



ESTD  2006

**UNITED SCHOOLS  
OF INDIANAPOLIS**

# Welcome

**2026-2027 SCHOOL YEAR**



**AVONDALE MEADOWS  
ACADEMY**



**AVONDALE MEADOWS  
MIDDLE SCHOOL**



**VISION ACADEMY  
RIVERSIDE**



# About United Schools of Indianapolis

United Schools of Indianapolis (USI) serves a community desperate for better schools, safer neighborhoods, and a brighter future. More than 98% of the families at USI represent a minority group, and more than 82% of the students are eligible for free/reduced lunch. Since 2006, USI has provided over 2,000 children with a rigorous, college-preparatory education in their elementary years. USI makes huge strides, not only in closing the achievement gap, but also in helping transform Indianapolis neighborhoods that have struggled for decades with crime, poverty, and underfunded, poorly performing schools.

USI is a tuition-free, public, charter school system authorized by the Indianapolis Mayor’s Office of Education Innovation. Located in two of Indianapolis’ most underserved communities, USI’s current enrollment includes just over 1,000 students, in kindergarten through 8th grade, on two campuses: Avondale Meadows Academy on the near east side, and Vision Academy @ Riverside on the near west side.

## PURPOSE

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

## 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.

## 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.

[unitedschoolsindy.org](http://unitedschoolsindy.org)  
3980 Meadows Drive  
Indianapolis, IN 46205  
317-550-3363

[visionacademy-riverside.org](http://visionacademy-riverside.org)  
1751 E. Riverside Drive  
Indianapolis, IN 46202  
317-632-2006

[avondalemeadowacademy.org](http://avondalemeadowacademy.org)  
3980 Meadows Drive  
Indianapolis, IN 46205  
317-803-3182

[avondalemeadowsms.org](http://avondalemeadowsms.org)  
3980 Meadows Drive  
Indianapolis, IN 46205  
317-550-3363



# Benefits Overview

When considering accepting a new employment offer one must consider many 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 allowing for many opportunities for growth.

## INSURANCE BENEFITS

- Benefits add approximately 38% compensation to your salary (based on a salary of \$52,000)
- USI employees can pay as little as \$500 annually for medical, vision, dental, and life insurance combined!
- USI contributes between 90% and 97% (depending on the chosen plan) of the cost of employee-only medical insurance
- Health Savings Plan option is also available

## RETIREMENT

USI pays 7.1% 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 and realize that many additional hours are spent beyond basic classroom requirements. With a few exceptions, we pay stipends for official afterschool activities. These activities include but are not limited to After School Tutoring, Monday Clubs, Parent University, Athletic Coaches, Mentor Teachers and more.

## 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

You may also qualify for the Public Service Loan Forgiveness Program simply because USI serves underserved communities with low income families. To learn more about the eligibility requirements and the process you can visit <https://studentaid.gov/pslf/>

## EXCELLENCE IN EDUCATION AWARD

The tireless work of our employees is at the very heart of our school's success and its service to students and families. With this \$2500 award given to five staff members each year, we aim to honor the amazing contributions of our staff and celebrate excellence. We want this award to encourage each staff member to continue serving as the most critical resource to ensure every child in our school is safe, challenged and college-bound.



## RECOGNITION OF SERVICE BENEFIT

USI values the contributions, knowledge and experience of long-term employees. In appreciation of this dedicated service, USI seeks to recognize employees as they reach milestone anniversaries of employment.

Years Completed	Benefit
3	\$1500 Check
4	\$200 Gift Card - Night Out Downtown
5	\$2500 Check
6	8 additional PTO hours (4 total PTO days years 7-11)
7	\$3500 Check
10	\$5000 Check
11	16 additional PTO hours (5 total PTO days years 12-16)
15	\$7500 Check + 1 Week Sabbatical
16	24 additional PTO hours (6 PTO days years 17 and on)
20	\$10,000 Check + 1 Week Paid Vacation (\$5000 cash benefit)

\*This benefit is subject to change.





# VITAL – VIGILANCE IN TEACHING AND LEARNING HIGH PERFORMANCE BONUS AWARD

## What is VITAL

Very generous donors have funded a \$12.5 million trust that will pay \$500,000 annually to United Schools of Indianapolis for the next twenty-five (25) years – starting in 2024 and continuing annually for twenty-five (25) years and concluding in the year 2048. This is the largest known private donation made to schools for staff bonuses!

## Purpose

To provide performance based bonuses to retain “high performance” staff (including general education teachers, elective teachers, resource teachers, intervention teachers, counselors and deans, administrators and office staff) and to recruit the best new staff to USI.

