

MEMORANDUM FOR: All Employees

FROM: James Stefankiewicz, Ed.D., Superintendent of Schools



DATE: September 2022

RE: Staff Information

Staff members are urged to read carefully the following information:

A. Change of Column on Salary Guide – questions call ext. 3006

1. There shall be twice yearly column adjustments on graduate credit effective September 1st and February 1st of each fiscal year.
2. It shall be the responsibility of the teacher to inform the Superintendent of Schools regarding any change or contemplated change in training level before May 1st – in the case of a July column adjustment in the following school year; and before December 1st – in the case of a February column adjustment in the following school year. Forms will be sent via e-mail and must be returned via e-mail. Paper copies will be returned.
3. All changes as noted above, will be taken at one time to the Board of Education for approval. This is done at the regular Public Meeting in July for September and January for February.
4. Evidence of such changes shall be submitted to the Superintendent of Schools not later than June 30th of each year in the case of a September adjustment and not later than January 15th of each year in the case of a February column adjustment.
5. Shortly after the Public Board Meetings in July and January, the Board Office will mail revised contracts to the people who have been approved. The original signed contracts will become null and void once the revised ones are signed.
6. Paychecks reflecting these changes on guide will begin in September and February, respectively.

B. Credit Reimbursement – questions call ext. 3006

1. If you are planning on taking classes you will need to have them approved BEFORE you take them. You must go to our school website under links. Human Resources, Employee Forms & Information. Click Tuition Reimbursement, then click on the link for your home school. Please fill out the Google form. IMPORTANT! Please click "Send me a Copy" and then submit. This will be your record of these classes. We will not be sending a paper copy. If you have any questions please contact me at any time.

2. **Original transcripts and Proof of Payment** must be in the Personnel Office on/or before September 30th, February 28th and June 30th for reimbursement at the following Public Board Meeting. Any Transcripts or Proof of Payments received after these dates will be reimbursed at the next reimbursement time.
3. Only those courses that have been **approved before they are taken** will be reimbursed.
4. A teacher will be reimbursed for each credit hour equal to 65% of the current State College rate or the actual credit cost whichever is less for each approved credit hour or accredited courses within his/her certification taken while the teacher is under contract with the Township of Ocean Board of Education.
5. A credit hour for non credit courses approved for reimbursement is defined as a minimum of twelve (12) hours of formal instruction

C. Declined Health Care Coverage – questions call ext. 3102

Please click here: [Declined Health Care Coverage](#)

1. Employees must complete a State Health Benefits Waiver/Reinstatement form. They must include a copy of their current insurance card. **In addition, if you are declining coverage you must also go on Benefit Solver and check, “waived coverage.”**
 Navigate to: <http://mynjbenefitshub.nj.gov>
 - A. Click Register
 - B. Enter Social Security Number and Date of Birth
 - C. Enter Company Key = SHBP/SEHBP
 - D. Click Continue
2. If your alternative coverage is with SHBP or SHEPB you will not be eligible for reimbursement per state law.
3. In lieu of benefits, you, the employee, **will receive \$2,500 per year in two payments** – one in December and one in June, prorated, and include a 60 day waiting period when applicable.

D. Open Enrollment – questions, call ext. 3102

Open enrollment is held every October with any changes effective January 1st of the next year. There is a 60 day waiting period for all new employees unless you are hired at the start of the school year & are a 10 month employee. In that case your benefits begin September 1st.

****Please note – If you have a dependent that has turned 23 during the year, they will automatically be continued on the medical and prescription coverage until age 26 but if you want your dependent to continue the dental insurance, they have to apply for COBRA Coverage. They must apply not later than 60 days after the end of the year in which they turn 23 years old.***

E. Medical Hospitalization Coverage – questions call ext. 3102

All new hires must enroll in either the NJEHP Plan or the Garden State Health Plan. If you were hired before July 1, 2020, there are two other plans, NJ Direct 10 and NJ Direct 15 that have been made available for you to enroll in. See the State Web Site for all of your options. Please click here:

[State of NJ - Department of the Treasury - NJDPB | Summary of Benefits and Coverage for Local Education Employees](#)

Prescription Plan – questions call ext. 3102

The Board of Education provides a prescription drug plan through Express Scripts. The co-pays are as follows:

