

Toronto District School Board

GROUP LIFE INSURANCE FOR TEACHERS

INTRODUCTION

This group life insurance plan, under policy G. 10450 with Canada Life, originated in 1971. It is managed by a joint Management Committee; composed of representatives of the Teachers' Unions (the "Unions") the plan is available to all Elementary and Secondary Permanent and Probationary Teachers in accordance with the terms of the respective Collective Agreements between the Boards and the Unions. The group life insurance under this plan is term insurance and has no cash value or loan value.

ELIGIBILITY

A Teacher who has a permanent or probationary appointment, letter of permission or similar agreement is eligible to be insured under the policy in accordance with applicable Collective Agreements.

A Schedule II employee who was employed as a Teacher at the date that coverage was first elected and who has continued their coverage under the plan is eligible to be insured under this policy and, for the purpose of this plan, is deemed to be a "Teacher."

A Teacher is eligible for coverage from the first day of meeting the eligibility criteria and actually performing the normal duties of a Teacher.

COMMENCEMENT OF INSURANCE

Life insurance coverage for a Teacher who completes an application for coverage on or before the date of eligibility commences on the date of eligibility.

Life insurance coverage for a Teacher who completes an application for coverage within 61 days of the date of eligibility, commences on the date the application is completed, or the date of commencement of the normal duties of a Teacher, whichever is later.

A teacher who applies for life insurance coverage more than 61 days after first becoming eligible will be required to provide evidence of insurability satisfactory to Canada Life. The coverage will become effective when Canada Life approves the evidence, provided that the Teacher is actually at work performing the normal duties of a Teacher.

AMOUNT OF INSURANCE

Subject to the terms of the Collective Agreements, A Teacher may elect to participate at any of the following levels:

\$ 35,000
\$ 40,000
\$ 60,000
\$ 80,000
\$ 100,000
\$ 120,000
\$ 140,000
\$ 160,000
\$ 180,000
\$ 200,000

ADVANCE PAYMENT PROGRAM – TERMINAL ILLNESS

If a Teacher has been diagnosed as terminally ill, a portion of the death benefit may be payable in advance to help the insured defray the extraordinary expenses usually associated with terminal illness. The maximum advance payment available is 50% of the sum assured. Please contact the Employee Services and Benefits Office for further details.

PREMIUM COSTS

The Board pays the premium cost of the first \$35,000 of coverage for a full-time Teacher. In the case of a part-time Teacher, the Board pays a pro-rata share of the premium cost of the first \$35,000 of coverage. Premium paid by the Board is taxable benefit to you. The amount that must be reported on your income tax return will be shown on your T4 slip.

The premium cost of coverage in excess of \$35,000 is paid by the Teacher through payroll deduction.

The premium rates for this coverage include all applicable taxes.

CHANGES IN COVERAGE

A Teacher may apply to increase coverage to the next higher level (without providing evidence of insurability) within 61 days of acquiring the first of an eligible spouse or other dependent. If the change in status occurs between June 30 and August 1, the Teacher must apply for the increased coverage not later than the following October 1.

THIS OPTION MAY BE EXERCISED ONLY ONCE

A Teacher may apply for an increase in coverage at any time by providing evidence of insurability satisfactory to the insurer. Coverage will then be increased provided the Teacher is actively at work performing normal duties.

A Teacher may decrease coverage at any time by giving written notice to the Board.

OPTIONS FOR CONTINUING COVERAGE

When a Teacher ceases to be an Active Employee due to early retirement or disability, coverage may continue through the Board's Group Plan. At termination of employment, coverage through the Board will terminate. Options and policy provisions for continuing coverage are outlined below:

(1) **Early Retirement**

A Teacher insured under the policy who retires before age 65 may elect to continue the same or lesser coverage, in accordance with the schedule headed "amount of Insurance", until the end of the month in which the Teacher attains age 65. The retired Teacher shall pay the full premium cost at the current group rate. This group rate is subject to the annual review. The election to continue coverage must be made in writing within 31 days following the date of retirement.