## Why USI

The donors recognize USI’s commitment to recognizing and rewarding staff through our current annual bonus program, the USI Recognition of Service program as well as the metrics used to evaluate teachers. This contribution is a vote of confidence in USI and the progress we are making to improve educational opportunities for those we serve.

## Calculations

\$500,000 will be distributed to members that rank in the top thirty percent 30% of all in each category AND have a minimum score of 3.0. Personnel are separated into the following categories:

### Category

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General Education Classroom Teachers

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Resource Teachers

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Principals

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Assistant Principals

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Counselor, SEL, Dean, Coach, CCC

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Electives Teachers

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Intervention Teachers, Office Managers

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The amount to be allocated to each category will depend on the number of qualified members that meet the minimum requirements, and the relative weighting of the category.

For purposes of allocating the award amount within each category, the allocation will determine how far above each member of a category is above the minimum score of 3.0, and then be applied, to ensure a wide variance from the top award to the bottom award. There will be a maximum payment of \$40,000 and a minimum payment of \$1,000 annually.

## Evaluation

The category weighting, percentile ranking, and minimum evaluation rating have been determined initially in a manner to reward the highest performers and those who are student facing. USI will submit the award calculations and amounts to the trustee annually. In order to provide flexibility over a twenty-five (25) year term, United Schools of Indianapolis will meet with the trustee (at least annually) to evaluate success of the program and determine if such metrics should be revised.

### As part of the agreement with the VITAL Trust, USI has agreed to the following:

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Maintain the current Teacher/Staff Evaluation System for determining evaluation ratings.

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Maintain a separate performance based bonuses plan of at least \$150,000 annually for teachers and leaders during the course of the Agreement. This will be distributed using the current End of Year Bonus formula and everyone is eligible.

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Individuals receiving a VITAL award will be informed of their eligibility to receive the bonus prior to leaving for summer break.

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The bonus will be paid on or before September 8 of that year of the Agreement and be contingent on the bonus recipient being employed by United Schools of Indianapolis on the date of the payment.

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USI will not decrease the current salary schedule (base salary) of staff members as a result of this significant contribution from the Donor.



# Retirement Benefits

## TRF TEACHER'S RETIREMENT FUND

A pension plan through the State of Indiana for certified teachers.

Once retired, pension pays a monthly amount until death.

Upon death, any remaining funds may put back into the "pot" and not left to a beneficiary, depending on your selections.

### Contributions:

Employer Contribution: 7.1% flat contribution

Employee Contribution: Required 3% Pre-tax

### Vesting Schedule:

How do you earn our 7.1%?

You must work in an IN public school corporation, some IN charter schools, innovation schools, turnaround schools.

- 1-9 years = 0%
- 10 years = 100%

## 403B AMERICAN FUNDS

A 403b is the same as a 401K, except it is for nonprofits.

A 403b allows you, upon your death, to leave any remaining funds to a beneficiary.

### Contributions

Employer Contribution: 7.1% flat contribution

Employee Contribution: Variable

Options: Pre-tax & Roth

### Vesting Schedule

How do you earn our 7.1%? You must work at a USI school:

- 2 years = 20%
- 3 years = 40%
- 4 years = 60%
- 5 years = 80%
- 6 years = 100%





# Pay Schedule

## 2026-2027 SCHOOL YEAR

	Pay Period Start Date	Pay Period End Date	Pay Day
1	07/11/26	07/24/26	07/31/26
2	07/25/26	08/07/26	08/14/26
3	08/08/26	08/21/26	08/28/26
4	08/22/26	09/04/26	09/11/26
5	09/05/26	09/18/26	09/25/26
6	09/19/26	10/02/26	10/09/26
7	10/03/26	10/16/26	10/23/26
8	10/17/26	10/30/26	11/06/26
9	10/31/26	11/13/26	11/20/26
10	11/14/26	11/27/26	12/04/26
11	11/28/26	12/11/26	12/18/26
12	12/12/26	12/25/26	01/01/27
13	12/26/27	01/08/27	01/15/27
14	01/09/27	01/22/27	01/29/27
15	01/23/27	02/05/27	02/12/27
16	02/06/27	02/19/27	02/26/27
17	02/20/27	03/05/27	03/12/27
18	03/06/27	03/19/27	03/26/27
19	03/20/27	04/02/27	04/09/27
20	04/03/27	04/16/27	04/23/27
21	04/17/27	04/31/27	05/07/27
22	05/01/27	05/14/27	05/21/27
23	05/15/27	05/28/27	06/04/27
24	05/29/27	06/11/27	06/18/27
25	06/12/27	06/25/27	07/02/27
26	06/26/27	07/09/27	07/16/27





