



SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT
Making Hope Happen

IMPORTANT INFORMATION REGARDING OPEN ENROLLMENT

Open Enrollment Dates: March 25 to April 19, 2024

To SBCUSD Employees:

We hope that this message finds you and your family in good health.

Please take a few moments to read the following important information regarding this year's open enrollment.

We are excited to share that Health Net and Kaiser will continue to provide the medical benefits for the employees of SBCUSD. Both plans have some enhancements in the coming year and the flyers included in this packet provide further details on these new benefits.

For the 2024 open enrollment, we encourage all employees to review their elected benefits to ensure that coverage meets the needs for themselves and any covered dependents. This includes medical, dental, vision, group life as well as any voluntary plans in which you are currently enrolled. Please also update your beneficiary for the group life coverage that is included as part of the benefits package for Full-Time employees. (*Part time employees can purchase group Life at their own discretion*).

If you have selected Kaiser or Health Net PPO as your medical provider, please be sure to review the attached rate sheets as the costs for these coverages have increased. Please note that the Kaiser rates have increased for many districts throughout the state, so this is not unique to SBCUSD.

During your one-on-one confidential appointment, American Fidelity will also be able to provide information on the current EAP program as well as other wellness initiatives SBCUSD has in place.

As a reminder, if you do not enroll in your benefits during this open enrollment period, **All** Medical, Dental, Vision, Group Life and Voluntary coverage for the current 2023/2024 plan year will remain as is for the 2024/2025 plan year.

American Fidelity will confirm your medical, dental, and vision benefits for the upcoming plan year. They will also review pre-tax options, including Flexible Spending Accounts. During your one-on-one in person appointment, you may review other voluntary benefits available to you if you choose to do so. **There is no obligation to purchase these benefits.**

Please make note, the Section 125 Flexible Spending and Dependent Day Care accounts do not rollover and must be re-enrolled in each year if you wish to continue coverage for the upcoming plan year.

Further information will be provided on how you can schedule your Open Enrollment annual benefits review with an American Fidelity Counselor in follow up communications.

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Important Information Regarding Adding a Dependent to coverage:

- Employees who wish to add new dependents to coverage during open enrollment will need to provide applicable eligibility documentation. American Fidelity will collect and provide these documents at the conclusion of the enrollment.
- Dependents will not be added if they do not have documents with them at the time of their appointment. To add a child, you must submit a Certified Birth Certificate.
- To add a spouse, you must submit the front page and the signature page of the **2023 or 2024 1040 Tax forms**, showing Married filing jointly or showing Married filing separately as well as a Certified Marriage Certificate.

Jeff D. Haynes

Risk Manager

San Bernardino City Unified School District