



# 2026 BENEFITS ENROLLMENT



## PLAN YEAR:

January 1 - December 31, 2026





# Vision, Mission, & Goals



## 2023 - 2028 STRATEGIC PLAN DESTINATION 2028: CONNECTION, EDUCATIONAL EXCELLENCE, AND INNOVATION

### VISION:

Strive for excellence in education, celebrate diversity, and be committed to students, staff, and the school community.

Students will develop characteristics of a Virginia graduate to include critical thinking, creative thinking, collaboration, communication, citizenship and growth in order to demonstrate academic excellence.



#### STUDENT ACHIEVEMENT

#### CLIMATE & CULTURE



Create a dynamic learning environment that promotes high student achievement, stimulates student engagement, supports staff creativity, ensures school safety, and reinforces positive staff and student relationships.

Ensure the effective and efficient management of capital and human resources for the development and retention of high quality staff, sustainable operations, and systems.



#### HUMAN & FISCAL RESOURCES

#### COMMUNITY ENGAGEMENT & COMMUNICATION



Increase engagement opportunities for families, school communities, and business partnerships.

### MISSION:

- Produce 21st century learners that will become productive citizens in society.
- Foster a dynamic, safe and nurturing learning environment.
- Partner with the school community for the benefit of students and staff.
- Strengthen the school division by employing a highly qualified and diverse staff.
- Effectively and efficiently manage capital and human resources.
- Effectively communicate to increase community investment.

*Creating Achievers: From Classroom to Community*



## MEMORANDUM

**TO:** All Suffolk Public Schools Retirees

**FROM:** John B Gordon III, Superintendent  
Wendy K. Forsman, Chief Financial Officer

**DATE:** November 10, 2025

**RE:** Health and Dental Insurance Plan Change period for calendar year 2026

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School Board policy allows retirees to remain on the group health plans to age 65 if the following qualifications are met:

- \* Retiree qualifies for regular or disability VRS retirement.
- \* Retiree must have been employed with Suffolk Public Schools for a total of twenty years.
- \* Retiree must have carried group insurance with Suffolk Public Schools for the twenty-four (24) months prior to retirement. The retiree may elect the same or a lower tier of coverage. For example, the retiree may change from POS 80/20 to POS 70/30 or HDHP plans but not the reverse, or from family to retiree only, but not the reverse.
- \* Retiree must execute VRS-78 Premium Deduction & Health Insurance Credit Authorization Form which allows VRS to deduct insurance premiums from the retiree's monthly VRS retirement check. Only in those cases where the VRS monthly retirement check is not sufficient to pay the monthly insurance premium will a retiree be permitted to make payments directly to Suffolk Public Schools.

For the 2026 plan year, we will offer the Anthem HDHP, POS 80/20, POS 70/30 (New) and we will offer the Anthem Dental basic & high option dental plans. The HMO 90/10 (Grandfathered) & PPO (Grandfathered) health insurance plans will be discontinued starting January 1, 2027. This booklet includes the benefit details and comparisons for each of the four health benefit plans and the dental plans offered. **The HMO 90/10 and PPO plans are only available to existing subscribers.** Please review the booklet to obtain more specific information on these plans.

Although retirees are **not eligible** to remain on our group **dental** insurance plans, retirees may remain on their existing dental plan or a lower tier dental plan for eighteen months from their event date under the federal COBRA law. Dental coverage will be through Anthem Dental. The dental premiums are listed in this memo and include a 2 % administration fee.

The health and dental insurance change period for the calendar 2026 plan year will occur from November 10<sup>th</sup>, 2024 through December 10<sup>th</sup>, 2025 for coverage beginning January 1, 2026 through December 31, 2026. **This will be your only plan change period for the calendar 2026 plan year.** Please contact Benefits at 757-925-6754 or by email at [benefits@spsk12.net](mailto:benefits@spsk12.net) prior to January 6<sup>th</sup>, 2025 if you desire to make any plan changes. **Otherwise, we will assume you desire to continue with your current plan.**

Retiree health premiums must be deducted from VRS retirement checks. We feel this benefit is of great convenience and **pre-tax** to our retirees. Payment arrangements will only be made for those retirees who do not qualify for this payment method.

**The first health premium deduction for the new plan year will come out of the January 31, 2026/ February 1, 2026 retirement check for coverage during the month of January 2026. Retiree health coverage, the type of health plans offered, the retiree rates and the employer contributions are subject to change annually by the School Board.**

*\*Retirees on COBRA Dental starting August 1, 2025 make payments directly to Suffolk Public Schools with a Cashier Check at the first of each eligible month.*

**SUFFOLK PUBLIC SCHOOLS  
RETIREE Rates – 12 Month Basis  
2026 Plan Year**

|                  | <u>Anthem Health Insurance</u> |                  |                  | <u>Anthem Dental Insurance</u> |             |
|------------------|--------------------------------|------------------|------------------|--------------------------------|-------------|
|                  | <u>HDHP</u>                    | <u>POS 70/30</u> | <u>POS 80/20</u> | <u>Basic</u>                   | <u>High</u> |
| Retiree Only     | \$ 371.50                      | \$ 408.65        | \$ 464.50        | \$ 19.59                       | \$ 36.80    |
| Retiree Plus One | \$ 1,125.50                    | \$ 823.35        | \$ 1,407.50      | \$ 32.92                       | \$ 62.68    |
| Family           | \$ 1,733.50                    | \$ 1,157.75      | \$ 2,166.50      | \$ 56.88                       | \$ 108.98   |

**Grandfathered Anthem Health Insurance**

**\*Be Advised starting Plan Year 2027 Grandfathered HMO and PPO Plans will no longer be available. Be prepared to choose one of the offered plans of 2027. If you do not choose one of the plans offered you will no longer be covered, and you will not receive a reimbursement after 30 days.**

|                  | <u>HMO 90/10</u> | <u>PPO</u>  |
|------------------|------------------|-------------|
| Retiree Only     | \$ 605.75        | \$ 673.38   |
| Retiree Plus One | \$ 1,835.45      | \$ 2,040.31 |
| Family           | \$ 2,826.48      | \$ 3,141.93 |

**Dependents**

Young adults may continue to be covered under a retiree's Employee Plus One or Family contract until the end of the calendar year in which they turn 26, regardless of dependent status.