# Insurance Benefits

## HEALTH INSURANCE

<b>Anthem</b> 	<b>PPO 1000 Embedded</b>		<b>PPO 2000 Embedded</b>		<b>HSA 1700 Non-Embedded</b>	
Your Network: Blue Access Network: Blue Access	Embedded allows a family member to meet the individual deductible and not have to meet the family deductible. Non-embedded means the family deductible must be met.					
Employee	\$	<b>62.70</b>	\$	<b>49.49</b>	\$	<b>38.48</b>
Employee + Spouse	\$	<b>274.74</b>	\$	<b>253.61</b>	\$	<b>236.00</b>
Employee + Child(ren)	\$	<b>189.21</b>	\$	<b>174.16</b>	\$	<b>161.60</b>
Employee + Spouse + Child(ren)	\$	<b>436.92</b>	\$	<b>409.18</b>	\$	<b>386.06</b>
<b>Covered Medical Benefits</b>	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Overall Deductible (Employee/Family)	\$1k / \$3k	\$3k / \$9k	\$2k / \$6k	\$6k / \$18k	\$1,700 / \$3,400	\$5,100 / \$10,200
Max Out-of-Pocket Limit (OOP) (Employee/Family)	\$3,500 / \$7k	\$10,500 / \$21k	\$5k / \$10k	\$15k / \$30k	\$3,000 / \$6,000	\$9k / \$18k
Doctor Visits (virtual and office)	% after deductible					
Primary Care (PCP), Mental Health, and Substance Abuse	\$25 copay	40%	\$25 copay	40%	20%	40%
Specialist Provider virtual and office	\$50 copay	40%	\$50 copay	40%	20%	40%
Other Practitioner Visits	\$50 copay	40%	\$50 copay	40%	20%	40%
Maternity Doctor services	20%	40%	20%	40%	20%	40%
Retail Health Clinic usually found in pharmacies or retail stores.	\$25 copay	40%	\$25 copay	40%	20%	40%
Virtual Visits - Must use mobile app or website	% after deductible					
Primary Care, urgent/acute care, Mental Health & Substance Abuse	No charge	40%	No charge	40%	No charge	40%
Specialist care	\$50 copay	40%	\$50 copay	40%	20%	40%
<b>Other In Office Services</b>	% after deductible					
Allergy Testing	20%	40%	20%	40%		
Injections billed by network providers,	\$10 copay / NC				20%	40%
Prescription Drugs Dispensed in the office	20%		20%		20%	40%
In-Office Surgery	\$50 copay	40%	\$50 copay	40%	20%	40%
Preventive care / screenings / immunizations	% after deductible					
Preventive Care for Chronic Conditions per IRS guidelines	No charge	40%		40%	No charge	
Diagnostic Services Lab	% after deductible					
Office, Freestanding Lab/Reference Lab	No charge	40%	No charge	40%	20%	40%
Outpatient Hospital	20%	40%	20%	40%	20%	40%
Diagnostic Services X-Ray	% after deductible					
Office	No charge	40%	No charge	40%	20%	40%
Outpatient Hospital	20%	40%	20%	40%	20%	40%
Diagnostic Services (Advanced Diagnostic Imaging)	% after deductible					
Office	No charge	40%	No charge	40%	20%	40%
Freestanding Radiology Center, Outpatient Hospital, MRI	20%	40%	20%	40%	20%	40%
Emergency and Urgent Care	% after deductible					
Urgent Care includes doctor. Additional charges may apply	\$75 copay	40%	\$75 copay	40%	20%	40%
ER Facility Services (Your copay will be waived if admitted.)	\$250 + 20%	In-Network	\$250 copay	In-Network	20%	40%
Emergency Room Doctor and Other Services	20%	In-Network	20%	In-Network	20%	40%
Ambulance	20%	In-Network	In-Network	In-Network	20%	40%
Outpatient Mental Health/ Substance Use at a Facility	% after deductible					
Facility Fees / Doctor Services	20%	40%	20%	40%	20%	40%
Outpatient Surgery	% after deductible					
Hospital, Surgery Center, Physician, other services	20%	40%	20%	40%	20%	40%
Hospital (Including Maternity, Mental Health/Substance Use)	% after deductible					
Facility Fees, Physician and other services including surgeon fees	20%	40%	20%	40%	20%	40%
Home Health Care - limited to 120 visits per benefit period.	% after deductible					
Therapy - Physical/occupational = 40 visits, speech = 20 visits / year	20%	40%	20%	40%	20%	40%
Office	\$50 copay	40%	\$50 copay	40%	20%	40%
Chiropractic - In-Office - Limited to 12 visits per benefit period.Ⓜ	\$50 copay	40%	\$50 copay	40%	20%	40%
Outpatient Hospital Therapy/ Outpatient Hospital Chiropractic	20%	40%	20%	40%	20%	40%
Pulmonary rehabilitation - Coverage is limited to 20 visits / year	% after deductible					
Office	\$50 copay	40%	\$50 copay	40%	20%	40%
Outpatient Hospital	20%	40%	20%	40%	20%	40%
Cardiac rehabilitation - Coverage is limited to 36 visits / year	% after deductible					
Office	\$50 copay	40%	\$50 copay	40%	20%	40%
Outpatient Hospital	20%	40%	20%	40%	20%	40%
Dialysis/Hemodialysis	% after deductible					
Office	No charge	40%	No charge	40%	20%	40%
Outpatient Hospital	\$50 copay	40%	\$50 copay	40%	20%	40%
Chemo/Radiation Therapy	% after deductible					
Office	\$50 copay	40%	\$50 copay	40%	20%	40%
Outpatient Hospital	20%	40%	20%	40%	20%	40%



