



**LIBERTY**

# Educator Benefit

“Education is the most powerful weapon which you can use to change the world.”

- Nelson Mandela

# Educator Benefit

Our Educator Benefit is designed to help cover the cost of education for a member's children if they become totally and permanently disabled while employed or pass away. This benefit is payable even if the member was not the school fee paying parent.

## How does the Educator Benefit work?

- This benefit is only available if our Group Life Assurance Benefit (available in Corporate Selection Unapproved Group Life Plan and Corporate Insured Series Plan) has also been selected in the same member category.
- It may be selected at a member category level to pay out if a member becomes totally and permanently disabled, or passes away, whichever is the earliest.
- Up to five child dependants may be covered per member. This includes unborn children.
- All tuition fee payments are made directly to the selected academic institution to ensure that benefits are handled fairly and appropriately.
- Supplementary allowances are paid to the child's nominated guardian.

### *In relation to a MEMBER, a child means*

- a natural child,
- a legally adopted child,
- a child of a Spouse of the Member or
- an unborn child, whose birth occurs within nine months of an event giving rise to a successful claim for Educator Benefits in terms of this Section, and who has been nominated for Educator Benefits prior to attaining the age of 23 years.

## Which options can employers choose from?

*Employers can choose from two options:*

- Foundation Educator
- Progressive Educator

## Must employers provide details of a member's child dependants?

With us, employers can specify and maintain child dependant details per member or alternatively, only provide these at claim stage.

The tables below illustrate this example:

### *Scenario one: Employer does not specify child dependant details*

Member category	Chosen Educator Benefit	Child dependant details
A	Foundation Educator	Not taken into account if provided
B	Progressive Educator	Not taken into account if provided
C	None	Not applicable

### *Scenario two: Employer specifies child dependant details*

Member category	Chosen Educator Benefit	Child dependant details
A	Foundation Educator	Required
B	Progressive Educator	Required
C	None	Not applicable



# Foundation Educator

## What is the Foundation Educator?

The Foundation Educator is a cost-effective option designed to provide cover for primary and secondary (high) school tuition fees based on public (primary and secondary) schooling costs, as well as school-related expenses such as clothing and stationery.

**When will a member's cover end** (whichever comes first):

- A member cancels their membership in the plan
- A member ceases employment with the participating employer
- A member passes away or becomes disabled (only applicable to children who are not yet conceived)
- The member's child passes away
- The plan is revised before the member's child turns 19
- The member's child leaves school before completing secondary (high) school
- The member's child completes secondary (high) school
- The member reaches age 70 or the benefit Termination Age, as outlined in the employer participation schedule (for the death option)
- The member reaches age 65 or the benefit Termination Age, as outlined in the employer participation schedule (for the disability option)

**If a claim is in progress because a member is totally and permanently occupationally disabled or has passed away, benefit payments will be stopped** (whichever comes first):

- If the member's child passes away
- At the end of the academic year before the member's child turns 19
- If the member's child leaves school
- If the member's child completes secondary (high) school

## The Foundation Educator consists of two components:

### 1. Tuition fees

We pay tuition fees based on the same standard or level as public schooling for up to five children per member. The following maximum terms apply to tuition fee payments:

**Tuition fee payments are limited to** (whichever is less):

- 30% of the member's pre-claim salary in the first year of claim.
- An annual amount:

Education Level	Annual maximum amount
Primary school	R24 112
Secondary (high) school	R26 513

*Note: These maximums will be reviewed annually.*

### 2. Supplementary allowances

Supplementary allowances help cover the costs of additional expenses such as textbooks, stationery, uniforms and after-school care. These allowances are calculated annually as a percentage of the tuition fee and differ according to the education level. Supplementary allowances are limited to an annual maximum amount:

Education level	Annual maximum amount
Primary school	15% of annual school fees (up to R9 081)
Secondary (high) school	17.5% of annual school fees (up to R13 502)



# Progressive Educator

## What is the Progressive Educator?

The Progressive Educator is a more comprehensive option to help cover tuition fees and related education costs from pre-primary school to tertiary institution level.