**Medicare Part D Prescription Drug Update**

Anthem has determined that the current prescription benefit offered by Suffolk Public Schools qualifies as "creditable coverage". Because of this determination, when retiree coverage ends with Suffolk Public Schools, you may enroll in the Medicare Part D prescription drug plan without penalty if you enroll within 63 days after your Anthem health insurance ends.

Questions concerning this memorandum should be directed to the Benefits Coordinator in the Finance Department at 757-925-6754 or by e-mail at [benefits@spsk12.net](mailto:benefits@spsk12.net). For additional information regarding these plans or specific benefit questions, you may contact the health and dental companies as follows:

**Anthem (Health)**  
1-833-630-6742

**Anthem (Dental)**  
1-844-729-1565  
Dental Complete Network

# Summary of Benefits and Coverage (SBC)

The summary of benefits and coverage provides employees a short, plan-language summary of the benefits and coverage for medical care. The summaries will provide, but are not limited to, the following information for each health plan that is offered to Suffolk Public Schools employees:

- Common Medical Events
- Services You May Need
- Your Cost for Using Providers
- Limitations and Exceptions
- Examples of Coverage

The SBC for each health plan offered by Suffolk Public Schools is available on the Suffolk Public Schools "Staff Portal" web page under Finance/Health & Dental Insurance.

<https://spshealth.spsk12.net/benefits/summary-of-benefits>

The image shows a sample Summary of Benefits and Coverage (SBC) form for Suffolk Public Schools. The form is titled "Summary of Benefits and Coverage: What You Pay For Covered Services" and includes sections for "Common Medical Events", "Services You May Need", "Your Cost for Using Providers", "Limitations and Exceptions", and "Examples of Coverage". It also features a table with columns for "Common Medical Events", "Services You May Need", "Your Cost for Using Providers", and "Limitations and Exceptions". The form is partially filled out with handwritten information, including "Suffolk Public Schools" and "Suffolk Public Schools Employees Health Plan".



The Benefits Team staff is available to assist employees with questions on health benefits. Paper copies of these files may be obtained by contacting the Payroll Office. Call 757-925-6754.

# Medical Highlights



- HealthKeepers 80/20 POS
- NEW HealthKeepers 70/30 POS

All of these Plans include coverage for:

- Preventive Care
- Doctors' visits
- Hospitalization
- Prescriptions
- Emergency Care

All plans provide coverage for in-network or out-of-network coverage

You can verify whether a doctor or facility is in the Anthem network by going to <https://anthem.com> and selecting "Find a Doctor."



| In-Network Benefits                               | HealthKeepers 80/20 POS<br>Open Access Plan | POS 70/30                              | High Deductible Health<br>Plan with HSA |
|---------------------------------------------------|---------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>Benefit Year Deductible</b>                    |                                             |                                        |                                         |
| Single                                            | \$500                                       | \$1,500                                | \$3,300                                 |
| Family                                            | \$1,000                                     | \$3,000                                | \$6,600                                 |
| <b>Total Out-of-Pocket Maximum</b>                |                                             |                                        |                                         |
| Single                                            | \$4,500                                     | \$5,000                                | \$5,000                                 |
| Family                                            | \$9,000                                     | \$10,000                               | \$10,000                                |
| <b>Preventive Care</b>                            | 0%                                          | 0%                                     | 0%                                      |
| <b>Annual Routine Eye Exam (Blue View Vision)</b> | \$15 copay                                  | \$15 copay                             | \$15 copay                              |
| <b>Physician Office Visit</b>                     | \$20 copay                                  | \$25 copay                             | 10% co-insurance<br>(after deductible)  |
| <b>Specialist Office Visit</b>                    | \$40 copay                                  | \$50 copay                             | 10% co-insurance<br>(after deductible)  |
| <b>Urgent Care Center</b>                         | \$40 copay                                  | \$40 copay                             | 10% co-insurance<br>(after deductible)  |
| <b>Emergency Room</b>                             | 20% co-insurance<br>(after deductible)      | 30% co-insurance<br>(after deductible) | 10% co-insurance<br>(after deductible)  |
| <b>Inpatient Hospital Services</b>                | 20% co-insurance<br>(after deductible)      | 30% co-insurance<br>(after deductible) | 10% co-insurance<br>(after deductible)  |
| <b>Outpatient Hospital Services</b>               | 20% co-insurance<br>(after deductible)      | 30% co-insurance<br>(after deductible) | 10% co-insurance<br>(after deductible)  |

# Blue View Vision<sup>SM</sup>

## EX.A.0/15

### Welcome to your Blue View Vision plan!

You have many choices when it comes to using your benefits. As a Blue View Vision plan member, you have access to one of the nation's largest vision networks. You may choose from many private practice doctors, local optical stores, and national retail stores including LensCrafters®, Target Optical®, and most Pearle Vision® locations. You may also use your in-network benefits to order eyewear online at Glasses.com and ContactsDirect.com. To locate a participating network eye care doctor or location, log in at **anthem.com**, or the Sydney app. You may also call member services for assistance at **1-866-723-0515**.