# Insurance Benefits

## DENTAL & VISION

Anthem			
In-Network benefit, Blue View Vision Provider. Only children's vision count towards your out-of-pocket limit.			
Children's Vision exam (up to age 19)Limited to 1 exam per benefit period.			
Adult Vision exam (age 19 and older)Limited to 1 exam per benefit period.			
Guardian		Dental	Vision
	Employee Only	\$ 5.72	\$ 4.82
	Employee + Spouse	\$ 27.54	\$ 8.13
	Employee + Child(ren)	\$ 25.86	\$ 8.30
	Employee + Spouse + Child(ren)	\$ 38.00	\$ 13.14

## PRESCRIPTION

Other Benefits			
Pharmacy Out-of-Pocket Limit - Combined with In-Network medical OOP limit			
Prescription Drug Coverage: Network: Rx Choice Tiered Network			
<b>PPO 1000</b>	<b>Preferred Network Pharmacy</b>	<b>In-Network Pharmacy</b>	<b>Out-of-Network Pharmacy</b>
Tier 1 - Typically Generic	\$15 retail / \$30 home delivery	\$25	50% retail only
Tier 2 - Typically Preferred Brand	\$40 retail / \$100 home delivery	\$50	50% retail only
Tier 3 - Typically Non-Preferred Brand	\$80 retail / \$200 home delivery	\$90	50% retail only
Tier 4 - Typically Specialty (brand & generic)	25% up to \$350 / Rx (retail & home delivery)	25% up to \$450 / Rx (retail only)	50% retail only
<b>PPO 2000</b>	<b>Preferred Network Pharmacy</b>	<b>In-Network Pharmacy</b>	<b>Out-of-Network Pharmacy</b>
Tier 1 - Typically Generic	\$15 retail / \$20 home delivery	\$20	50% retail only
Tier 2 - Typically Preferred Brand	\$35 retail / \$88 home delivery	\$45	50% retail only
Tier 3 - Typically Non-Preferred Brand	\$75 retail / \$188 home delivery	\$85	50% retail only
Tier 4 - Typically Specialty (brand and generic)	25% up to \$350 / Rx (retail & home delivery)	25% up to \$450 / Rx (retail only)	50% retail only
<b>HSA 1700</b>	<b>Preferred Network Pharmacy</b>	<b>In-Network Pharmacy</b>	<b>Out-of-Network Pharmacy</b>
Tier 1 - Typically Generic	20% after deductible	30% after deductible (retail only)	40% after deductible (retail only)
Tier 2 - Typically Preferred Brand	20% after deductible	30% after deductible (retail only)	40% after deductible (retail only)
Tier 3 - Typically Non-Preferred Brand	20% after deductible	30% after deductible (retail only)	40% after deductible (retail only)
Tier 4 - Typically Specialty (brand and generic)	20% after deductible	30% after deductible (retail only)	40% after deductible (retail only)



# Your Employee Assistance Program

## Large Group-Indiana

Your Employee Assistance Program (EAP) is here to help you and your household through difficult times. The following resources are private, confidential, and available to you 24/7 at no extra cost.<sup>1</sup>



### Counseling and mental health

- Get 3 free visits for in-person or virtual counseling per person in your household, per issue each year.<sup>2</sup>



### Work-life resources

- Find information on career, parenting, and balancing work and family.
- Find high-quality child, elder, and pet care.
- Receive special discounts on a range of products and services, including food, travel, and clothing.



