



TAMALPAIS UNION HIGH SCHOOL DISTRICT

Office of Human Resources

Below are the three health care options available to eligible TUHSD employees for the 2024-2025 school year: (Valid from 10/01/2024 - 09/30/2025)

*Employee Plan	Hired Prior to June 2019	Hired After June 2019
Kaiser HMO	\$0	\$437.74
Blue Shield 80% PPO	\$102.00	\$539.74
Blue Shield 100% PPO	\$650.00	\$1,087.74

*Delta Dental and VSP Vision coverages included in Open Enrollment

Dental Update: Once again, we are including two new additional **voluntary** dental plan options that include Implant or Orthodontia coverage, at the employee's expense per month, below.

- **Dental Buy-Up Option 1:** Add Implant Coverage for an additional \$2.48 cost
- **Dental Buy-Up Option 2:** Add Orthodontia (Adult/Child) Coverage for an additional \$9.91 cost.

Important Notes:

1. Per the TUHSD - TFT Agreement, TUHSD instituted a health cap of \$20,000 for all new employees hired after June of 2019.
 2. Changes to benefits must be done through open enrollment or through a qualifying event (QE). If there is a QE, there is a 30-day window to submit changes. Anything after 30 days will not be accepted, per SISC policy.
- **If adding a spouse,** you must provide a copy of your marriage certificate and the first page of your most current Federal Income Tax Return (financial information may be redacted). If the marriage occurred this year, only the marriage certificate is required.
 - **If adding a domestic partner (DP),** CA state registration is required. Per IRS mandates, additional taxes will be imputed from your paycheck.
 - **If adding children,** you are required to provide a copy of birth certificates and a copy of their social security card (when applicable).

If you have any questions about open enrollment or the above health insurance options, please contact Leah Noble-Christoff at lnoblechristoff@tamdistrict.org.