



# Offboarding

## Employee Benefits & Wellness Department

Wednesday, April 16, 2025



# What Exiting Employees Should Know.....

- Medical, dental, vision and FSA plans end on the last day of the month that employment ends (Employees who resign/retire and have completed the last day of their scheduled work calendar will have the option to extend benefits through 8/31).
- A former employee may continue benefits for a limited period of time after termination through Federal COBRA continuation. (Under the Consolidated Omnibus Budget Reconciliation Act (COBRA) , continuation of health coverage starts from the date the covered employee's health insurance ends and, depending on the type of qualifying event, may last for **18 months, 29 months or 36 months.**)
- Life and Disability Plans end at the end of the month of termination, but you may continue your life plans within 31 days of the last day of employment.
- Supplemental policies with Aflac can be continued by contacting them directly.

## Final Paycheck and Benefit Options

- Employees who resign/retire and have completed the last day of their scheduled work calendar will receive a lump sum payoff on June 30, 2025. (Note: Only employees on a **September** work calendar (180, 184, 187, 190, 192 or 195 day calendars) are eligible for a lump sum payoff.
- Employees have the option to remain on the District's insurance plans through the summer months.
- If you have **terminated** employment, and still have money left in your **FSA** account, you may submit a claim for reimbursement of Eligible Expenses if those expenses were **incurred prior to the date of your benefits termination**. Any such claims must be submitted on or before March 31 of the next plan year.
- Money left in your **HSA** account is your money to use, even after termination from the plan.

## Benefit Reminders for an Exiting Employee

- ❖ **Verify your address** in PeopleSoft. Make sure it is listed correctly.
- ❖ The COBRA package will be mailed from WEX/Discovery Benefits to the home address listed in PeopleSoft within 2 weeks of the employee's insurance coverage terminate date. If you do not receive it, contact WEX/Discovery Benefits at 866-451-3399 or [cobraadmin@wexhealth.com](mailto:cobraadmin@wexhealth.com).
- ❖ You may continue your Life Plans by contacting Guardian within 31 days of the last day of employment. You will no longer be eligible for the continuation after 31 days. **Contact Guardian at** 800-433-5982, Option 1 Ext. 5696 or via email at [National\\_Conversions@glic.com](mailto:National_Conversions@glic.com)
- ❖ For your supplemental Aflac policy, continuation of coverage information will be mailed out in 5-10 days, or you can contact the vendor directly at 800-992-3522.

English | Haga clic para el español

## 2025 Benefits



FORT BEND ISD

## Employee Benefits & Wellness Resource Center



### Welcome Fort Bend ISD Employees!

**New Hires:** We are excited to offer you a new comprehensive mix of benefit options. Please take the time to watch the video on this resource center for important enrollment information. We also encourage you to visit the resources below to learn more about your benefit options. Be sure to consider all of your options so that you can make the best decisions for you and your loved ones. New hire benefit elections must be completed within the first 30 days of your hire date.

**ENROLL NOW**

## How do I find Retirement and Resignation Information?

[FBISD Employee Benefits Resource Center](#)

### Reference Documents

^	Certificates of Coverage ^
^	Plan Information and Compliance ^
^	Family Status and Life Event Changes ^
^	New Hire Onboarding ^
^	Retirement/Resignation Offboarding v
<ul style="list-style-type: none"> <li>• 2025 Final Paycheck and Benefits Election Form</li> <li>• Resignation and Retirement Information</li> <li>• 2025 Cobra Packet</li> </ul>	

Download the FBISD LiveWell App TODAY



# Your FBISD Employee Benefits & Wellness Team

FBISD is proud to offer a comprehensive benefits program that gives employees access to the best healthcare available and protection against unforeseen events.

Please review the chart below to determine your FBISD Benefits Coordinator.

