

2021 – 2022

Open Enrollment is Here

We know how important it is to have comprehensive, affordable health benefits. That's why we offer competitive plans that can provide protection, peace of mind, and savings. Open Enrollment is starting now. That means it's time for you select your 2021 - 2022 benefits!

What is Open Enrollment (OE)?

Open Enrollment is a once-a-year opportunity where benefits-eligible employees can enroll in or make changes to benefits for themselves and those who are covered under their benefit plans.

When is Open enrollment?

Open Enrollment for the 2021-2022 plan year **begins May 03, 2021 and will end on May 28, 2021.** The new plan year starts July 1, 2021.

What do you need to know?

Your benefits guide will help you navigate through the process and make the best choices for you and your family. It's important to take time to review your current benefits and determine they meet the needs of you and your family.

We are making some important changes to our benefit plans.

- Primary Care Physician copay will increase to \$30 per visit
- Specialist copay will increase to \$60 per visit
- Urgent Care Facility copay will increase to \$30 per visit

Your Responsibilities During Open Enrollment

If you want to change any of your current benefit elections, you will need to contact Kim Sheraka for an enrollment form. If you don't want to make any changes to your current benefit elections, you don't need to take any action. All your current benefit elections will automatically carry over and remain effective for the 2021-2022 plan year.

All enrollment forms are available on the district website under the "Employee/Staff Documents/Healthcare Docs" tab.

NOTE: After open enrollment, you cannot make changes to your coverage during the year unless you experience a change in family status, such as:

- Loss or gain of coverage through your spouse
- Loss of eligibility of a covered dependent
- Death of your covered spouse or child
- Birth or adoption of a child
- Marriage, divorce or legal separation
- Switch from part-time employment to full-time employment

You have 30 days from a change in family status to make changes to your current coverage.

Questions

If you have any questions, please contact Kim Sheraka at 254-7543 or via e-mail at kim.sheraka@rcusd.org.

<u>Total Health Insurance Premium</u>					<u>Board Paid Portion Annually</u>
<u>Certified Staff</u>					
<u>Rates effective 07/01/21 - 06/30/22</u>					
<u>United Health Care</u>	<u>UHC</u>	<u>Board Pd Portion</u>	<u>Employee per/mo</u>	<u>Employee per/pay</u>	
Choice Plus Employee	743.00	743.00	0.00	0.00	
Choice Plus Emp + Spouse	1,513.00	839.50	673.50	336.75	
Choice Plus Emp + Child	1,513.00	839.50	673.50	336.75	
Choice Plus Family	1,513.00	839.50	673.50	336.75	
HSA Employee (High Deductible)	621.00	621.00	0.00	0.00	
HSA Family (High Deductible)	1,252.00	839.50	412.50	206.25	
<u>Total Health Insurance Premium</u>					
<u>Support Staff Custodial/Maintenance & Non-Exempt Personnel</u>					
<u>Rates effective 07/01/21 - 06/30/22</u>					
<u>United Health Care</u>	<u>UHC</u>	<u>Board Pd Portion</u>	<u>Employee per/mo</u>	<u>Employee per/pay</u>	<u>Board Paid Portion Annually</u>
Choice Plus Employee	743.00	520.00	223.00	111.50	\$6,240 Annually
Choice Plus Emp + Spouse	1,513.00	520.00	993.00	496.50	
Choice Plus Emp + Child	1,513.00	520.00	993.00	496.50	
Choice Plus Family	1,513.00	520.00	993.00	496.50	
HSA Employee (High Deductible)	621.00	520.00	101.00	50.50	
HSA Family (High Deductible)	1,252.00	520.00	732.00	366.00	
<u>Total Health Insurance Premium</u>					
<u>Support Staff RESPA Employees</u>					
<u>Rates effective 07/01/21 - 06/30/22</u>					
<u>United Health Care</u>	<u>UHC</u>	<u>Board Pd Portion</u>	<u>Employee per/mo</u>	<u>Employee per/pay</u>	<u>Board Paid Portion Annually</u>
Choice Plus Employee	743.00	475.00	268.00	134.00	\$5,700 Annually
Choice Plus Emp + Spouse	1,513.00	475.00	1,038.00	519.00	
Choice Plus Emp + Child	1,513.00	475.00	1,038.00	519.00	
Choice Plus Family	1,513.00	475.00	1,038.00	519.00	
HSA Employee (High Deductible)	621.00	475.00	146.00	73.00	
HSA Family (High Deductible)	1,252.00	475.00	777.00	388.50	
<u>Total Health Insurance Premium</u>					
<u>Support Staff (Transportation, Bus Aides)</u>					
<u>Insurance is offered to all staff who work more than 30 hours per week</u>					
<u>Rates effective 07/01/21 - 06/30/22</u>					
<u>United Health Care</u>	<u>UHC</u>	<u>Board Pd</u>			<u>Board Paid Portion Annually</u>
Choice Plus Employee	743.00	0.00			0.00
Choice Plus Emp + Spouse	1,513.00	0.00			
Choice Plus Emp + Child	1,513.00	0.00			
Choice Plus Family	1,513.00	0.00			
HSA Employee (High Deductible)	621.00	0.00			
HSA Family (High Deductible)	1,252.00	0.00			

Delta Dental Benefits -

Single	\$26.16
Employee + Spouse	\$53.12
Employee + Child (ren)	\$63.06
Family:	\$95.82

EyeMed Vision Plan

Single	\$5.90
Employee + Spouse	\$9.47
Employee + Child (ren)	\$9.65
Family	\$15.56