



ALVIN INDEPENDENT SCHOOL DISTRICT

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Welcome back to Alvin ISD. Below is important information regarding open enrollment and your benefits for the 2019-2020 school year.

Open Enrollment

We are staying United HealthCare for the 2019-2020 plan year and will have the same plan options. This year will be a “passive” enrollment, but we encourage every employee to log into the enrollment site (BenefitFocus) and familiarize yourself with the plan options while reviewing your current elections. If an employee chooses not to review their current elections or does not wish to make any changes from their 2018-2019 insurance and benefit elections they will automatically rollover into the 2019-2020 plan year. This is with the exception of your Medical Flexible Spending Account (FSA), your Dependent Flexible Spending Account (DFSA), and your Health Savings Account (HSA). Per the IRS, it is mandatory to re-enroll for these three benefits each year if you want to participate in them during the 2019-2020 plan year.

Open Enrollment is a great time to review and adjust your benefit elections, we strongly recommend that every employee log into the enrollment system, review their profile and their current benefit elections to make sure you fully understand your elections.

- Open Enrollment dates – July 18 through August 13
- Effective date for new elections – September 1, 2019
- First payroll deduction with new premiums is the September 16 paycheck
- We are using the BenefitFocus enrollment site again this year

Open Enrollment Classes will be held in Manvel High School’s library and location to be determined (TBA). Please arrive 30 minutes early if you need help setting up your account and logging into the system. Please know the class time is reserved to discuss our insurance plan options.

We will have a separate class for our employees that have both spouses working in the district.

- July 23 10:00AM – 12:00PM – Location to be determined (TBD)
- July 25 2:00PM – 4:00PM - Location to be determined (TBD)
- July 30 2:00PM – 4:00PM – Manvel High School Library
- August 1 10:00AM-12:00PM – Manvel High School Library
- August 6 **10:00AM – 12:00PM (dual employees only)*** - Manvel High School Library
- August 8 2:00Pm – 4:00PM – Manvel High School Library

*** Dual Employees In District**

-This presentation will be for our employees in which both spouses work for Alvin ISD.

-This presentation will be held at Manvel High School Library on **Tuesday, August 6, 2019 from 10:00-12:00PM**.

-We will walk through the proper way to register for benefits and answer any questions you might have.

High School Feeder Pattern Insurance and Benefit Presentations

This summer we will add three separate high school feeder pattern presentations that will be held at each high schools' auditorium. Please attend the presentation that your school feeds in to. Support service departments can attend a presentation that meets your schedule. These presentations will provide all of our employees the opportunity to learn, in depth, our entire insurance and benefit program. We will go over our medical, dental, vision, term and universal life insurances; medical and dependent flexible spending; critical illness, accident, and hospital confinement policies; short and long term disability; and the entire open enrollment process. I strongly encourage every employee (and spouses) to attend your scheduled presentation to learn about what the district offers so you sign up for the benefits that best meet your individual and family's needs.

- Shadow Creek High School Feeder Pattern: Tuesday, July 23, 5:30-7:00PM @ SCHS Auditorium
- Alvin High School Feeder Pattern: Wednesday, July 24, 5:30-7:00PM @ AHS Auditorium
- Manvel High School Feeder Pattern: Thursday, July 25, 5:30-7:00PM @ MHS Auditorium

Insurance

Health Insurance

- We will continue with United HealthCare.
- The district contribution will be \$421.00 per month.
- Due to the increase in the cost of insurance and overall medical expenses we will have premium increases this year. Please see the attached medical rates.
- We will offer the same plans we currently have: PPO 1500, PPO 1750 – Broad Network, HSA2700, 1750 Kelsey Network and 1750 Memorial Network
- The HSA 2700 will be \$0.00 premium cost for employee only.
- We will continue to have our Teladoc program. This will allow employees 24/7 access, by phone or internet, for medical consultations that would not necessarily require a face-to-face office visit with a doctor. The fee is remaining at \$45.00. www.teladoc.com
- Returning members will re-use current insurance cards and new employees and employees that switch plans will receive new cards in the mail.
- Remember to use the GoodRX app for PPO1500 and HSA2700 RX savings. It is always smart to check GoodRX pricing even if you participate in the other plans as well. www.goodrx.com

Dental

- We are staying with MetLife for our dental insurance.
- We are not making any changes to our dental plans.
- We will have a premium increases with our dental plans. Please see the attached dental rates.
- You will use your current MetLife card. If you do not have a card you can print one from the insurance department's website under the careers tab and then benefits. Also we will send an email to the entire district that will contain the dental PDF card filler that you can print out.

Other Insurances and Benefits

- Vision Insurance will stay with VSP and premiums and benefits will remain the same as they are currently.
- Basic Term Life, Voluntary Term Life, and Voluntary AD&D is moving to a new carrier, Mutual of Omaha. The basic and term life will have rate reductions, and the AD&D rates will remain the same.
- Disability Insurance will stay with Lincoln Financial Group. Premiums and benefits will remain the same as they are currently are.
- Our Flex program will remain with TASC. Remember that if you want to participate in the flex program you must enroll or re-enroll in this benefit in order to have it for the 2019-2020 plan year. The card fee will have a small increase. It will go from \$1.89 to \$1.95 per paycheck. Please remember that you are able to roll over up to \$500 of medical flex dollars to next year.
- Critical Illness (includes a cancer benefit), Accident, and Hospital Indemnity coverage will stay with MetLife and will not have any plan changes.
- Universal Life will stay with TransAmerica this year and will not have any plan changes.