



**2018 NBOA Annual Meeting
Goldmine**

Benefits Bootcamp
Juliana Reno

I. TERMINOLOGY

- Insurance Lingo: Policy & Certificate of Coverage
- ERISA Lingo: Plan & Summary Plan Description (SPD)

II. HIRING & FIRING

- No Promises
- No Trading

III. LEAVES OF ABSENCE

- FMLA
- What does your policy/plan say?

IV. MEDICAL

- What does the ACA really require?
- Cost
- COBRA

V. DISABILITY

- So-Called “Disability Leave”
- LTD Tax Issues

VI. LIFE INSURANCE

VII. TRANSIT/PARKING BENEFITS

VIII. TUITION ASSISTANCE

- For employees’ children at your school
- For employees getting continuing education

IX. REPORTING & DISCLOSURE

- Form 5500
- Required Notices

X. RETIREMENT

- Eligibility for “Part-Time” or “Temporary” Employees