Prescription Copayments	NJ Direct 10 & 15	New Jersey Educator's Plan	Garden State Plan
Retail: Generic Copayments	\$3	\$ 5	\$ 5
Retail: Preferred Brand Copayments	\$10	\$ 10	\$ 10
Retail: Non-Preferred Brand Copayments	\$25	Member pays Difference*	Member pays Difference*
Mail: Generic Copayments	\$6	\$ 10	\$ 10
Mail: Preferred Brand Copayments	\$20	\$20	\$20
Mail: Non-Preferred Brand Copayments	\$50	Member pays Difference*	Member pays Difference*
Prescription Drug out of pocket maximum	\$1,710/\$3,420	\$1,600/\$3,200	\$1,600/\$3,200
*You pay the applicable brand co-payment as listed above, plus the cost difference between the brand drug and the generic drug.			

Separate cards are issued for the prescription plan.

F. Horizon Dental Option Plan – questions call ext. 3102

Dental Service	What is Included?	Coverage
Preventive and Diagnostic Care	Exam, cleaning, fluoride treatments, xrays, etc.	80%
Therapy/Treatment Services	Extractions, fillings, on-lays & single crowns, root canals, periodontic care, oral surgery	80%
Oral Surgery	Extractions, Fractures, Biopsy	80%
Orthodontic Benefits	Adult and Child	50% to lifetime max of \$1150
Maximum Yearly Limit	Per Covered Member	\$1,350

1. The Board of Education provides for a Dental Plan with Horizon Blue Cross Blue Shield of New Jersey. Dependent children are covered up to the end of the year they turn 23. The four types of coverage are:

Single, Member & Spouse/Civil Union/Domestic Partner, Parent/Child, & Family

- a) Dependents are covered as detailed under medical coverage.
 - b) Separate cards are issued for Dental coverage.
2. A child with a mental or physical disability may be continued in this program after the age of 23 as long as he/she remains incapacitated and unmarried, subject to the continuance of the employee's own coverage in this program.
 3. **The Dependents to age 31 program does not apply to Dental coverage.**

G. Dependent Eligibility Age

1. Children are eligible until age 26 for medical and prescription coverage based on the provisions of the Federal Patient Protection and Affordable Care Act (PPACA):
 - A "child" is defined as an enrollee's child until age 26, regardless of the child's marital, student, or financial dependency status – even if the young adult no longer lives with his or her parents.
 - Coverage will be extended to eligible children through December 31 of the year they turn age 26.
2. After the age of 26, dependents are eligible for the **Dependent to Age 31 Program** (Chap 375) for medical and prescription only, **dental is excluded**. Dependents can stay on this group until they turn 31 (specifically the 1st of the month following their 31st birthday). They can also enroll later if they lose coverage elsewhere as long as the parent is enrolled in our group.

To be eligible for the Dependent to Age 31 Program, the dependent must be:

- Unmarried
- Have no children
- Live in New Jersey or is a full-time student at an accredited college out of New Jersey
- Must be under the age of 31
- Is not provided coverage as a subscriber, insured enrollee or covered person under a group or individual health benefits plan or church plan
- Not entitled to benefits under Medicare
- You must attach a copy of the transcript from an accredited public or private college if attending college to the application
- You must attach a copy of the birth certificate to the application
- You must attach a copy of the **HIPPA** Certificate (proof of coverage through previous insurer) to the application

If you are interested in different coverage options you may go to the New Jersey Health Insurance Marketplace at <https://www.nj.gov/getcoverednj/> or contact our insurance broker, Kathy Passantino, at Kathy_Passantino@ajg.com.

3. Dependents are covered under dental until the end of the year in which they turn 23. After the age of 23 dependents are eligible for dental under **COBRA**, and the dental can be continued for up to 36 months only. The monthly premium for the dental is 102% of the single dental premium. Application for COBRA dental must be made within 60 days of the end of the year in which the dependent turns 23.

H. **COBRA** – questions call ext. 3102

The Federal Consolidated Omnibus Budget Reconciliation Act of 1985, (COBRA), gives employees, spouses, and dependent children currently enrolled under the Township of Ocean Board of Education's health benefits program, the opportunity to purchase continued health benefits for a limited period of time after a COBRA qualifying event occurs – (18 months for employee - 36 months for dependents). COBRA applies to employees and dependents who would otherwise lose coverage as a result of a COBRA qualifying event.