**Out-of-Network** – If you choose to, you may instead receive covered benefits outside of the Blue View Vision. Just pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance.

Your vision plan includes coverage for routine eye exams

| YOUR BLUE VIEW VISION PLAN BENEFITS                                                                                                                                          | IN-NETWORK                                                                           | OUT-OF-NETWORK                                               | FREQUENCY                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------|
| <b>Routine Eye Exam</b>                                                                                                                                                      |                                                                                      |                                                              |                                 |
| <b>Routine Eye Exam</b><br>For members age 19 and older.                                                                                                                     | <b>\$15 Copay</b>                                                                    | <b>Reimbursed Up To \$30</b>                                 | <b>Once every calendar year</b> |
| <b>Pediatric Routine Eye Exam</b><br>For members up to age 19.                                                                                                               | <b>\$0 Copay</b>                                                                     | <b>Reimbursed Up To \$30</b>                                 | <b>Once every calendar year</b> |
| <b>Contact lens fit and follow-up</b><br><i>A contact lens fitting and up to two follow-up visits are available to you once a comprehensive eye exam has been completed.</i> |                                                                                      |                                                              |                                 |
| <ul style="list-style-type: none"><li>Standard contact lens fitting</li><li>Premium contact lens fitting</li></ul>                                                           | <b>\$0 Copay</b><br><b>10% off retail price, then</b><br><b>apply \$55 allowance</b> | <b>Reimbursed Up To \$35</b><br><b>Reimbursed Up To \$35</b> | <b>Once every calendar year</b> |

### USING YOUR BLUE VIEW VISION PLAN

When you are ready to schedule your eye exam, just make an appointment with your choice of any of the Blue View Vision participating eye care doctors. Your Blue View Vision plan provides services for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care doctor from your medical network.

### ADDITIONAL SAVINGS ON EYEWEAR AND MORE

As a Blue View Vision member, you can take advantage of valuable discounts through our Additional Savings program. See page 2 for further details.

### OUT-OF-NETWORK

If you choose to, you may receive covered services outside of the Blue View Vision. If you choose an out-of-network doctor, you must pay in full at the time of service, obtain an itemized receipt, and file a claim for reimbursement up to your maximum out-of-network allowance. To download a claim form, log in at **anthem.com**, or from the home page menu locate support and select Forms, click Change State to choose your State, and then scroll down to Claims and select the Blue View Vision Out-Of-Network Claim form. You may instead call member services at **1-866-723-0515** to request a claim form. To request reimbursement for out-of-network services, complete an out-of-network claim form and submit it along with your itemized receipt to the fax number, email address, or mailing address below:

**TO FAX:** 866-293-7373  
**TO EMAIL:** [oonclaims@eyewearspecialoffers.com](mailto:oonclaims@eyewearspecialoffers.com)  
**TO MAIL:** Blue View Vision  
Attn: OON Claims  
P.O. Box 8504  
Mason, OH 45040-7111

This is a primary vision care benefit intended to cover only routine eye examinations. Benefits are payable only for expenses incurred while the group and insured person's coverage is in force. Blue View Vision is for routine eye care only. If you need medical treatment for your eyes, visit a participating eye care physician from your medical network. If you have questions about your benefits or need help finding a provider, visit **anthem.com** or call us at 1-866-723-0515. This information is only a brief outline of coverage and only one piece of your entire enrollment package. All terms and conditions of coverage, including benefits and exclusions, are contained in the member's policy, which shall control in the event of a conflict with this overview.

### EXCLUSIONS & LIMITATIONS (not a comprehensive list – please refer to the member Certificate of Coverage for a complete list)

**Combined Offers.** Not to be combined with any offer, coupon, or in-store advertisement.

**Excess Amounts.** Amounts in excess of covered vision expense.

**Sunglasses.** Plano sunglasses and accompanying frames.

**Safety Glasses.** Safety glasses and accompanying frames.

**Not Specifically Listed.** Services not specifically listed in this plan as covered services.

**Lost or Broken Lenses or Frames.** Any lost or broken lenses or frames are not eligible for replacement unless the insured person has reached his or her normal service interval as indicated in the plan design.

**Non-Prescription Lenses.** Any non-prescription lenses, eyeglasses or contacts. Plano lenses or lenses that have no refractive power.

