

## Corvallis School District Benefits as of October 1, 2009 Licensed Employees

| <b>Life and Accidental Death &amp; Dismemberment (AD&amp;D)</b> |  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
|---|--|------------------------------------|----------------------------------|------|----------|------------|----------|-----------|------------------|--------------------|------------|-----------------------|------------|-------------------------------|----|-------------------------------|--|--------------|--|
| Basic Life Insurance  | \$50,000   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Basic AD&D Insurance  | \$37,000   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Age Reduction   | <p>If you are still working the required number of hours to be eligible for this insurance at age 70, your benefits will reduce according to the following scale.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Benefits reduce to:</u></th> <th style="text-align: left;"><u>At age:</u></th> </tr> </thead> <tbody> <tr> <td>65%</td> <td>70</td> </tr> <tr> <td>45%</td> <td>75</td> </tr> <tr> <td>30%</td> <td>80</td> </tr> <tr> <td>20%</td> <td>85</td> </tr> <tr> <td>15%</td> <td>90</td> </tr> <tr> <td>10%</td> <td>95</td> </tr> </tbody> </table>  | <u>Benefits reduce to:</u>         | <u>At age:</u>                   | 65%  | 70       | 45%        | 75       | 30%       | 80               | 20%                | 85         | 15%                   | 90         | 10%                           | 95 |                               |  |              |  |
| <u>Benefits reduce to:</u>                                      | <u>At age:</u>   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 65%   | 70   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 45%   | 75   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 30%   | 80   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 20%   | 85   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 15%   | 90   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| 10%   | 95   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| AD&D Schedule   | <p>If due to an accident you lose a limb, sight of an eye or become paralyzed, the following benefits are available.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>100% of the Basic AD&amp;D:</u></th> <th style="text-align: left;"><u>50% of the Basic AD&amp;D</u></th> </tr> </thead> <tbody> <tr> <td>Life</td> <td>One hand</td> </tr> <tr> <td>Both hands</td> <td>One foot</td> </tr> <tr> <td>Both feet</td> <td>Sight of one eye</td> </tr> <tr> <td>Sight of both eyes</td> <td>Paraplegia</td> </tr> <tr> <td>One hand and one foot</td> <td>Hemiplegia</td> </tr> <tr> <td>One hand and sight of one eye</td> <td></td> </tr> <tr> <td>One foot and sight of one eye</td> <td></td> </tr> <tr> <td>Quadriplegia</td> <td></td> </tr> </tbody> </table> | <u>100% of the Basic AD&amp;D:</u> | <u>50% of the Basic AD&amp;D</u> | Life | One hand | Both hands | One foot | Both feet | Sight of one eye | Sight of both eyes | Paraplegia | One hand and one foot | Hemiplegia | One hand and sight of one eye |    | One foot and sight of one eye |  | Quadriplegia |  |
| <u>100% of the Basic AD&amp;D:</u>                              | <u>50% of the Basic AD&amp;D</u>   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Life  | One hand   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Both hands  | One foot   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Both feet   | Sight of one eye   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Sight of both eyes  | Paraplegia   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| One hand and one foot   | Hemiplegia   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| One hand and sight of one eye                                   |  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| One foot and sight of one eye                                   |  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Quadriplegia  |  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Seat Belt Benefit   | If you die in an automobile accident and were wearing your seat belt, your beneficiary(ies) will collect an amount equal to the AD&D benefit to a maximum of \$37,000 in addition to the Basic Life and Basic AD&D benefits described above.   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Accelerated Benefit   | You may collect part of your basic life insurance prior to death if you are diagnosed as terminally ill and have a life expectancy of less than 6 months. You may apply for up to 50% of the basic life insurance in force. The remaining % of benefit you do not elect is payable to your beneficiary upon your death.  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Total Disability  | If you become totally disabled (as defined by the policy) prior to age 60 and are disabled for at least 6 consecutive months, your basic life insurance may be continued without further premium payment by either your employer or you.   |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Basic Life Insurance Exclusions                                 | None.  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| AD&D Insurance Exclusions                                       | Suicide or attempted suicide, riot, war or act of war, military service, felony, voluntary use of a controlled substance, bacterial infections not the result of an injury.  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |
| Conversion  | You may convert your Basic Life insurance to an individual policy if your coverage is terminated due to termination of employment or other loss of eligibility. You have 31 days from the earliest of, the date your employment terminates or other loss of eligibility to apply for the Conversion policy.  |                                    |                                  |      |          |            |          |           |                  |                    |            |                       |            |                               |    |                               |  |              |  |

