



GROUP BENEFITS PLAN OPEN ENROLLMENT

To: All Benefit Eligible Employees of Poquoson City Public Schools

From: Tracy Spence, Executive Director of Finance

Date: August 7, 2025

The annual open enrollment period for Poquoson City Schools' benefits package will be Monday, August 11 – Wednesday, August 20, 2025. The plan year runs from 10/01/2025 – 09/30/2026 except Flexible Spending Accounts which run from 09/01/2025 – 08/31/2026.

Please note, it is the responsibility of the eligible employee to confirm elections for the next plan year.

All benefit eligible employees are **required to view the following benefits briefing provided by Pierce Group Benefits.**

[Poquoson City Public Schools Benefits Briefing](#)

New hires must meet with a Pierce Group Benefit Counselor. While returning staff are not required to meet with a counselor this year, they will be onsite to meet with employees individually who would like enrollment assistance or have questions. Virtual appointments with a counselor and self-enrollment will also be available. You will need to have the names, dates of birth and social security numbers for any dependents you wish to enroll in benefits. Below is the link to schedule your onsite or virtual appointment:

[Schedule Your Individual Appointment](#)

For assistance, your supplemental benefits guide can be found below, which contains self-enrollment instructions:

[2025-2026 Poquoson City Public Schools Supplemental Benefits Guide](#)

Please note: The self-enroll feature is available August 11 – August 20

The Assured Partners Core Benefit Guide is available via this link: [2025-2026 Assured Partners Benefit Guide](#)

2025-2026 Benefit Information

Benefit	Changes	Action needed
Sentara Health	Plus Equity Plan: \$3,300 Individual Deductible \$6,600 Family Deductible No employee rate changes	No action needed to continue as enrolled
Ameriflex Flexible Spending Accounts	Medical FSA maximum \$3,300, Rollover \$660	Must re-enroll in FSA, LPFSA, DCA
Health Equity Health Savings Accounts	\$4,300 Individual, \$8,550 Family	Must re-enroll
Met Life Dental	Small rate increase	No action needed to continue as enrolled
Ameritas Vision	No rate changes	No action needed to continue as enrolled
Legal Resources	Added Identity Theft, Rate \$22.00/month	Must re-enroll

Elections made during this open enrollment period, **August 11 – August 20, 2025**, may not be changed during the plan year. The only exception is for a qualifying life event as defined by the Internal Revenue Service Code. A plan change due to a qualifying life event must be initiated within 30 days of the event.

Please notify Debbie Bunting at 757-868-3055 or via email at debbie.bunting@poquoson.k12.va.us if you have any questions or will be on leave during open enrollment so arrangements can be made to accommodate you.

Visit [Poquoson City Public Schools • Pierce Group Benefits](#) for more benefit information.