**Orthoptics.** Orthoptics or vision training and any associated supplemental testing

| OPTIONAL SAVINGS AVAILABLE FROM BLUE VIEW VISION IN-NETWORK PROVIDERS ONLY<br>(Discounts are not covered benefits under your vision plan and will not be listed in your certificate of coverage.)                                                                                              |                                                                                                                                                                                                                                                                                                                                                   | In-Network Member Cost<br>(after any applicable copay)                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Retinal Imaging - at member's option, can be performed at time of eye exam                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                   | Not More Than \$39                                                       |
| Eyeglass Frame                                                                                                                                                                                                                                                                                 | When purchased as part of a complete pair of eyeglasses <sup>1</sup>                                                                                                                                                                                                                                                                              | 35% off retail price                                                     |
| Eyeglass Lenses<br>Standard plastic material                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>When purchased as part of a complete pair of eyeglasses<sup>1</sup>: <ul style="list-style-type: none"> <li>Single Vision</li> <li>Bifocal Vision</li> <li>Trifocal Vision</li> </ul> </li> </ul>                                                                                                          | \$50<br>\$70<br>\$105                                                    |
| Eyeglass Lens Options and Upgrades<br>When purchasing a complete pair of eyeglasses <sup>1</sup> (frame and lenses), you may choose to upgrade your new eyeglass lenses at a discounted cost. Member costs shown are in addition to the member cost of the standard plastic eyeglasses lenses. | <ul style="list-style-type: none"> <li>UV Coating</li> <li>Tint (Solid and Gradient)</li> <li>Standard Scratch-Resistant Coating</li> <li>Standard Polycarbonate</li> <li>Standard Anti-Reflective Coating</li> <li>Standard Progressive Lenses (add-on- to Bifocal)</li> <li>Other Add-Ons (i.e. high index lenses, anti-fog coating)</li> </ul> | \$15<br>\$15<br>\$15<br>\$40<br>\$45<br>\$65<br><br>20% off retail price |
| Conventional Contact Lenses<br>(non-disposable type)                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>Discount applies to materials only</li> </ul>                                                                                                                                                                                                                                                              | 15% off retail price                                                     |

<sup>1</sup> If frames, lenses or lens options are purchased separately, members will receive a 20% discount instead.

Cannot be combined with any other offer. Discounts are subject to change without notice. Discounts are not covered benefits under your vision plan and will not be listed in your certificate of coverage. Discounts will be offered from in-network providers except where State law prevents discounting of products and services that are not covered benefits under this plan. Discounts on frames will not apply if the manufacturer has imposed a no discount on sales at retail and independent provider locations. Some of our in-network providers include:

INDEPENDENT  
PROVIDER  
NETWORK



LENSCRAFTERS

PEARLE  
VISION



Online stores:

GLASSES.COM

glasses.com

contactsdirect

contactsdirect.com

1800contacts

1800contacts.com

LENSCRAFTERS

lenscrafters.com



OPTICAL

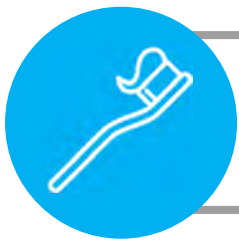
targetoptical.com

Ray-Ban

ray-ban.com/insurance

Savings on items like additional eyewear after your benefits have been used, non-prescription sunglasses, hearing aids and even LASIK laser vision correction surgery are available through a variety of vendors. Just log in at [anthem.com](http://anthem.com), select discounts, then Vision, Hearing & Dental. \* Discounts cannot be used in conjunction with your covered benefits.





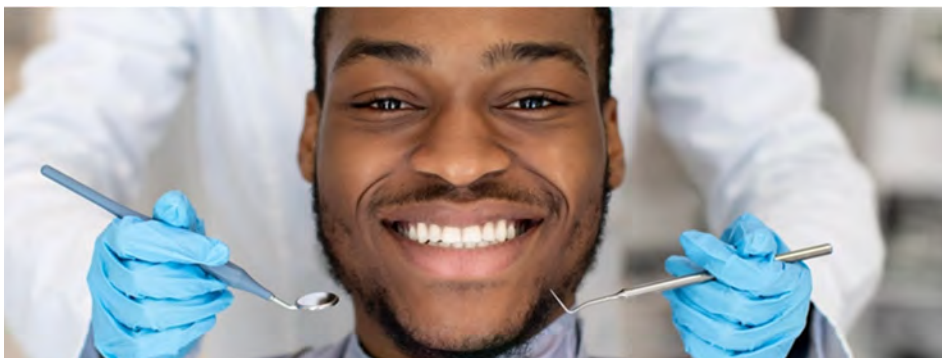
# Dental Coverage



Below is an outline of the two dental plans that are offered:

- Exam and cleaning **two times** per year with an in-network provider covered at 100%.
- The coverage levels are the same in- and out-of-network.
- In-network provider, the plan will pay based on Anthem's negotiated rate.
- Out-of-network provider, the plan will pay based on the Usual and Customary Rates for the service. Balance billing may occur with out-of-network providers.

|                                                                                                                                                                             | Base Plan            |                      | High Plan            |                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|----------------------|----------------------|
|                                                                                                                                                                             | In Network           | Out of Network       | In Network           | Out of Network       |
| <b>Annual Deductible</b><br>(Individual/Family)                                                                                                                             | \$100/\$300          | \$100/\$300          | \$100/\$300          | \$100/\$300          |
| <b>Annual Maximum</b><br>(Per Person)                                                                                                                                       | \$1,000              | \$1,000              | \$1,000              | \$1,000              |
| <b>Preventive Care</b><br>(Periodic oral exam, Teeth cleaning (prophylaxis), Bitewing X-rays, Full-mouth or Panoramic X-rays, Fluoride application, Sealants)               | 0%                   | 0%                   | 0%                   | 0%                   |
| <b>Basic Services</b><br>(Consultation (second opinion), Space Maintainer, Amalgam (silver-colored) Filling, Composite (tooth-colored) Filling, Brush Biopsy (cancer test)) | 20% after deductible | 20% after deductible | 20% after deductible | 20% after deductible |
| <b>Major Services</b><br>(Crowns, onlays, veneers, Dentures and bridges, Crown, denture, bridge repairs)                                                                    | Not covered          | Not covered          | 40% after deductible | 40% after deductible |
| <b>Orthodontia</b><br>(Children up to age 19)                                                                                                                               | Not covered          | Not covered          | 50%                  | 50%                  |
| <b>Orthodontia Lifetime Maximum</b><br>(Per Person)                                                                                                                         | Not covered          | Not covered          | \$3,000              | \$3,000              |



## Finding In-network Dentists

You pay less for services when you use a dentist in the Anthem Blue Cross Blue Shield network. You can find an in-network dentist by visiting [www.anthem.com](http://www.anthem.com) or calling 1.844.729.1565.

