



Portland Public Schools (PPS) offers a comprehensive benefit package designed to provide employees and their families with a range of employer and employee paid benefit options. It is the employee's responsibility to enroll online in a timely manner to activate benefit elections of their choice and process his/her employment with PPS. Additional PPS benefits information m

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IMPORTANT: You must notify the Health & Welfare Trust Administrative Office when a dependent is no longer eligible. You may be required to repay the Trust for any benefits paid after the dependent's eligibility ends.

You will be required to submit the required documentation for all your dependents enrolled in your PPS health insurance plan

The Flexible Spending Account (FSA) is a way for you to save income taxes when paying for eligible Health Care OR Dependent Care expenses. The FSA is a use it or lose it plan and any unused funds are forfeited.

Health Care FSA

Related expenses may include medical, prescription, vision and dental insurance co-pays, coinsurance, and deductibles not covered by insurance. The 2024

You *may* be able to continue coverage on a self-pay basis if coverage is elected within 31-days of the coverage termination. For more information, contact The Standard at 800-628-8600.

H&W Trust Certificate of Optional Group Life Insurance Coverage - The Standard Insurance Company: <https://bit.ly/3ClrpVk>

The Standard Group Policy Number: 750971-D

Benefits-eligible employees may elect additional Voluntary Accidental Death & Dismemberment (AD&D) Insurance coverage in amounts from \$25,000 to \$300,000 (in increments of \$25,000) for themselves, or for themselves and their family on a self-pay basis. Employees must enroll within the eligibility timelines or during Open Enrollment, but must be enrolled in a medical plan. Employees pay the full cost of the Voluntary AD&D Insurance and premiums are withheld from the employee's pay on an after-tax basis.

You *may* be able to continue coverage on a self-pay basis if coverage is elected within 31-days of the coverage termination. For more information, contact The Standard at 800-628-8600.

H&W Trust Certificate of Voluntary Group Accidental Death & Dismemberment Insurance Coverage - The Standard Insurance Company: <https://bit.ly/3yykNSq>

State and Federal tax laws allow employees to self-pay for the cost of a monthly TriMet Transit Pass on a pre-tax basis, which reduces taxable earnings.

For more information, including how to enroll, visit our TriMet Transit Pass Program webpage: <http://www.pps.net/Page/1657>.

PPS employees and their immediate family members are eligible to join the following credit unions for banking services such as savings, checking, IRAs, Certificates of Deposit, loans, and a variety of other services.

Part 1: OPSRP Pension Program

The OPSRP Pension Program is funded by your employer. PPS contributes an amount set by state statute, necessary to continue funding the pension program. To gain access to the pension program you have to be vested which usually occurs after five (5) years of working at least 600 hours per year. Members automatically vest at age 65, even if they have worked fewer than five years.

AND

Part 2: Individual Account Program (IAP)

The Individual Account Program (IAP) is the required 6% contributed by you. Your account is credited with earnings or losses annually based on investment returns. You are automatically vested in your IAP account when your account is established.

For more information, visit our Oregon Public Employees Retirement System (PERS) webpage: <https://www.pps.net/Page/18903>.

The 403(b) Plan is a voluntary (optional) supplemental retirement savings program offered under section 403(b) of the Internal Revenue Code and is called the Tax-Sheltered Annuity Plan ("TSA Plan").

The PPS 403(b) Plan is administered by Carruth Compliance Consulting (CCC). PPS offers the following types of 403(b) Plans for eligible employees to contribute to:

- Traditional (before-tax) 403(b) Plan; and
- Roth (after-tax) 403(b) Plan, subject to vendor acceptance of such contributions.

All contributions to the PPS 403(b) Plan are made by the employee. The District does not contribute toward the 403(b) Plan and there is no Employer Match.

For more information, including how to enroll, visit our 403(b) Plan Tax Deferred Annuity webpage: <https://www.pps.net/Page/18904>.

The Employee Assistance Program (EAP) provides free services to help people privately resolve problems that may interfere with work, family, and life. Here are just a few of the services EAP offers:

- 24-hour Crisis Help
- Childcare & Eldercare Referral
- Child and Parenting Services
- Confidential Counseling

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