Alpha Split	Benefits Coordinator	Email Address	Phone
A–C	Cynthia Mucka	<a href="mailto:cynthia.mucka@fortbendisd.gov">cynthia.mucka@fortbendisd.gov</a>	(281) 634-2810
D–G	Alton Nash	<a href="mailto:alton.nash@fortbendisd.gov">alton.nash@fortbendisd.gov</a>	(281) 327-0357
H–L	Gail Barnes-Maxwell	<a href="mailto:gail.barnesmaxwell@fortbendisd.gov">gail.barnesmaxwell@fortbendisd.gov</a>	(281) 634-1214
M–P	Janet Singleton	<a href="mailto:janet.singleton@fortbendisd.gov">janet.singleton@fortbendisd.gov</a>	(281) 634-1208
Q - S	Sybil Willis	<a href="mailto:sybil.willis@fortbendisd.gov">sybil.willis@fortbendisd.gov</a>	(281) 327-7511
T – Z	Johnetta Jones	<a href="mailto:johnetta.jones@fortbendisd.gov">johnetta.jones@fortbendisd.gov</a>	(281) 634-3958

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## Additional Contacts

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Priscilla Perales | **Benefits & Wellness Clerk**  
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LaShonda Walls | Employee **Director, Benefits & Wellness**  
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(281) 634-1184

FBISD **Benefits Department**  
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(281) 634-1418

Courtney Skiles | Health Engagement Coordinator, FBISD **Wellness**  
[wellness@fortbendisd.gov](mailto:wellness@fortbendisd.gov)  
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# Questions



**Fort Bend ISD Employee Benefits & Wellness Department**  
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**(281) 634-1418**

**[Benefits@fortbendisd.com](mailto:Benefits@fortbendisd.com)**



## **HUB Investment Partners**

*(formerly TCG Advisors, a HUB International company)*



# HUB Investment Partners

- Full-service investment advisory firm
- Provides fiduciary protection over plan investments
- Fee-only provider
- Acts as the Investment Advisor for the ESC Region 10 Cooperative to support the Investment Advisory Committee (composed of Superintendents & Chief Financial Officers)
- Registered with the Securities and Exchange Commission (SEC)

## Advisory Services

- Plan Education Fiduciary oversight
- Investment plan design
- Investment committee formation and support
- Wealth Management & Family Office Services

# Common Question

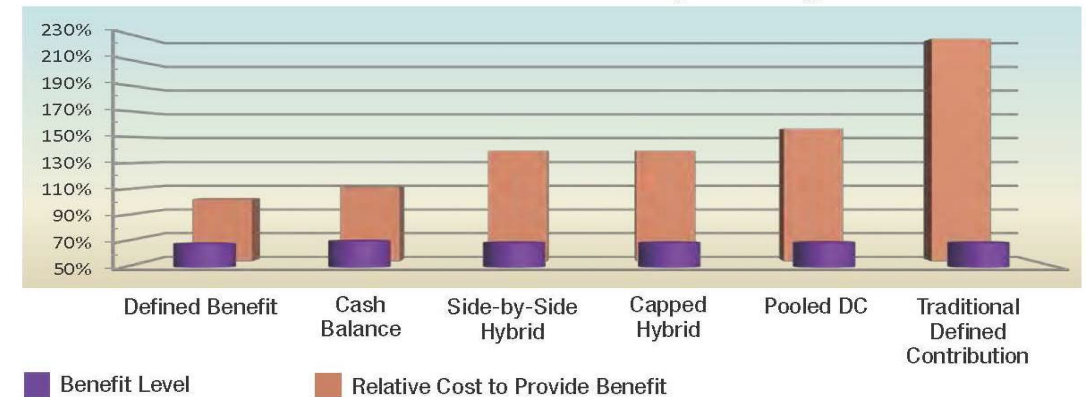
## Is TRS Stable and Safe? Is it the Best Way to Provide Retirement for Educators?

