



Benefits FAQ – Plan Year Change

This benefits FAQ is designed to answer questions for all employees about their insurance benefits and the district's plan year.

What is the district's insurance plan year?

Our insurance plan year has historically been October 1 – September 30. Beginning July 1, 2025, our insurance plan year is changing to July 1 – June 30. This will be the district's plan year going forward.

Why is the district changing the insurance plan year?

The district's fiscal year is July 1 -June 30. Aligning our insurance plan year with the fiscal year allows the district to more responsibly track insurance for finance and budgeting purposes and simplifies administration for all employees.

When will the new plan year take effect?

Our 2024-2025 insurance plan year began October 1, 2024, and will end June 30, 2025. The 2025-2026 insurance plan year will begin July 1, 2025.

How will this change impact my insurance coverage? Will I have a gap in coverage?

Any changes to insurance premiums, Health Saving Account (HSA), and Flexible Saving Account (FSA) contributions will now take effect July 1 instead of October 1. Our medical insurance deductibles follow the calendar year and will reset in January as usual.

You will not experience a gap in coverage.

Do I need to do anything?

If you wish to make changes to your medical or dental insurance or make HSA or FSA contributions, you will need to make these updates during our upcoming open enrollment window.

What can I change during open enrollment?

You can do any of the following during open enrollment:

- ✓ Add medical and/or dental coverage for yourself if you've waived coverage in the past,
- ✓ Add eligible dependents to your medical and/or dental plan,
- ✓ Change your medical plan choice,
- ✓ Drop medical and/or dental coverage for yourself,
- ✓ Drop dependents from your medical and/or dental plan,
- ✓ Enroll or re-enroll in Flexible Spending Accounts for the new plan year.



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When will open enrollment happen?

Open enrollment will be April 28 – May 12, 2025. Any changes made during open enrollment are effective July 1, 2025.

What happens if I don't do anything?

- ✓ If you are currently enrolled in one of our **medical or dental** plans, your current coverage will carry forward to the new plan year.
- ✓ If you currently have a **flexible spending account** with STMA and do not re-enroll, you will not have a flexible spending account in 2025-2026. Your flexible spending account will end June 30, and you will not have any active account starting July 1. You would need to experience a qualifying life event or wait until STMA's next open enrollment period to re-enroll.
- ✓ If you currently contribute to a **health saving account** with STMA and do not re-enroll, your account remains open; however, your contributions will not carry over. You can add or change HSA contributions at any time during the year; these changes are not limited to open enrollment.

I have more questions. Who can I contact?

Please contact Michelle Neu, our Benefits and Leave Coordinator. Michelle's contact information is:

- Email: michellen@mystma.org
- Phone: 763-497-6578 ext. 5578