# Enhancing behavioral health support in Virginia



### Reduced copays

Providing lower copays for virtual and in-person office visits.



### Expanded networks

Using larger networks with more than 100 care providers added through Carelon Behavioral Health and more LiveHealth Online virtual care providers.<sup>6</sup>



### Support options

Offering innovative whole-health programs and services that provide support to children, teens, and adults — with virtual or in-person options.



### Specialized benefits

Including:

- Eating disorder treatment
- Autism spectrum disorder family outreach
- Behavioral health case management
- Emotional Well-being Resources
- Virtual care through LiveHealth Online
- Outreach for children, adolescents, families, and guardians

## Our caring team helps you find the right support

If you have questions about your benefits or need help finding a behavioral health professional or program, chat with us live on the [Sydney Health app](#) or at [anthem.com](#), or call Member Services at the number on your member ID card.



Visit [anthem.com/va/behavioralhealth](#) to view more available programs. Scan the QR code using your phone's camera.

| For help with ...                                                                                                                                             | This program is available.                                                                                                                                                                                                                                                                             | How to access <sup>7</sup>                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| General behavioral health and severe anxiety, depression, trauma, and substance use                                                                           | <a href="#">Aspire365</a> brings personalized, at-home mental health and substance use treatment to people ages 13 and older over a 12-month period. The program works around your schedule, providing 24/7 clinical support, telehealth and in-person visits, and access to community group sessions. | <b>Aspire365: virtual and in home</b><br>Visit <a href="#">Find Care at anthem.com</a> .<br>Learn more at <a href="#">aspire-365.com</a> .      |
| Substance use disorders such as opioid and alcohol                                                                                                            | <a href="#">Aware Recovery Care</a> provides long-term substance use treatment, including withdrawal management, medication-assisted treatment, and care and support in the privacy and security of your home.                                                                                         | <b>Aware Recovery Care: virtual</b><br>Visit <a href="#">Find Care at anthem.com</a> .<br>Learn more at <a href="#">awarerecoverycare.com</a> . |
| Young people and family crisis support, including treatments for anxiety, depression, mood disorders, substance use disorders, and self-harm in ages 11 to 34 | <a href="#">Charlie Health</a> treats high-acuity mental health conditions with hyperpersonalized care. Treatment programs, including virtual Intensive Outpatient Program (IOP), combine personalized care with peer connection to foster long-term healing.                                          | <b>Charlie Health: virtual</b><br>Visit <a href="#">charliehealth.com</a> .                                                                     |
| General behavioral health and medication management for ages 1 and older                                                                                      | <a href="#">Headway</a> matches individuals with therapists based on their needs. Offering an easy-to-use scheduling platform on their website, the average new-patient appointment is available in less than five days.                                                                               | <b>Headway: virtual and in person</b><br>Visit <a href="#">Find Care at anthem.com</a> .<br>Learn more at <a href="#">headway.co</a> .          |
| General mental and behavioral health concerns                                                                                                                 | <a href="#">Talkspace</a> offers video, text, and phone sessions for individuals, teens, and couples to connect with a licensed therapist through live sessions, ongoing messaging, or both.                                                                                                           | <b>Talkspace: virtual</b><br>Visit <a href="#">talkspace.com/anthem</a> .                                                                       |
| General behavioral health, psychiatric care, medication management for ages 5 and older                                                                       | <a href="#">Rula</a> offers services for individual therapy, medication management, couples therapy, family therapy, and psychiatric care. They offer an easy-to-use online scheduling platform.                                                                                                       | <b>Rula: virtual</b><br>Visit <a href="#">rula.com</a> .                                                                                        |

1 National Institute of Mental Health: Suicide (February 2025): [nimh.nih.gov](#).  
2 Substance Abuse and Mental Health Services Administration: Key Substance Use and Mental Health Indicators in the United States: Results from the 2022 National Survey on Drug Use and Health (November 2023): [https://www.samhsa.gov/data/sites/default/files/reports/rpt42751/2022-nsduh-nimh.pdf](#).  
3 National Institute of Mental Health: Understanding the Link Between Chronic Disease and Depression (2024): [nimh.nih.gov](#).  
4 Appointments subject to availability. Online counseling is not appropriate for all kinds of problems. If you are in crisis or have suicidal thoughts, it's important that you seek help immediately. Please text, chat, or call 988 (Suicide and Crisis Lifeline), or 911 for help. If your issue is an emergency, call 911 or go to your nearest emergency room. LiveHealth Online does not offer emergency services.  
5 Internal data: Behavioral Health Case Management Member Satisfaction Survey, Q1-Q3 2022.  
6 Internal data: Carelon Behavioral Health, 2022.  
7 Access to these providers may change based on the status of provider participation. To verify provider availability to you as a member, please contact member services. In addition to using a telehealth service, you can receive in-person or virtual care from your own doctor or another healthcare provider in your plan's network. If you receive care from a doctor or healthcare provider not in your plan's network, your share of the costs may be higher. You also may receive a bill for any charges not covered by your health plan.