### *This benefit helps cover the costs of:*

- Pre-primary school (public or private)
- Primary school (public or private)
- Secondary (high) school (public or private)
- Special needs schooling
- Tertiary institutions and institutions for higher learning recognised by the National Qualifications Framework (NQF)
- International tertiary institution education
- Expenses related to items such as school clothes and stationery

### *When will a member's cover end* (whichever comes first):

- A member cancels their membership in the plan
- A member passes away or becomes disabled (only applicable to children who are not yet conceived)
- The member's child passes away
- The member reaches the scheme's retirement age
- The scheme is revised before the member's child turns 25
- The member's child leaves the academic institution (other than for a period of two years after completing secondary (high) school, and prior to starting his or her studies at a tertiary institution)
- The member reaches age 70 or the benefit Termination Age, as outlined in the employer participation schedule (for the death option)
- The member reaches age 65 or the benefit Termination Age, as outlined in the employer participation schedule (for the disability option)

### *If a claim is in progress because a member is totally and permanently disabled or has passed away, benefit payments will be stopped* (whichever comes first):

- If the member's child passes away
- At the end of the academic year before the member's child turns 25
- If the member's child leaves the academic institution (other than for a period of two years after completing secondary (high) school, and prior to starting his or her studies at a tertiary institution)

## The Progressive Educator consists of five components:

### 1. Tuition fees

We make tuition fee payments based on the following criteria:

- The same standard or level of schooling as the child was receiving prior to the member's occupational disability or passing (i.e. public or private schooling)
- NQF recognition (in the case of tertiary institutions)
- One undergraduate degree from a South African tertiary institution, or one of the listed international tertiary institutions

*The following maximum terms apply to tuition fee payments.*

Education level	Maximum payment term
Pre-primary school	One year
Primary school	Seven years
Secondary (high) school	Five years
Tertiary institution (Degree or Diploma)	Three years
Tertiary institution (BDS Dental)	Five years
Tertiary institution (MBChB Medical)	Six years

### *Tuition fee payments are limited to* (whichever is less):

- 30% of the member's pre-claim salary in the first year of claim
- An annual amount:

Education level	Annual maximum amount	
	Public school	Private school
Pre-primary school	R11 459	R60 268
Primary school	R24 112	R84 177
Secondary (high) school	R26 513	R92 613
Tertiary institution	R55 249	

*Note: These maximums will be reviewed annually.*

“The task of the modern educator is not to cut down jungles, but to irrigate deserts.”

- C.S. Lewis

# Progressive Educator

## 2. Supplementary allowances

Supplementary allowances help cover the costs of additional expenses such as textbooks, stationery, uniforms and after-school care. In the case of tertiary education, it also helps cover residence fees.

Amounts are calculated annually as a percentage of the tuition benefit and differ according to the level of education. Supplementary allowances are limited to an annual maximum amount:

Education Level	Annual maximum amount
Primary school	15% of annual school fees (up to R9 081)
Secondary (high) school	17.5% of annual school fees (up to R13 502)
Tertiary education	As required for textbooks and residence fees (up to R33 097)

Please note that these supplementary allowances apply to public and private schooling. Where a child attends a "no fees school" supplementary allowances will still be paid.

## 3. Special needs

We recognise that there are extra costs related to educating children who have special needs. We therefore provide an additional benefit to help cover the costs related to a child's special learning, behavioural or physical requirements. A medical assessment is not required as the benefit is based on the child attending a school that has been identified as providing for special education needs.

***Tuition fee payments for children with special needs are made directly to the academic institution, and are limited to (whichever is less):***

- The actual negotiated cost. Special education needs vary from one child to another, which means that costs vary too. There is a rand limit to how much a child is covered for, but it is also important to cover as much of the child's special education costs as possible. A balance between the funds available and the child's education has to be met, which requires negotiation.
- Up to 140% of the annual standard tuition fees for public or private schooling, depending on the corresponding nature of the special needs educational institution.

## 4. Achievement allowances

This benefit is paid to children who excel in a sporting or cultural activity and are selected to represent their province or country (South Africa). It may be used to pay for additional costs typically associated with performing at these levels, including travel and accommodation.