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## Corvallis School District Benefits as of October 1, 2009 Licensed Employees

| <b>Dependent Life and AD&amp;D</b>     |   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
|--|---|--|--------------------------------------|------|----------|------------|----------|-----------|------------------|--------------------|------------|-----------------------|------------|-------------------------------|--|-------------------------------|--|--------------|--|
| Dependent Life Benefits                | \$2,000 Spouse or Domestic Partner, \$2,000 per Child   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| AD&D Benefits                          | \$2,000 Spouse or Domestic Partner, \$2,000 per Child   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Eligible Dependents                    | Legal spouse, Domestic Partner and children to age 25. Eligible children are natural children, foster children, step children or legally adopted children who depend upon the employee for support and either live with the employee or are a full-time student.  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| AD&D Schedule                          | <p>If due to an accident your eligible dependent loses a limb, sight of an eye or becomes paralyzed, the following benefits are available.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><u>100% of the Dependent AD&amp;D:</u></td> <td style="width: 50%;"><u>50% of the Dependent AD&amp;D</u></td> </tr> <tr> <td>Life</td> <td>One hand</td> </tr> <tr> <td>Both hands</td> <td>One foot</td> </tr> <tr> <td>Both feet</td> <td>Sight of one eye</td> </tr> <tr> <td>Sight of both eyes</td> <td>Paraplegia</td> </tr> <tr> <td>One hand and one foot</td> <td>Hemiplegia</td> </tr> <tr> <td>One hand and sight of one eye</td> <td></td> </tr> <tr> <td>One foot and sight of one eye</td> <td></td> </tr> <tr> <td>Quadriplegia</td> <td></td> </tr> </table> | <u>100% of the Dependent AD&amp;D:</u> | <u>50% of the Dependent AD&amp;D</u> | Life | One hand | Both hands | One foot | Both feet | Sight of one eye | Sight of both eyes | Paraplegia | One hand and one foot | Hemiplegia | One hand and sight of one eye |  | One foot and sight of one eye |  | Quadriplegia |  |
| <u>100% of the Dependent AD&amp;D:</u> | <u>50% of the Dependent AD&amp;D</u>  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Life                                   | One hand  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Both hands                             | One foot  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Both feet                              | Sight of one eye  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Sight of both eyes                     | Paraplegia  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| One hand and one foot                  | Hemiplegia  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| One hand and sight of one eye          |   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| One foot and sight of one eye          |   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Quadriplegia                           |   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Seat Belt Benefit                      | If your eligible dependent dies in an automobile accident and was wearing a seat belt, an additional \$2,000 benefit is payable addition to the Dependent Life and Dependent AD&D benefits described above.   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Exclusions                             | None  |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |
| Conversion                             | You may convert your Dependent Life insurance to an individual policy if your coverage is terminated due to termination of employment or other loss of eligibility. You have 31 days from the earliest of, the date your employment terminates or other loss of eligibility to apply for the Conversion policy.   |  |                                      |      |          |            |          |           |                  |                    |            |                       |            |                               |  |                               |  |              |  |

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**Corvallis School District  
Benefits as of October 1, 2009  
Licensed Employees**

**Long Term Disability Benefits**

|                                   |  |
|-----------------------------------|--|
| Benefits Begin:                   | Benefits begin after 90 days of disability.  |
| Benefit Replacement Percentage    | 66 2/3% of your basic monthly earnings (Does not include bonuses or overtime)  |
| Maximum Monthly Benefit           | \$4,000  |
| Maximum Benefit Period            | If you become disabled and are less than age 60, benefits are generally payable to age 65. If you become disabled after your 60th birthday, benefits are payable according to a schedule. Please see your certificate for complete details.  |
| Minimum Monthly Benefit           | \$50   |
| Definition of Total Disability    | You are considered totally disabled if you are unable to do the material duties of your own occupation during the first 24 months of disability, thereafter you must be disabled from any occupation that you are fitted for by reason of training, experience or education.   |
| Partial Disability Qualification  | If because of a disability you are earning less than 80% of what you were earning before you became disabled, you may qualify for a partial disability benefit.  |
| Pre-existing Condition Limitation | A pre-existing condition is one that exists 3 months prior to your effective date of LTD coverage. LTD benefits are not payable for any disability caused by a pre-existing condition, if the disability begins during the first 12 months of your coverage. However, if during the first 12 months of coverage you can be treatment free for the pre-existing condition for 6 consecutive months, you will have coverage for such condition upon completion of the 6 month treatment free period. |
| Exclusions & Limitations          | No benefits are payable for self inflicted injuries, war or any act of war, active participation in a riot, and committing or attempting to commit a felony. There is a 24 month mental/nervous benefit limitation.  |
| W-2 Preparation                   | All benefits are taxable. We prepare the W-2 at the end of the year and send it directly to you.   |