1. Work termination
2. A reduction in work hours / leave of absence
3. Divorce or legal separation of a spouse/civil union/domestic partner
4. Death of the employee
5. Dependent ineligibility (overage)
6. Medicare becoming the primary insurance

It is the responsibility of the employee to notify Patty DeAngelis (ext. 3102) for **medical prescription and dental** of a COBRA event as listed in items 3, 5, and 6 (above) within 60 days of the event. The COBRA participant pays 100% of the cost plus an additional 2% administrative fee.

A qualifying event (changes) such as marriage, birth of a child, divorce, separation, or child attaining age 26 (medical/prescription) or 23 (dental) must be reported to Patty DeAngelis within 30 days of the event for change in coverage to take effect.

I. **HIPPA** – questions call ext. 3102

HIPPA: The privacy and security of medical records of each individual employed with the Township of Ocean School District is guaranteed under the federal and state HIPPA legislation. This means that any and all medical providers, insurance companies, and the Ocean Township School District must protect your right to medical privacy. You can go to the website **HIPPA** for more complete information about this legislation.

J. **Pay Information** – questions call ext. 3112

1. The 2022 Social Security Tax base is limited to 147,000 for the Old Age Benefit portion. The Medicare portion is based on all wages earned. The rate is 4.2% for Old Age Benefit and 1.45% for Medicare.

2. The New Jersey State Unemployment tax base is 39,800 for 2022. The employee rate is .00425.
3. New Jersey State Family Leave Insurance tax base is 151,900 for 2022. The employee rate is .14%.
4. Pension Deductions: TPAF 7.50%, PERS 7.50% and DCRP 5.5%. The pension booklet also provides other important information. Please study it and take note of the non-contributory and contributory group life insurance plans. For further information you may use the Division of Pensions and Benefits site for '**Member Benefits Online System**' MBOS. Please click here: **Member Benefits Online System** and follow directions to register. Here you can obtain important information about your account with the Division as well as obtain loans and purchase of service credit.
5. Direct Deposit is available to all employees.
6. Summer Pay is available to all 10 month employees and will be mandatory by January 1, 2023.
7. All employees are eligible to participate in the optional 403B and/or 457 Tax Sheltered Annuity Programs. These plans allow employees to save funds pre-tax for retirement via payroll deductions. See attached list of vendors on the **Summary of Your Employee Benefits** sheet. ***REMINDER: Upon retirement all payouts must be made into a 403B.**
8. Employees may optionally participate in the 529 College Savings Plan Program. This plan allows employees to save after-tax funds for College via payroll deduction.

K. Optional Income Protection

These plans are not endorsed or paid for by the Board of Education. Information regarding these plans will be presented to you by the company representative at a school meeting in the near future.

1. Prudential Insurance Company of America – NJEA Group Disability Insurance Policies
2. AFLAC – Accidental and Personal Sickness Indemnity Insurance Policies
3. Allstate – Universal Life, Short Term Disability, Accident Indemnity Policy, Critical Illness.

See Summary of Employee Benefits attached.

L. First Financial Federal Credit Union – questions call ext. 3112

1. Members can arrange for savings and checking accounts, loans, Christmas Clubs and many other financial services with "**First Financial.**" Members can either pay directly to "**First Financial**" or arrange for automatic deduction from their pay for any or all of these services. www.firstffcu.com
2. Any staff members wishing to make arrangements for payroll deductions may do so at "**First Financial**" (783 Wayside Road, Neptune, NJ).

M. Section 125 Cafeteria Benefits Plan – questions call ext. 3005

A Cafeteria Benefits plan is available to all contractual employees. The plan allows employees to deduct funds from their pay **PRE-TAX** to cover qualified un-reimbursed medical expenses and dependent day care. All employees must contribute towards health insurance coverage and may use the 125 Plan to pay the premiums with PRE-TAX dollars. This benefit is highly regulated by the IRS. **Please read attachment & all available literature before you sign up.**

N. Changes

Any change in name, address, phone number, number of dependents, marriage, divorce, separation, birth of a child or a child attaining age 26 or 23 must be reported immediately to the **Personnel Office at ext. 3005/3006** so that records may be updated.

O. Cell Phone Use

Staff members should avoid using personal cell phones during the work day. However, the Board of Education recognizes a teaching staff member may need to electronically communicate on a non-school related, personal matter using a personal cellular telephone or other personal communication device during their workday. In the event the teaching staff member needs to electronically communicate on a non-school related personal matter using a personal cellular telephone or other personal communication device during their workday, the teaching staff member may do so provided the communication is made during the teaching staff member's duty free lunch or break periods and is made outside the presence of students either in an area inside or outside the school building designated by the teaching staff member's Principal or immediate supervisor.