The special achievement allowance depends on the level of achievement. Where provincial and national representation are achieved during the same year, the payment will not exceed the amount payable for national representation. Payment is made directly to the child in the year of achievement.

Representation	Annual maximum amount
Provincial	R9 081
National	R18 043

*Note: These are limited to the death assured.*

## 5. International study

For children who meet the necessary entry requirements, this benefit helps cover tuition and residence fees at leading tertiary institutions in the United States and United Kingdom. Amounts are determined by the prevailing exchange rate and are paid directly into the child's South African bank account.



# Progressive Educator

## Cover is limited to:

- One undergraduate degree (either in South Africa or abroad).
- Annual tuition and residence fees up to US\$66 302 (reviewed annually)
- Tuition at selected leading tertiary institutions abroad including:

University	
Brown University	Northwestern University
California Institute of Technology (CIT)	Rice University
Columbia University	Princeton University
Cornell University	Stanford University
Dartmouth College	University of Cambridge
Duke University	University of Chicago
Harvard University	University of Oxford
Imperial College of Science, Technology and Medicine	University of Pennsylvania
Johns Hopkins University	Washington University in St Louis
London School of Economics and Political Science	Yale University
Massachusetts Institute of Technology (MIT)	

## Benefit exclusions

### What are the exclusions applicable to the Group Life Assurance Benefit?

Please see the table of exclusions listed as part of our Benefit Parameters brochure in relation to Group Life Assurance and Capital Disability and Impairment exclusions .

This can be found on our website ([www.libertycorporate.co.za](http://www.libertycorporate.co.za)).

Exclusions	Group Life Assurance Spouse's Death Benefit
Injury that is self-inflicted or in any way deliberately caused by the member or spouse.	
Suicide (should it occur within the first 12 months of cover having commenced).	x
Alcohol consumption or the taking or application of poisons or drugs (except in accordance with a bona fide prescription issued by a qualified medical practitioner).	
Participation in any form of aviation other than as a passenger travelling between two airfields in an aircraft flown by a duly licensed pilot.	
The use of nuclear, biological or chemical weapons, or attacks on, or sabotage of, facilities and storage depots (whether direct or remotely initiated), which leads to the release of radioactivity or nuclear, biological or chemical warfare agents.	x
War, invasion, acts of foreign enemies, hostilities, warlike operations (whether war be declared or not), civil war, rebellion, revolution, insurrection, civil commotion assuming the proportions of usurped power.	x
An act of terrorism. Meaning an act including, but not limited to, the use of force or violence and/or the threat thereof, by any person or group/s of persons, whether acting alone or on behalf of or in connection with any organisation/s or government/s, committed for political, religious, ideological, or similar purposes including the intention to influence any government and/or to put the public, or any section of the public, in fear, whether determined in terms of any relevant legislation to have been an act of terrorism or not.	x
Any act of the member or spouse, which is a wilful and material violation of any law.	x
Involvement in any riot, civil commotion (assuming the proportions of or amounting to an uprising or not), infringement of martial law, or any act incidental to, or arising from, such an occurrence.	



# Benefit exclusions

## What are the exclusions?

Exclusions	Capital Disability and Impairment Benefit
Injury that is self-inflicted or in any way deliberately caused by the member or spouse.	x
Suicide (should it occur within the first 12 months of cover having commenced).	
Alcohol consumption or the taking or application of poisons or drugs (except in accordance with a bona fide prescription issued by a qualified medical practitioner).	x
Any medical treatment recommended by the member's or spouse's medical practitioner, or any medical doctor recommended by us, which would be reasonable to expect the member or spouse to undergo, which is refused by the member or spouse.	x
Participation in any form of aviation other than as a passenger travelling between two airfields in an aircraft flown by a duly licensed pilot.	x
Exposure to risks outside of South Africa, which are not generally found, or are more severe, than corresponding risks in South Africa.	
The use of nuclear, biological or chemical weapons, or attacks on, or sabotage of, facilities and storage depots (whether direct or remotely initiated), which leads to the release of radioactivity or nuclear, biological or chemical warfare agents.	x
War, invasion, acts of foreign enemies, hostilities, warlike operations (whether war be declared or not), civil war, rebellion, revolution, insurrection, civil commotion assuming the proportions of usurped power.	x
No occupational benefit in respect of mental health conditions and back impairments will be payable for a period exceeding three years, unless we are satisfied that the condition resulting in the claim is still present.	