### Identity theft support

- Register to get help with identity monitoring and theft resolution to minimize or recover from the effects of identity theft.



### Self-improvement resources

- Log in to take self-assessments, access the Guidance to Care tool, and get a list of EAP resources specific to your needs.



### Legal and financial resources

- Book a no-cost consultation and receive a discounted rate from participating local attorneys on continued legal services.<sup>3</sup>
- Explore an online library of legal resources, forms, and essential documents.
- Have unlimited phone consults with a financial professional and access online financial calculators and budgeting tools.



### 24/7 crisis support

- Get in-the-moment support when experiencing a personal crisis.
- Find help with navigating resources and getting support if you're impacted by a tragedy or natural disaster.

## Get the help you need, 24/7

- Visit [anthemep.com/large-group-indiana](https://anthemep.com/large-group-indiana). You can also scan this QR code with your phone's camera.
- Call your EAP at **800-999-7222** for help with questions.



<sup>1</sup> In accordance with federal and state law, and professional ethical standards.

<sup>2</sup> Appointments are subject to availability of a therapist. Online counseling is not appropriate for all kinds of problems. If you are in a crisis or have suicidal thoughts, it's important that you seek help immediately. Please call 988 (National Suicide Prevention Lifeline) and ask for help. If your issue is an emergency, call 911 or go to the nearest emergency room.

<sup>3</sup> Excludes business, benefits, or employment issues. The free half-hour consultations apply per legal issue, per year. You are eligible for a new consultation for each new issue yearly.

This document is for general information purposes. Check with your employer for specific information on services available to you.

In addition to using a telehealth service, you can receive in-person or virtual care from your own doctor or another healthcare provider in your plan's network. If you receive care from a doctor or healthcare provider not in your plan's network, your share of the costs may be higher. You may also receive a bill for any charges not covered by your health plan.

EAP products are offered by Anthem Insurance Companies, Inc.

Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In Connecticut: Anthem Health Plans, Inc. In Indiana: Anthem Insurance Companies, Inc. In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. and Community Care Health Plan of Georgia, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. in 17 southeastern counties of New York: Anthem HealthChoice Assurance, Inc. and Anthem HealthChoice HMO, Inc. In these same counties Anthem Blue Cross and Blue Shield HP is the trade name of Anthem HP, LLC. In Ohio: Community Insurance Company, Inc. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield, and its affiliate HealthKeepers, Inc. trades as Anthem HealthKeepers providing HMO coverage, and their service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), underwrites or administers PPO and indemnity policies and underwrites the out-of-network benefits in POS policies offered by Corporate Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Corporation (WCI). CompCare underwrites or administers HMO or POS policies; WCI underwrites or administers Well Priority HMO or POS policies. Independent licensees of the Blue Cross and Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.

# Your Life. Your Work. Your Best.®

## Your GuidanceResources® Program

Sometimes life can feel overwhelming. It doesn't have to. Your ComPsych® GuidanceResources® program provides confidential counseling, expert guidance and valuable resources to help you handle any of life's challenges, big or small.

### Services:

#### Confidential Emotional Support

3 face-to-face or virtual sessions per person, per issue, per year

- Anxiety, depression, stress
- Grief, loss and life adjustments
- Relationship/marital conflicts

#### Work and Lifestyle Support

- Child, elder and pet care
- Moving and relocation
- Shelter and government assistance

#### Legal Guidance

- Divorce, adoption and family law
- Wills, trusts and estate planning
- Free consultation and discounted local representation

#### Financial Resources

- Retirement planning, taxes
- Relocation, mortgages, insurance
- Budgeting, debt, bankruptcy and more

#### Digital Support

- Connect to counseling, work-life support or other services
- Tap into an array of articles, podcasts, videos, slideshows
- Improve your skills with On-Demand trainings

#### Online Will Preparation

- Quickly and easily complete a will on your computer with EstateGuidance®
- Specify guardians, trustees and property division
- Provide funeral and burial instructions

#### Wellness Support

Flexible 3-5 coaching session model

- Make positive lifestyle changes with health coaching
- Improve your nutrition, exercise habits, weight loss efforts
- Get help with smoking cessation, back care, resiliency and more

Life is challenging. We can help.  
Confidential 24/7 support.



24/7 Live Assistance:  
Call: (855) 239.0743  
TRS: Dial 711



Online: [guidanceresources.com](https://www.guidanceresources.com)  
App: GuidanceNow<sup>SM</sup>  
Web ID: Guardian