In the event the teaching staff member has an emergency requiring immediate attention that requires such a communication while performing assigned district responsibilities, the teaching staff member shall inform the Principal or immediate supervisor before or immediately after the communication, depending on the nature of the emergency. The Board of Education is not responsible if a teaching staff member's personal cellular telephone or other communication device is lost, stolen or missing.

We want everyone to remain free from the distraction and unbecoming appearance of using one's personal cell phone while supposedly working in the classroom, at one's desk, or other working locations.

P. Electronic Communications between Teaching Staff Members and Students

In accordance with Policy # 3283 (Electronic communications between teaching staff members and students) and Policy # 4283 (Electronic communications between support

staff members and students) use of social media, texting, or email with students must be limited to school related information.

Q. Absence Due to Illness

At any time the Board of Education can request a doctor's certificate to verify an employee's illness. However, when an employee of the Board of Education is absent due to illness for a period of three (3) consecutive days, it will be mandatory for him/her to submit a doctor's certificate confirming the illness. These certificates are to be forwarded to Mrs. Porbansky, Personnel Office, by the appropriate Administrator/Supervisor.

R. Frontline

All employees are required to report **ALL** absences in the Absence Management System when they will not be at work. Please consider this your formal reminder to access the Absence Management System when you plan to be out for a sick day, personal day, vacation leave, bereavement, educational leave, jury duty and class trips. Half-day absences as well as full day absences must be recorded in the system each and every time you plan to be out.

If you have placed an absence into the Absence Management System and no longer wish to take it -- it is your responsibility to go into the system to cancel it. Should you need to be out of work for maternity leave, family leave or surgery, you must call Mrs. Porbansky directly -- she will record those absences into the Absence Management System.

If you find that you will be late in arriving to work, have called into the Absence Management System after 6:45 AM or if you are leaving work unexpectedly due to an emergency or illness, you are required to call Mrs. Porbansky at ext. 3005. If she does not answer, please leave a message on her voice mail.

Calling the Absence Management System is our district's practice and procedure to which we all must comply. **Failure to call the Absence Management System when you are out will be treated as an unexcused absence. You will be directed to meet personally with the Superintendent of Schools.**

If you are having difficulty using the system please contact Mrs. Porbansky, so that you can arrange to meet with her for instruction. Please keep in mind that tracking attendance accurately is of utmost importance. It is your responsibility to communicate to Aesop and the Personnel Office. Thank you in advance for your cooperation in this matter.

S. Report of Arrest or Indictment

Pursuant to N.J.A.C. 6A:9-17.1, (for certificated staff) and District Policy 4159 (for non-certificated staff) all employees are required to advise the Superintendent of Schools if they are arrested or indicted for any crime or offense.

All employees are required to report the foregoing incident within 14 calendar days of its occurrence, and shall advise the Superintendent of the date of arrest or indictment, and the charge(s) lodged against them. Employees are further required to report the disposition of these charges to the Superintendent within 7 calendar days of their disposition.

- **CERTIFICATED STAFF - Please be advised that this reporting obligation is mandatory and that failure to comply with the requirements of this regulation may be deemed just cause for suspension or revocation of a staff member's certificate pursuant to N.J.A.C. 6A:9-17.5**
- **NON-CERTIFICATED STAFF - Failure to comply with these reporting requirements may be deemed "just cause" for disciplinary action, which may include termination or non-renewal of employment in accordance with law.**

Please be further advised that employees who have questions concerning this obligation should contact their Association representative or legal counsel.

1631- RESIDENCY REQUIREMENTS FOR PERSONS HOLDING SCHOOL DISTRICT OFFICE, EMPLOYMENT OR POSITION

Every person holding an office, employment, or position in a school district shall have his or her principal residence in New Jersey in accordance with the provisions of N.J.S.A. 52:14-7. For the purpose of this Policy, "school district" means any local or regional school district established pursuant to Chapter 8 or Chapter 13 of Title 18A of the New Jersey Statutes and any jointure commission, county vocational school, county special services district, educational services commission, educational research and demonstration center, environmental education center, and educational information and resource center.

For the purpose of this Policy, a person may have at most one principal residence and the State of a person's principal residence means the State where the person spends the majority of his or her nonworking time, which is most clearly the center of his or her domestic life, and which is designated as his or her legal address and legal residence for voting. Having a home in New Jersey is not significant enough by itself to meet the principal residence requirement of the law. The fact that a person is domiciled in New Jersey shall not by itself satisfy the requirement of principal residency.