Exclusions	Capital Disability and Impairment Benefit
An act of terrorism. Meaning an act including, but not limited to, the use of force or violence and/or the threat thereof, by any person or group/s of persons, whether acting alone or on behalf of or in connection with any organisation/s or government/s, committed for political, religious, ideological, or similar purposes including the intention to influence any government and/or to put the public, or any section of the public, in fear, whether determined in terms of any relevant legislation to have been an act of terrorism or not.	x
Any act of the member or spouse, which is a wilful and material violation of any law.	x
Mental illness or impairment associated with self-inflicted injury, wilful and material violation of any law, consumption of alcohol or taking poisons or drugs.	
Cancerous tumours if the Human Immune Deficiency Virus (HIV) is present.	
Involvement in any riot, civil commotion (assuming the proportions of or amounting to an uprising or not), infringement of martial law, or any act incidental to, or arising from, such an occurrence.	x
Exposure to atomic energy, nuclear fission or reaction, radiation, biological or chemical hazards (whether accidental or not).	x
The member, being a pilot or aircrew by normal occupation, having his or her licence to fly withdrawn or endorsed in any way, unless the member is also considered unable to follow any other suitable occupation.	x
Impairment due to mental health or musculoskeletal conditions during the first two years of eligibility.	

These exclusions above apply as at the date of the printed brochure. Please refer to the Benefit Parameters brochure for the most recent exclusions.

**“An investment in  
knowledge pays the  
best interest.”**

**- Benjamin Franklin**

# Educator Benefit

## What are the tax implications?

As this is an unapproved benefit members may pay fringe benefit tax on the premium. The proceeds of the benefit will be paid out tax free. Employers and Members are advised to seek appropriate guidance from a tax practitioner or from their appointed financial adviser.

## Terms and conditions

Please refer to the *Benefit Parameters brochure* for terms and conditions relating to the Educator Benefit. This benefit will only be authorised if Liberty Corporate accepts the claim as valid.

# Contact details and complaints resolution procedure

## Contact us

For more information please contact your accredited Liberty financial adviser, broker or the Liberty Corporate support centre below.

### Liberty Corporate General Contact Centre

t: 011 408 2999

f: 011 408 2264

e: [lc.contact@liberty.co.za](mailto:lc.contact@liberty.co.za)

[www.libertycorporate.co.za](http://www.libertycorporate.co.za)

## Complaints

Complaints or comments should be directed in writing to:

### The Complaints Resolution Manager

*Liberty Corporate*

P O Box 2094, Johannesburg, 2000

t: 011 408 2771

f: 011 408 4440

e: [contactlcb@liberty.co.za](mailto:contactlcb@liberty.co.za)

### Alternatively, complaints may be directed in writing to:

*The Liberty Group Internal Adjudicator*

P O Box 10499, Johannesburg, 2000

f: 011 408 4195

e: [internaladjudicator@liberty.co.za](mailto:internaladjudicator@liberty.co.za)

If your complaint is not resolved to your satisfaction by Liberty, you may contact one of the legislative bodies that have been tasked to look after your interests

### For fund complaints:

*The Pension Funds Adjudicator*

P O Box 580, Menlyn, 0063

t: 012 346 1738

f: 086 693 7472

e: [enquiries-jhb@pfa.org.za](mailto:enquiries-jhb@pfa.org.za)

### For complaints regarding a financial adviser:

*FAIS Ombud*

P O Box 74571, Lynnwood Ridge, 0040

t: 012 470 9080

f: 012 348 3447

e: [info@faisombud.co.za](mailto:info@faisombud.co.za)

### Ombudsman for Long-term Insurance

*The Honourable Mr Justice RP McLaren*

Private Bag X45, Claremont, 7735

t: 021 657 5000

Sharecall: 0860 10 3236; 021 674 0951

e: [info@ombud.co.za](mailto:info@ombud.co.za)

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