



Ellensburg School District #401

1300 East Third Avenue
Ellensburg, WA 98926
www.esd401.org
Phone 509-925-8000
Fax 509-925-8025

OPEN ENROLLMENT FOR HEALTH INSURANCE

Date: August 13, 2018
To: EEA & PSE Members
From: Kim Snider, Human Resources Director
Derek Stuart, Human Resources Specialist
RE: Ellensburg School District Health Insurance

Dear Staff,

The time is here again to decide if you would like to make any changes to your insurance benefits. **Open enrollment is from August 27, 2018 through September 28, 2018.**

During the open enrollment period, you are able to change your elections such as plan choice and covered persons. After open enrollment ends, you cannot change your enrollment election again until the 2019-2020 school year's open enrollment period unless you experience a Qualifying Life Event ("QLE"). Some examples of QLEs include getting married or divorced, having a child, or family members losing health coverage elsewhere.

Open enrollment's effective date for coverage is November 1. This means that insurance pooling dollar amounts for the 2018-2019 school year will not change until your October 31 paycheck. The state's monthly pre-pooling benefit allocation for 2018-2019 will be \$843.97 per FTE. The Health Care Authority monthly remittance for retired school employees (noted as the "K12 Subsidy" deduction on your paystub) has increased to \$71.08 per FTE.

The Benefits Handbook is a comprehensive resource containing details about available medical plans as well as other benefits. The 2018-2019 school year's Benefits Handbook is available online through the District website at www.esd401.org under Departments > Human Resources > Benefit Information. You can also pick up a printed copy of the Benefits Handbook from the Human Resources Department at the District Office. The Benefits Handbook includes information about the following topics:

Enrollment Check List	Healthcare Reform and Your Benefits
Premera and Kaiser Permanente HMO Plans	Health Insurance Marketplace
Prescription Drugs	Important Info Regarding your Benefits
Dental Plan (Delta)	COBRA
Vision Plan (VSP)	Family Medical Leave Act (FMLA)
Voluntary Insurance Benefits	Premium Assistance Under Medicaid and the Children Health Insurance Program (CHIP)
Flexible Spending Accounts	Certificate of Creditable Prescription Drug Coverage
Health Saving Accounts	VEBA
Your District Benefit Contacts	Your Carrier Contacts

The Ellensburg School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

The following employees have been designated to handle questions and complaints of alleged discrimination: Cole Kanyer, Title IX Coordinator, 509-925-8315, cole.kanyer@esd401.org, 1203 E. Capitol Avenue, Ellensburg, WA 98926, Kim Snider, Civil Rights Coordinator, 509-925-8007, kim.snider@esd401.org, and Section 504 Coordinator, Patty Kimmel, 509-925-8115, patricia.kimmel@esd401.org, 1300 East Third Avenue, Ellensburg, WA 98926.



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MEDICAL PLANS

Gallagher serves as the District's 3rd party vendor and administers our medical plans with Premera Blue Cross and Kaiser Permanente HMO. As in previous years you will be able to choose among seven Premera Blue Cross health plans while we will increase to two available Kaiser Permanente HMO plans.

Major Plan Changes for Premera Blue Cross

- Overall rates have increased by 4.6% over last year.

Major Plan Changes for Kaiser Permanente HMO

- The District is adding HMO Plan 4 to its offerings.
- Overall rates decreased by 3.8% from last year.

How to Enroll or Make Changes to Your Medical Plan

Enrollment and changes are done by utilizing the enrollment forms found on the District website at www.esd401.org under Departments > Human Resources > Benefit Information. Printed enrollment forms can also be picked up from the Human Resources Department at the District Office. Please submit completed enrollment forms to Derek Stuart in Human Resources.

How to Waive Medical Coverage

If you elect to waive medical coverage, please complete and return the Medical Benefits Waiver Form found on the District website at www.esd401.org under Departments > Human Resources > Benefit Information or pick one up from the Human Resources Department at the District Office. Please submit completed waiver form to Derek Stuart in Human Resources.

DENTAL & VISION PLANS

WEA will remain the District's 3rd party vendor for Delta's dental plan and VSP's vision plan. Use the WEA's UPoint website at <http://digital.alight.com/wea/> to enroll (only if you haven't enrolled in the past) and to add/drop dependents. There is no additional charge to cover qualified dependents on your dental and vision policies; the price is the same whether you opt for Employee Only, Employee + Spouse/Domestic Partner, Employee + Children, or Employee + Spouse/DP + Children coverage.

Please do not hesitate to call or email Derek Stuart (925-8448 / derek.stuart@esd401.org) or myself (925-8007 / kim.snider@esd401.org) if you have any benefits questions.

Sincerely,

A handwritten signature in blue ink that reads 'Kim Snider'. The signature is fluid and cursive, with the first name 'Kim' being particularly prominent.

Kim Snider

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