A person, regardless of the office, employment, or position, who holds an office, employment, or position in the school district on September 1, 2011, but does not have his or her principal residence in New Jersey on September 1, 2011, shall not be subject to this residency

requirement of N.J.S.A. 52:14-7 while the person continues to hold office, employment, or position without a break in public service of greater than seven days.

A person may request an exemption from the provisions of N.J.S.A. 52:14-7 on the basis of critical need or hardship. The request shall be made to a five-member committee established in accordance with the provisions of N.J.S.A. 52:14-7 to consider applications for such exemptions. The decision on whether to approve an application from any person shall be made by a majority vote of the members of the committee, and those voting in the affirmative shall so sign the approved application. If the committee fails to act on an application within thirty days after the receipt thereof, no exemption shall be granted and the residency requirement of N.J.S.A. 52:14-7 shall be operative.

Any person holding or attempting to hold an office, employment, or position in violation of N.J.S.A. 52:14-7 shall be considered as illegally holding or attempting to hold the office, employment, or position; however, the person shall have one year from the time of taking the office, employment, or position to satisfy the requirement of principal residency. If such person fails to satisfy the requirement of principal residency as defined in N.J.S.A. 52:14-7 after the 365-day period, that person shall be deemed unqualified for holding the office, employment, or position. The Superior Court shall, in a civil action in lieu of prerogative writ, give judgment of ouster against such person, upon the complaint of any officer or citizen of the State, provided that any such complaint shall be brought within one year of the alleged 365-day period of failure to have his or her principal residence in this State.

Notice of the residency requirements as outlined in N.J.S.A. 52:14-7 and this Policy should be provided to all existing persons holding office, employment, or a position in the school district and to candidates seeking to hold office, employment, or a position in the school district.

N.J.S.A. 52:14-7

Adopted: 15 MAY 2012

TOWNSHIP OF OCEAN BOARD OF EDUCATION
Summary of Employee Benefits 2022-2023
STATE HEALTH BENEFITS CHANGED JANUARY 1, 2021

PURSUANT TO P.L.2020 CHAPTER 44 (C.52: 14-17.46.13)

ALL NEW HIRES MUST BE ENROLLED IN NJEHP OR AETNA GARDEN STATE

MEDICAL PLAN SUMMARY			NJEHP - Local Education Employees	
Service - NJ Educator's Health Plan	In-Network	Out-of-Network		
Lifetime Maximum	Unlimited	Unlimited		
Annual Deductible (Jan 1st - Dec 31st):				
Hospital/Facility	None	\$350 per individual / \$700 per family		
Professional	None	\$350 per individual / \$700 per family		
Annual Out-of-Pocket Maximum:				
Single	\$500	\$2,000		
Family	\$1,000	\$5,000		
Office Visits	\$10 primary care co-pay; \$15 specialist co-pay		Deductible & 70%	
Maternity Care	100%		Deductible & 70%	
Maternity Hospital Care	100%		Deductible & 70%	
Medical Emergency	\$125 co-pay		Deductible & 70%	
Supplemental Services				
Oxygen & Administration	90%; no co-payment		Deductible & 70%	
Private Duty Nursing	90%; no co-payment		Deductible & 70%	
Blood Charges	90%; no co-payment		Deductible & 70%	
Durable Medical Equipment	90%; no co-payment		Deductible & 70%	

NOTE: SIXTY DAY WAITING PERIOD REQUIRED BY THE STATE HEALTH BENEFITS PROGRAM FOR ALL NEW EMPLOYEES. THIS INCLUDES DECLINED HEALTH CARE.