Virtual text and video visits powered by K Health. LiveHealth Online is offered through an arrangement with Amwell, a separate company, providing telehealth services on behalf of your health plan. Sydney Health is offered through an arrangement with Carelon Digital Platforms, a separate company offering mobile application services on behalf of your health plan.  
Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of Virginia, Inc. Anthem Blue Cross and Blue Shield, and its affiliate HealthKeepers, Inc., serving all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123, are independent licensees of the Blue Cross Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.

# Introducing Total Health, Total You

With a health guide in your corner, healthcare is easier at every step



With Total Health, Total You, you have access to a personal health champion, called a health guide, to help you and your family with everyday health needs and unexpected emergencies. They stay one step ahead, guiding you to the care and support you need today and down the road — at no extra cost to you.

## Here's how you'll benefit:

Your health guide is here to connect you with the right care at the right time with proactive, inclusive, and compassionate support. They can help you:

- Find top-quality doctors, specialists, and care facilities in your health plan and help schedule appointments.
- Stay on top of preventive care and manage chronic conditions.
- Understand your health plan and all the benefits available to you from your employer.
- Quickly get preapprovals for urgent medical needs, like surgery.
- Connect with our in-house clinical experts. These experts work with you and your doctor to create a personal care plan that supports your overall wellness and ongoing health needs.



**Helping you and your family feel confident and protected**



## Focus on your whole health

Your physical health impacts your overall well-being, yet it's just one piece of the puzzle. Whole health also includes your mental health, along with social and community needs. Your health guide helps you get the care you need in the way that works best for you. They can also connect you with community resources to help with food, childcare, transportation, and other social, financial, or mental health concerns.

## A connected health record

You and your health guide, doctors, and pharmacist all have access to the most up-to-date information on your health in a single record. These real-time insights can help improve your care and may lower your healthcare costs over time.

## Everything you need, right on the app

Chat with your health guide on our **Sydney<sup>SM</sup> Health** mobile app. The Sydney Health app also gives you a quick way to:

- Use your digital ID card.
- Track your health goals and activities.
- Check costs and view health plan details.
- Access virtual care through video visits or chat.

With Total Health, Total You, your health guide is on your side. They connect the dots across your unique benefits to ensure you have a simple, guided, and personalized healthcare experience.



## Connect with your health guide today

Download or log in to the Sydney Health mobile app.



# Receive virtual care and support 24/7 with our Sydney Health app

Now you can connect more easily to the care you need through our **Sydney<sup>SM</sup> Health** app. Have a video visit with a doctor on your mobile device or computer with a camera, 24/7.

## Visit with a doctor for common health concerns

Doctors are available anytime, with no appointments or long wait times. They can help you with these types of conditions:

- COVID-19
- Flu
- Cold and fever
- Minor rashes
- Sore throat
- Headaches

During your video visit, the doctor will assess your condition, provide a treatment plan, and send prescriptions to the pharmacy of your choice, if needed.<sup>1</sup>



## What people say about virtual care visits<sup>2</sup>

89%

said the doctor they saw was professional and helpful

92%

thought the doctor understood their concerns

92%

were able to book a virtual visit sooner than an in-person visit

## How to download our Sydney Health app:



Scan the QR code with your phone's camera or visit the App Store® or Google Play™.



## Here's how to access the program through virtual care:

Download our no-cost **Sydney Health** app.

1. Register (if you haven't yet) and log in.
2. Once you register, your username and password are the same for our app and **anthem.com**.
3. Select **Care** and then select **Virtual Care**.

Visit **anthem.com**.

1. Register (if you haven't yet) and log in.
2. Once you register, your username and password are the same for **anthem.com** and our **Sydney Health** app.
3. From the **Care** tab, select **Virtual Care** in the drop down menu. Then, click **Video Visit Options**.



<sup>1</sup> Prescription availability is defined by physician judgment.

<sup>2</sup> Based on Sydney Health utilization trends from top national clients.

In addition to using a telehealth service, you can receive in-person or virtual care from your own doctor or another healthcare provider in your plan's network. If you receive care from a doctor or healthcare provider not in your plan's network, your share of the costs may be higher. You may also receive a bill for any charges not covered by your health plan.

LiveHealth Online is the trade name of Health Management Corporation, a separate company, providing telehealth services on behalf of Anthem Blue Cross and Blue Shield.

Sydney Health is offered through an arrangement with Carelon Digital Platforms, a separate company offering mobile application services on behalf of your health plan. ©2024 The Virtual Primary Care experience is offered through an arrangement with Hydrogen Health.

Anthem Blue Cross and Blue Shield is the trade name of Anthem Health Plans of Virginia, Inc. Anthem Blue Cross and Blue Shield, and its affiliate HealthKeepers, Inc., serving all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123, are independent licensees of the Blue Cross Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.



# Community Connected Care is your advocate for support

If you are in need, our Community Connected Care program can empower you with resources and information to address the things that impact your health



Anthem works to help people who need it most. It's why your health plan now gives you access to Community Connected Care — a trained network of local community-based care coordinators to help people who have unmet health and social needs.

Care coordinators live in your community and can connect you to resources nearby for support with physical and mental health advocacy, and family needs, like:

- **Housing insecurity**
- **Transportation challenges**
- **Access to food**
- **Concerns about money**
- **Social isolation**
- **Caregiving support**
- **Medical costs**
- **End-of-life planning**

Our care coordinators may contact you to assess your needs and offer support in finding care and connecting you to community resources in your area.

**“GroundGame.Health connected me with a discount program that made my prescriptions more affordable. And they arranged help with groceries when I needed it.”**

— Sarah, 50\*



## Supporting you, every step of the way

Through our program, we work with trusted partners like GroundGame.Health, who will be your advocate along the way. They may reach out to you to assess what needs you have and follow up to ensure you are getting the right support.



