Independent School District No. 1

Memo

**August 2018**

**Benefits and Open Enrollment**

**OPEN ENROLLMENT FOR HEALTH, VISION AND DENTAL INSURANCE: The District’s open enrollment period is August 1, 2018 through September 24, 2018 for an effective date of September 1, 2018**.

**HEALTH, VISION AND DENTAL INSURANCE:**

 **Health Carrier: Blue Cross of Idaho** – Rate increase of 3.16%, with no benefit changes

 **Vision Carrier: Ameritas Life Insurance Corp.** – No rate or benefit changes

 **Dental Carrier: Delta Dental of Idaho** – No rate or benefit changes

**Dental Carrier: Blue Cross of Idaho, Dental Blue Connect (aka Willamette Dental)** – Rate increase of 6.61% with no benefit changes

**Full-Time Employees:**

* **Eligibility:** **Certificated employees on full time contract and ESP employees who work 40 hours/week.**
* District pays 100% of employee premium for Health, Vision and Dental
* District pays 80% of dependent premium for Health, Vision and Dental

**Part-Time Employees:**

* **Eligibility: Certificated employees on 50% or more contract and ESP employees who work 20+ hrs/week.**
* Employee premium pro-rated by FTE for Health and Vision
* Dependent premium pro-rated by FTE for Health and Vision
* Dental is optional and is paid 100% by the employee

 **Health Plan Options:**

* **Basic Plan:**  Offers a PPO plan with a deductible of $1,250, 70% coinsurance and prescription coverage.
* **Optional Plan:**  Offers a PPO plan with a deductible of $3,000, 70% coinsurance and prescription coverage.

**Health, Vision, Dental plan summaries/rates are on the District website at** [**http://www.lewistonschools.net/benefits**](http://www.lewistonschools.net/benefits)**.**

Changes, additions, deletions or deductible changes, please contact Jan Anderson, Benefits Specialist at (208) 748-3039 or Ann Marie Patchen, Benefits/Accounting Clerk at (208) 748-3036. **Please submit enrollment applications prior to Thursday, September 6, 2018, so that we can process the change with the September 2018 payroll.**

**LIFE FLIGHT NETWORK:** Voluntary benefit paid by the employee once a year (October) through payroll deduction.

Air ambulance service with bases in Idaho, Oregon, Washington, and Montana. Cost is $50.00 ($15 savings) per year. Life Flight Network benefits cover you, spouse/domestic partner and dependents claimed on your tax return.

**Open Enrollment is from August 1, 2018 through October 5, 2018 for an effective date of November 1, 2018.**

**New enrollees** please complete the District’s Continuous Life Flight Group Membership Application and return to the Payroll Department by, October 5, 2018. Life Flight applications are on the website at <http://www.lewistonschools.net/life-flight-network>.

**National Conference on Public Employee Retirement System (NCPERS) Voluntary Life Insurance:**

Every member, regardless of age, pays $16.00 per month. Plan benefits gradually decrease with age. Guaranteed acceptance. **Eligibility: Certificated employees on a 50% or more contract. ESP employees who work 20+hrs/week.** NCPERS applications are on the website at https://www.lewistonschools.net/benefits/ncpers-voluntary-life-insurance.

**Open Enrollment is from September 1, 2018 through November 30, 2018. Effective date depends on when you enroll.**