OTHER MEDICAL PLANS		STATE HEALTH BENEFIT PLAN - Local Education Employees	
Comparison Sheet of all plans	https://www.state.nj.us/treasury/pensions/documents/hb/oe2020/ha0897.pdf		
Summary Program Description	http://www.state.nj.us/treasury/pensions/documents/guidebooks/hb0505.pdf		
Horizon	www.horizonblue.com/shbp	1-800-414-7427	

Prescription Plan	
Required Co-Payments	<i>Generic Drugs - \$5 co-payment</i> <i>Brand Drugs - \$10 co-payment * mandatory generic provision applies</i> <i>Mail Order - \$10 generic/\$20 for 90 day supply *mandatory generic provision applies</i>

Dental Plan		
Service	What Is Included?	Coverage
Preventive and Diagnostic Care	Exams, cleaning, fluoride treatments, x-rays, etc.	80%
Therapy/Treatment Services	Extractions, fillings, on-lays & single crowns, root canals, periodontic care, oral surgery	80%
Prostodontics	Removable partial or complete dentures, bridges and retainer crowns	50%
Orthodontic Benefits	Adult & child	\$1,150 lifetime max.
Maximum Yearly Limit	Per covered member	\$1,350 per year (Jan 1st - Dec 31st)

Vision Care Plan		
Service	What Is Included?	Coverage
Eye exams, eyeglasses, contacts	100% of out-of-pocket expenses for the employee & any dependents	\$150 annual max (July 1-June 30)

Types of Insurance Available	Semi-Monthly Payroll	Premium Deductions	
Single (Employee Only)	Due to the changes to Health Insurance per Chapter 2 P.L. 2010 premium rates that are charged vary with each employee.		
Member & Spouse/Civil Union/Domestic Partner			
Family Coverage			
Parent and Child Coverage			

Cafeteria (Section 125) Un-reimbursed Medical and Dependent Care Plan		
Service	What Is Included?	Coverage
Un-reimbursed Medical Plan	Medical, dental, prescription, vision care, orthodontic, physical therapy, chiropractics, acupuncture, psychotherapy, or any other health expense as outlined in the Cafeteria Plan.	\$2,700 annual maximum via a pre-tax payroll deduction from employee's salary
Dependent Care Plan	Care of a dependent incurred so the employee & spouse can work or look for work. Overnight camps excluded - Additional qualifications outlined in the Cafeteria Plan.	\$2,500 or \$5,000 max via a pre-tax payroll deduction from employee's salary

Declined Health Care Coverage	
Service	
Employees, who can attest to alternate health coverage and wish to decline the district's health coverage, shall receive alternate compensation of \$2,500.00 per annum. Please understand that as per state guidelines you are not eligible to receive the incentive if your other coverage is with the SHBP or SEHBP. Payment will be made semi-annually on the last pay date in December and June. Payments will be added to the employee's regular paycheck, and will be prorated for personnel electing this option after July 1st of any particular fiscal year.	

Life Insurance Coverage (TPAF and PERS Pension system employees)				
Service	What Is Included?	Coverage		
Teachers Pension and Annuity Fund (TPAF)				
<i>Non-Contributory Group Life</i>	As an active member of the TPAF fund, the Ocean Township Board of Education provides non-contributory group life insurance. There is <i>NO</i> cost to the employee.	<u>Age at Death</u> Any Age	<u>Coverage</u> 150% of Salary	
<i>Contributory Group Life</i>	Paid for by the employee, coverage is required by law for your first 12 months of membership with the TPAF. After 12 months, coverage may be waived by the employee.	<u>Age at Death</u> Any Age	<u>Coverage</u> 350% of Salary	<u>Cost</u> \$0.004 * Base Salary
Please refer to the State of New Jersey Teachers Pension and Annuity Fund member handbook for further details of the non-contributory and contributory group life insurance programs.				
Public Employees Retirement System (PERS)				
<i>Non-Contributory Group Life</i>	As an active member of the PERS fund, the Ocean Township Board of Education provides non-contributory group life insurance. There is <i>NO</i> cost to the employee.	<u>Age at Death</u> Any Age	<u>Coverage</u> 150% of Salary	
<i>Contributory Group Life</i>	Paid for by the employee, coverage is required by law for your first 12 months of membership with the PERS. After 12 months, coverage may be waived by the employee.	<u>Age at Death</u> Any Age	<u>Coverage</u> 300% of Salary	<u>Cost</u> \$0.005 * Base Salary
Please refer to the State of New Jersey Public Employees Retirement System member handbook for further details of the non-contributory and contributory group life insurance programs.				
Defined Contribution Retirement Program (DCRP)				
	DCRP member is covered by employer-paid life insurance, payable to designated beneficiaries.	<u>Age at Death</u> Any Age	<u>Coverage</u> 150% of Base Salary	

NJEA Group Disability Insurance Policies : Employee Funded			
Service	Provider	Contact	Telephone Number
This plan provides for income protections during periods of illness. This is not endorsed or paid for by the Board of Education. You must be a member of the NJEA to be eligible.	Prudential Insurance Company of America	John Magrini	732-918-2000 X 28
See the NJEA Group Disability Insurance Policies member handbook for further details			