- Yes
  - System is over **80.2%** funded
  - System is actuarially sound and can pay benefits through 2075 with no additional funding
  - System is mandated and governed by the Texas Constitution
- TRS is also the most efficient system for providing pension benefits

### Greater Efficiency from Defined Benefit Plans

Actuarial modeling shows that to provide the same level of benefits, other plan designs (such as traditional defined contribution plans) are 10 percent to 130 percent more expensive than the current TRS defined benefit plan.

Cost to Provide Current Benefits by Plan Design



# Returning to Work After Retirement

- Return to work in TRS covered position with no penalty
  - If retired and out of TRS covered work for 12 consecutive months from retirement date
  - Surcharge for hiring retirees still must be paid
- Can also return to work and not lose annuity if work ½ time
  - This will result in you having to restart the 12-month waiting period to qualify for the permanent 12-month exception
  - Examples of positions that will not require forfeiture of annuity:
    - Substitute
    - Half-time or less
    - Substitute and half-time in the same calendar year
    - Full-time with a 12 consecutive month break in service

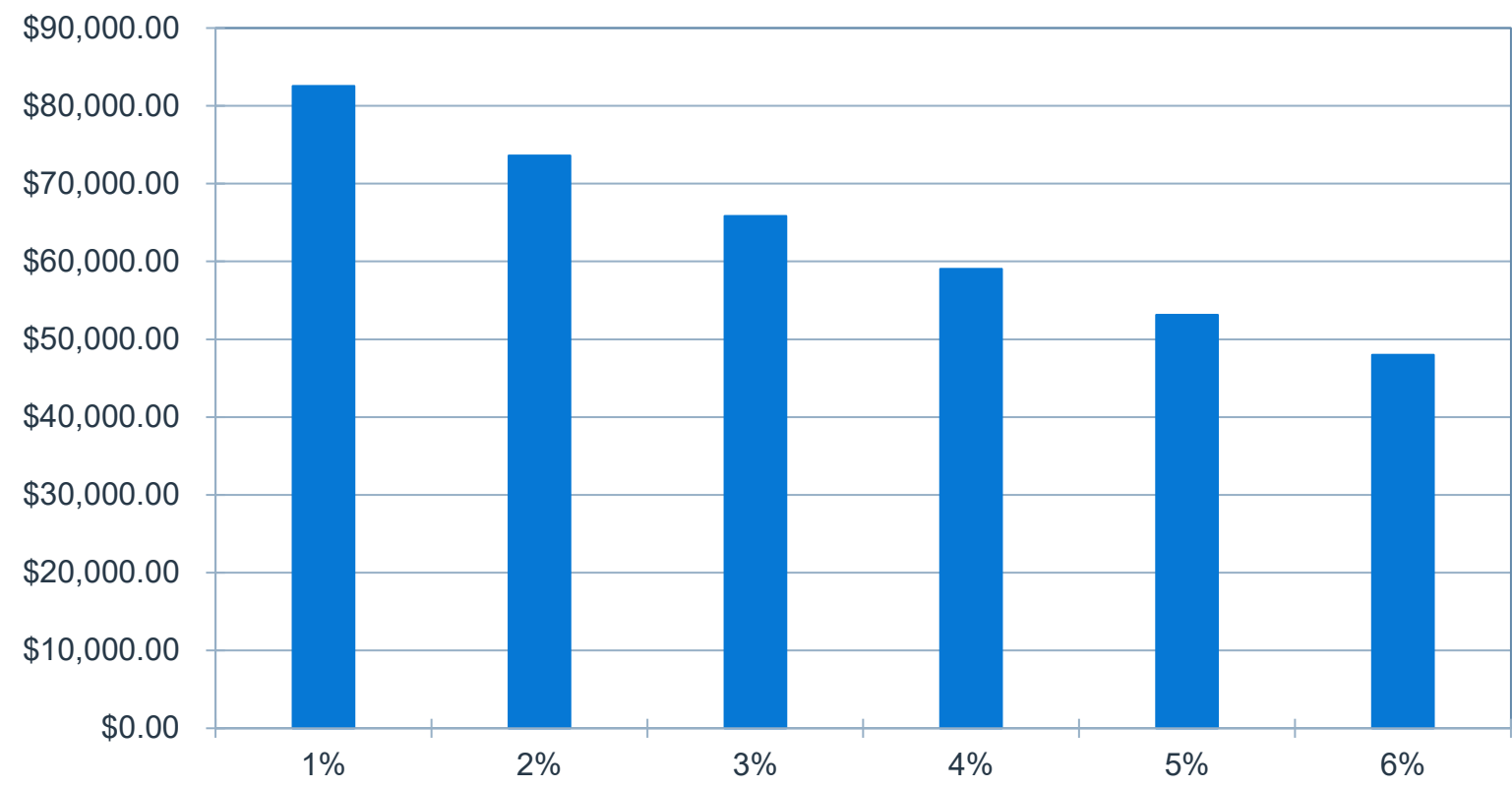


# Comparison of 403(b) & 457(b)

Feature	403(b)	457(b)
<b>Individual vs Group Plan</b>	Most have higher fees, pay commissions/ sales loads. Limited number of no commission options	Low fees relative to most 403(b) plans; no commissions; full disclosure of fees
<b>Penalty to withdraw funds (+ income tax)</b>	10% unless qualified exception is met	None
<b>Investment Options</b>	Fixed / Variable interest annuities or Mutual Fund / Custodial accounts	Target Date Funds, Risk-Based Portfolios, or Self-directed Mutual Funds
<b>Access to Funds</b>	Termination of employment, Death, Disability, Retirement, Age 59½ (even if still employed), Hardship or Loan	Termination of employment, Death, Disability, Retirement, Age 59½ (even if still employed), Unforeseen Emergency, Loans
<b>Investment Committee/ Advisor Oversight</b>	No	Yes, overseen by school district superintendents and chief financial officers
