

Mastery Charter Schools  
5700 Wayne Avenue  
Philadelphia, PA 19144

**TO:** Participants in the Mastery Charter Schools Group Benefits Plan

**FROM:** Human Resources

**DATE:** February 25<sup>th</sup>, 2022

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**Summary of Material Modification for the Mastery Charter Schools Group Benefits Plan**

**Identification Number:** 23-3060542

**Plan Number:** 501

**I  
INTRODUCTION**

As required by federal law, this is a Summary of a Material Modification ("SMM") to notify you about a material change to the Mastery Charter Schools Group Benefits Plan (the "Plan"). This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. Together with the Summary Plan Description for the Mastery Charter Schools Group Benefits Plan (the "SPD"), the SMM and SPD are intended to provide you with a general description of your Plan benefits.

However, please keep in mind that the SMM and SPD are only summaries of the Plan's provisions. If you have questions about how the Plan is administered, you should request and review a copy of the official Plan document. In the event of a conflict between the SMM and the terms contained in the official Plan document, the terms of the official Plan document will control.

**II  
SUMMARY OF CHANGES**

**The below changes are effective July 1, 2020.**

**1. Change from a Grace Period to a Carryover provision for the Dependent Care Flexible Spending Account Plan and increase in the permitted amount of the Carryover.**

Pursuant to the Consolidated Appropriations Act, 2021, Dependent Care Flexible Spending Account total balances that were unused in the Plan Year starting July 1, 2019, and ending June 30, 2020, may be carried over into the plan year beginning July 1, 2020, and may be used until June 30, 2021.

**2. Increase of carry over provisions for the Health Care Flexible Spending Account.**

Pursuant to the Consolidated Appropriations Act, 2021, Health Care Flexible Spending Account total balances that were unused in the Plan Year starting July 1, 2019, and ending June 30, 2020, in which Participants had until December 31, 2020, to incur expenses, may be carried over into the plan year beginning July 1, 2020, and may be used until June 30, 2021.

**The below changes are effective July 1, 2021.**

**1. Increase of carry over provisions for the Health Care Flexible Spending Account.**

Pursuant to the Consolidated Appropriations Act, 2021, total Health Care Flexible Spending Account and Dependent Care Flexible Spending Account total balances that are unused in the Plan Year starting July 1, 2020, and ending on June 30, 2021, may be carried over and used until June 30, 2022.

Enrollment in the Health Care Flexible Spending Account and/or the Dependent Care Flexible Spending Account for the plan year beginning July 1, 2021, and ending June 30, 2022, is not required in order to continue to use the carried over funds until June 30, 2022.

**2. For those Eligible Employees working the state of New Jersey, an election for the New Jersey Employee Health Plan (NJEHP).**

**3. Addition of an Employee Assistance Plan Benefit with Talk Space – partners-support@talkspace.com.**

**4. Change in the Insurance Carrier for the Accidental Death and Dismemberment Benefit, Supplemental Accidental Death and Dismemberment Life Insurance Benefit, Supplemental Life Insurance Benefit, Short Term Disability Benefit, Long Term Disability Benefit, and the Employee Assistance Plan Benefit to the following:**

Reliance Standard Life Insurance Company  
Life/Accidental Death and Dismemberment  
P.O. Box 7307  
Philadelphia, PA 19101-7307  
800-351-7500

Disability  
[www.matrixabsence.com](http://www.matrixabsence.com)  
877-202-0055

Employee Assistance Plan  
<http://rsli.acieap.com/code RSLI859>  
855-775-4357

**5. A change in the language for the Sabbatical Leave to the following:**

If you are an Eligible Employee who is on an approved Sabbatical Leave, you will be offered the opportunity to continue enrollment in the Medical Benefit, Dental Benefit and Vision Benefit during the period of such leave up to a maximum of 1 year. The cost of the premiums for such Benefits shall accrue while on the Sabbatical Leave and you will be responsible for payment when you return to active employment. All other Employer Paid Benefits and Optional Benefits will terminate upon commencement of the Sabbatical Leave. Upon return to active employment with the Company, you will become eligible for all Employer Paid Benefits, Employer Subsidized Benefits and Optional Benefit and an active enrollment will be required within 30 days from their return to active employment. If you fail to return from the Sabbatical Leave, you will be responsible for the total cost the premiums for the Medical Benefit, Dental Benefit and Vision Benefit for the duration of your leave.