Accidental and Personal Sickness Indemnity Insurance Policies : Employee Funded			
Board Approved providers	Contact	Telephone Number	Web Site Address
AFLAC	Jessica Most	732-687-1909	www.aflac.com
AFLAC	Paulette Semento (admin)	732-279-3040	
ALLSTATE	Doug Peterson	732-995-7663	www.allstate.com
LEGACY BENEFITS GROUP	Daniel M. Giusti	215-441-6554	www.legacybenefitsgroup.com

Tax Sheltered Annuities (403B) Plans: Employee Funded			
Service	Board Approved providers	Contact/Telephone	Web Site Address
A TSA, or 403(b) plan, is a retirement plan	Equitable	Todd Speedy 732-606-8445	https://us.axa.com/home.html
employees of eligible employers to set aside a portion of their pay on a pre-tax basis. In addition, earnings in a TSA are free from federal participant withdraws the money. There are restrictions on your ability to access the funds.	Equitable	Doug Ballard 848-241-3237	https://us.axa.com/home.html
	Metropolitan Life	Keith Bermeo (732)539-4188	kbermeo@financialguide.com
	VALIC now AIG	Kevin Walker (917)968-6333	https://www.valic.com/
	Aspire (replacing ING)	Todd Speedy 732-606-8445	https://www.aspireonline.com/plan-types/403(b)-plan
OMNI is our third party administrator- <i>All transactions must go thru their offices</i>	Ameriprise	Bert Hor 732-970-7540	https://www.ameriprise.com/
	National Life Teachers Pension	800-732-8939	https://www.nationallife.com/
	Lincoln Investment	Thomas Price 732-292-1955	https://www.lfg.com/public/individual
	OMNI	1.877.544.OMNI (6664)	https://www.omni403b.com/Participants.aspx

For more details about your pension system, see www.state.nj.us/treasury/pensions

Township of Ocean Board of Education

Are you aware of your 403(b) benefit?

THE OPPORTUNITY

You have the opportunity to save for retirement by participating in your Employer's 403(b) retirement plan. A 403(b) plan is a retirement plan for certain employees of public schools, tax-exempt organizations and ministries.

We recommend that all employees visit our Education page at www.omni403b.com/Employees/Education for further information.

WHY SAVE WITH 403(b)?

- > You do not pay income tax on allowable contributions until you begin making withdrawals from the plan, usually after your retirement.
- > Investment gains in the plan are not taxed until distributed.
- > Retirement assets can be carried from one employer to another in most cases.

Future retirement savings value assuming 6% growth.

Monthly Contributions	5 Years	15 Years	20 Years
\$50	\$3,489	\$14,541	\$23,102
\$200	\$13,954	\$58,164	\$92,408
\$350	\$24,665	\$115,409	\$231,926

HOW CAN I PARTICIPATE?

Prior to contributing you must open an account with an investment provider participating in the Plan, a list of which is available on the right. You may then complete a Salary Reduction Agreement (SRA) online at: www.omni403b.com/SRA

If you are already contributing to your Employer's Plan and you want to change your contribution amount or investment provider, simply complete and submit a new SRA. You can begin or change your contributions as soon as your next payment cycle following our receipt of a completed SRA.

HOW MUCH CAN I CONTRIBUTE ANNUALLY?

In 2022, you may contribute up to \$20,500 if you are 49 years of age and below and up to \$27,000 if you are 50 years of age and over. Your plan may also permit additional catch up provisions. Please contact OMNI's Customer Care Center at 877.544.6664 for further details.

Contribution Limits		15 Yr. Service Catch-up (if eligible)	Maximum Employer Contributions	Combined Limit	
Age 49 & below	Age 50 & above			Age 49 & below	Age 50 & above
\$20,500.00	\$27,000.00	\$3,000.00	\$61,000.00	\$61,000.00	\$67,500.00

Looking for Help?

Click the link below for an investment professional to reach out to you.

[Township of Ocean Board of Education Plan Detail Page](#)

New accounts may be opened with following approved service providers

- AIG Retirement Services (formerly VALIC)
- Ameriprise Financial/RiverSource
- Aspire Financial Services
- Equitable (formerly AXA)
- Lincoln Investment Planning
- MetLife
- National Life Group (LSW)
- Voya Financial (VRIAC)