<b>Contribution Limits (can contribute to both plan types)</b>	2025: \$23,500; \$31,000 age 50+; \$34,750 ages 60-63	2025: \$23,500; \$31,000 age 50+; \$34,750 ages 60-63



# The Fee Effect



Annual Fee	Balance
1%	\$82,549.26
2%	\$73,599.44
3%	\$65,824.55
4%	\$59,057.63
5%	\$53,156.51
6%	\$48,000.00

Balance based on 6% earning net of fees with \$200 monthly contributions for 20 years at the beginning of the month. Actual rate of return is not guaranteed, for illustrations purposes only.

# Rollover Option

One of the most important decisions you must make when leaving an employer is what to do with any open retirement accounts. Whether it is keeping the account as-is or rolling the funds into a new account, it is important for you to understand all your available options. The information provided below highlights the benefits and disadvantages of every possibility and can help you decide what to do next.

AVAILABLE OPTIONS	BENEFITS AND DISADVANTAGES
Leave money in previous employer's plan (if employee permits)	<p><b>Benefits:</b> no immediate action required; earnings remain tax-deferred</p> <p><b>Disadvantages:</b> can no longer contribute; it can be complicated managing multiple plans</p>
Rollover your money to your new employer's plan	<p><b>Benefits:</b> plan remains tax-deferred; you can continue to contribute; plans are consolidated</p> <p><b>Disadvantages:</b> requires paperwork and approvals; this process can be somewhat time-consuming</p>
Rollover money into an IRA	<p><b>Benefits:</b> plan remains tax-deferred; you may have access to more investment providers and investment options</p> <p><b>Disadvantages:</b> you cannot borrow money from these accounts</p>

# Book a Virtual 1:1 Meeting



**Louis Perez**

Retirement Plan Specialist

Phone: 210-618-4244

[louis.perez@hubinternational.com](mailto:louis.perez@hubinternational.com)

Schedule a Virtual Meeting:

[www.tcgservices.com/lperez](http://www.tcgservices.com/lperez)



Scan to book an appointment

# Thank you





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