Do you need support? It's free, it's easy, and it's discreet. Visit [groundgame.health/anthem](https://groundgame.health/anthem) to learn more and connect with someone who can help.

\* The names of individuals and the details of their experiences with GroundGame.Health have been changed to protect individual privacy.

Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. In Connecticut: Anthem Health Plans, Inc. In Indiana: Anthem Insurance Companies, Inc. In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. and Community Care Health Plan of Georgia, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc., dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In 17 southeastern counties of New York: Anthem HealthChoice Assurance, Inc. and Anthem HealthChoice HMO, Inc. In these same counties Anthem Blue Cross and Blue Shield HP is the trade name of Anthem HP, LLC. In Ohio: Community Insurance Company. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield, and its affiliate HealthKeepers, Inc. trades as Anthem HealthKeepers providing HMO coverage, and their service area is all of Virginia except for the City of Fairfax, the Town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI) underwrites or administers PPO and indemnity policies and underwrites the out-of-network benefits in POS policies offered by CompCare Health Services Insurance Corporation. CompCare underwrites or administers HMO or POS policies. Independent licensees of the Blue Cross and Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.

1077366MUMENABS 10/24



# Health Medical Service

When you need medical care, choosing the right setting can help you get the care you need quickly, safely, and at the lowest cost.

*"Your Health Is Our Priority"*

Most  
Expensive



Least  
Expensive

| Site of care                                                         | Examples of appropriate care level                                                                                                                                      |                                                                                                                                                                          |
|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Emergency Department</b>                                          | <ul style="list-style-type: none"><li>• Chest pain</li><li>• Stroke or TIA</li><li>• Seizure</li><li>• Head and neck injuries</li><li>• Sudden or severe pain</li></ul> | <ul style="list-style-type: none"><li>• Fainting</li><li>• Dizziness</li><li>• Uncontrolled bleeding</li><li>• Difficulty breathing</li><li>• Broken bones</li></ul>     |
| <b>Urgent Care facility</b>                                          | <ul style="list-style-type: none"><li>• Migraines</li><li>• Headaches</li><li>• Cuts that need stitches</li><li>• Abdominal pain</li></ul>                              | <ul style="list-style-type: none"><li>• Back Pain</li><li>• Animal Bites</li><li>• Urinary Tract Infections</li><li>• Sprains or Strains</li></ul>                       |
| <b>Primary Care Physician office visit</b>                           | <ul style="list-style-type: none"><li>• Physicals</li><li>• Fever</li><li>• Colds and flu, sore throat</li><li>• Minor allergic reactions, hives</li></ul>              | <ul style="list-style-type: none"><li>• Minor burns</li><li>• Stomachache</li><li>• Ear or sinus pain,</li><li>• Vaccinations, minor allergic reactions, hives</li></ul> |
| <b>Retail Health Clinic (ex: CVS Minute Clinic)</b>                  | <ul style="list-style-type: none"><li>• Infections</li><li>• Cold and flu</li><li>• Minor injuries or pain</li><li>• Vaccinations</li></ul>                             | <ul style="list-style-type: none"><li>• Sore or strep throat</li><li>• Rash</li><li>• Seasonal allergies</li></ul>                                                       |
| <b>Virtual Urgent Care (Live Health Online on Sydney Health app)</b> | <ul style="list-style-type: none"><li>• Upper Respiratory Infection</li><li>• Rash</li><li>• Sinus Infection</li><li>• Sore Throat/Strep</li></ul>                      | <ul style="list-style-type: none"><li>• Back Pain</li><li>• Urinary Tract Infections</li><li>• Sprains or Strains</li><li>• Colds and Flu</li></ul>                      |
| <b>24/7 NurseLine (800-700-9184)</b>                                 | Speak with a nurse when not feeling well. Nurses will help triage issues and help steer you to the appropriate facility if professional care is needed.                 |                                                                                                                                                                          |



# SPS Health Employee Pharmacy

POWERED BY ON-SITE<sup>Rx</sup>

The SPS Health Pharmacy is a **full-service pharmacy** and open to any employee, spouse or dependent on the SPS health plan. The SPS Health Pharmacy will provide brand, generic and some specialty medications available by prescription, as well as over-the-counter medication, such as Tylenol, lotion, and toothpaste. All co-pays and over-the-counter products will be provided at a substantial discount. The pharmacy will provide caring, high-touch service with discreet and private transactions ensuring HIPAA compliance.

Please call the pharmacy to inquire about these additional services!

 **Location** 3264 Pruden Boulevard,  
Suffolk, VA, 23434

 **Phone Number** 757-922-9200

 **Pharmacy Hours** M – F, 9:30AM to 6PM  
Saturday, 9AM to 12PM  
(**closed** for lunch 1:30 – 2PM)

\*All Suffolk Public Schools employees and retirees on the SPS Anthem Plan are invited to fill prescriptions at the SPS Health Pharmacy. Health plan members will pay a copay. If insurance does not cover the prescription or if the employee is uninsured, prescribed medication may be purchased out-of-pocket at a discounted acquisition cost.

\*All SPS employees are eligible to purchase over-the-counter medication in the pharmacy at a discounted acquisition cost.

