary</p> <p>Employer Contribution: 5.5% flat contribution Employee Contribution: Variable</p> <p>Options: Pre-tax & Roth</p> <p>Vesting Schedule (How do you earn our 5.5%) You must work at a USI school</p> <ul style="list-style-type: none"> • 2 years = 20% • 3 years = 40% • 4 years = 60% • 5 years = 80% • 6 years = 100%