Alternatively, a retiring Teacher may convert his or her group insurance to an individual policy. The details of the conversion process are outlined in Termination of Employment (item 3. below).

(2) **Disability**

If a Teacher becomes totally disabled prior to age 65 and while insured under the policy, then, as of the effective date of disability, coverage is continued for the amount then in effect without payment of any further premiums while the total disability continues.

"Total Disability" means being unable to engage in any occupation or to perform any work for remuneration or profit in the event of a disability, which has been continuous for at least six months.

Life coverage for disabled employees continues until recovery, death, or the end of the month in which the Teacher attains age 65, whichever is the earliest.

The Teacher must apply for this disability benefit after having been totally disabled for a period of six months.

(3) **TERMINATION OF EMPLOYMENT**

When a Teacher's group life insurance terminates due to:

- i) Termination of his or her employment; or
- ii) Retirement at normal retirement date, or
- iii) The end of the month in which the Teacher attains his or her 65th birthday occurring, in the case of a Teacher who elected to continue coverage under the group plan after retiring early.

The Teacher may convert to an individual life insurance policy, without supplying evidence of insurability. To do this the Teacher must apply to Canada Life within 31 days of termination of his or her group coverage.

A Teacher may convert less than the amount of coverage carried under the Group plan, but the amount converted must meet the insurer's minimum requirements for the policy selected.

The premium for the individual policy is based upon the insurer's standard rate for the type of policy purchased, and the age of the Teacher at the time of conversion.

BENEFICIARY

At any time a Teacher may appoint or change a beneficiary subject to applicable legislation. Appointment of Beneficiary forms is available from the Employee Services and Benefits Office.

DEPENDANT COVERAGE

The following dependant coverage is available:

Spouse	Each Child
\$10,000	\$10,000

NOTE: Some Teachers may have elected to maintain coverage level of \$5,000 for spouse and \$2,000 for each child.

"Spouse" means a person who either:

1. Is married through an ecclesiastical or civil ceremony to you; or

2. Although not legally married to you cohabits with you in a conjugal relationship, which is recognized as such in the community in which you reside. The term of conjugal relationship shall be deemed to include a conjugal relationship between partners of the same sex.

“Child” means an unmarried and unemployed child (including an adopted child, a foster child or stepchild) who is more than two weeks but less than 21 years of age, including a child of a Teacher’s common-law spouse who resides with, and is in the care of custody of the Teacher. “Child” includes an unmarried full-time student under 25 years of age who is financially dependent. It also includes a child 21 years of age or more who is financially dependant because of physical or mental infirmity. Such child must have been insured continuously under this policy prior to age 21 and the infirmity must have occurred prior to age 21.

A Teacher may elect dependent coverage without providing evidence of insurability, by giving written notification to the Board within 61 days of acquiring the first of an eligible spouse or other dependant and not later than the following October 1 if the change in status occurs between June 30 and August 1. Otherwise, satisfactory proof of insurability of the dependent(s) to Canada Life is required. The coverage will become effective when approved by Canada Life. Applications are available from the Employee Services and Benefits Office.

Teachers pay the premium cost of dependant coverage through payroll deduction. Premium rates to this coverage include all applicable taxes.

TERMINATION

Insurance terminates automatically on termination of service of eligibility except:

- a) In the event of absence from work due to sickness or injury, the insurance is continued for the duration of the absence.
- b) In the event of any other approved leave of absence, the insurance may be continued for up to three years.

Notwithstanding a) and b) above, Insurance ceases automatically at the end of the month in which the Teacher attains age 65 unless the employee exercises the conversion option (see Termination of Employment for more details).

QUESTIONS

If you have any questions concerning this coverage, contact the Employee Services and Benefits Offices.

This Group Insurance is Underwritten by Canada Life Insurance