## Top Medications Price List 30-day Supply Copay Examples

| Drug Name               | SPS Health Pharmacy | Network Pharmacy |
|-------------------------|---------------------|------------------|
| Montelukast (Singulair) | \$2.29              | \$20             |
| Hydrochlorothiazide     | \$0.50              | \$20             |
| Omeprazole              | \$1.85              | \$20             |
| Meloxicam               | \$0.73              | \$20             |
| Sertraline              | \$2.17              | \$20             |
| Metformin 500mg         | \$0.46              | \$20             |
| Cetirizine (Benadryl)   | \$3.12              | price varies     |
| Metformin 1000mg        | \$1.17              | \$20             |
| Ibuprofen               | \$2.10              | \$20             |
| Lisinopril              | \$1.60              | \$20             |
| Albuterol               | \$0.00              | \$20             |

\*Co-pay prices will vary based on cheapest available medication.

# Pharmacy Drug Coverage - SPS

Accessible to all employees and their dependents enrolled in SPS health plan, coverage includes 30 and 90 day prescriptions, as well as most specialized medications.



| SPS Pharmacy (SPS Health Pharmacy) | Tier 1 Copay | Tier 2 Copay | Tier 3 Copay                                                | Tier 4 Copay                                                |
|------------------------------------|--------------|--------------|-------------------------------------------------------------|-------------------------------------------------------------|
| Up to a 30-day medication supply   | \$3          | \$20         | The greater of \$35 or 10% coinsurance with a \$100 maximum | The greater of \$35 or 10% coinsurance with a \$100 maximum |
| Maintenance 90-day supply          | \$6          | \$30         | The greater of \$45 or 10% coinsurance with a \$300 maximum | Not Applicable                                              |
| Prescription drug Home Delivery    | \$6          | \$30         | The greater of \$45 or 10% coinsurance with a \$300 maximum | Not Applicable                                              |

**Location:** SPS Operations Center, 3264 Pruden Blvd

**Phone Number:** 757-922-9200

**Pharmacy Hours:** Monday – Friday, 9:30am to 6pm  
(closed for lunch 1:30 – 2pm) Saturday, 9am – 12pm

You will incur lower costs when you choose to visit the SPS Health Pharmacy compared to other retail pharmacies.

## Rx Choice Tiered Pharmacy Network

| Level 1 – Preferred                                                                                                                                  | Level 2 – All Other                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Nearly 25,000 pharmacies, including CVS, Target, Walmart, Kroger and Safeway</li> <li>Lower copays</li> </ul> | <ul style="list-style-type: none"> <li>More pharmacy choices including Walgreens, Rite Aid and Giant Eagle</li> <li>Higher copays</li> </ul> |
| Combined, the two levels include more than 70,000 pharmacies across the country.                                                                     |                                                                                                                                              |

For a list of in-network pharmacies, visit [anthem.com](http://anthem.com), select Pharmacy Benefits, then select Find a Doctor.

### Home Delivery Pharmacy

Members needing maintenance medications also have the option to use SPS Health for home delivery services. SPS Health home delivery sends you the medicine you need, right to your door. As a home delivery customer you'll also enjoy.

Lower cost than retail

Access to pharmacists for drug questions

FREE standard shipping

Safe, accurate prescriptions

*Pierce Insurance Agency, Inc., does not provide the benefits on this page, does not make a representation of its accuracy, and is not to be held responsible for its content. Refer to page 50 for contact information.*



PROTECT YOURSELF WITH  
**NO COST  
VACCINES**

**NOW AVAILABLE AT  
SPS HEALTH PHARMACY**

**FLU  
PNEUMONIA  
SHINGLES  
TDAP**

Administered at the pharmacy.  
Now Available

Please call the pharmacy  
for more information.

\*The pharmacy provides a caring and discreet environment with private transactions ensuring HIPAA compliance. We do not share private health information with your employer.



**Location**

SPS Operations Center,  
3264 Pruden Boulevard



**Phone Number**

757-922-9200



**Pharmacy Hours**

Monday – Friday, 9:30AM to 6PM  
(closed for lunch 1:30 – 2PM)  
Saturday, 9AM – 12PM



# QUITTING NICOTINE?

Your **SPS Health** Pharmacy can help.

## SMOKING CESSATION AGENTS

Limited to 180 days/plan year

| Drug Name                                | SPS Health Copay |
|------------------------------------------|------------------|
| Bupropion SR Tab                         | \$0              |
| Nicotine Gum                             | \$0              |
| Nicotine Lozenge                         | \$0              |
| Nicotine Patch                           | \$0              |
| Varenicline Tab                          | \$0              |
| Varenicline Tartrate Tab                 | \$0              |
| Varenicline Tartrate Tab<br>Starter Pack | \$0              |

*\*Prices subject to change based on manufacturer availability.  
Please call the pharmacy to confirm current availability and price.  
Products listed may not be all inclusive and are subject to change.*



**Pharmacy Manager**  
Heather Nelson, RPh.



**Phone Number**  
757-922-9200



**Location**  
3264 Pruden Boulevard  
Suffolk, VA, 23434



**Pharmacy Hours**  
M – F 9:30AM to 6PM  
Saturday 9AM to 12PM  
(closed for lunch 1:30 – 2PM)

The SPS Health Pharmacy is a **full-service pharmacy** is open to any employee, spouse or dependent on the SPS health plan. The SPS Health Pharmacy will provide brand, generic and some specialty medications available by prescription, as well as over-the-counter medication, such as Tylenol, lotion, and toothpaste. All co-pays and over-the-counter products will be provided at a substantial discount. The pharmacy will provide caring, high-touch service with discreet and private transactions ensuring HIPAA compliance.



# YOUR PET'S PRESCRIPTION

Offered at SPS Health Pharmacy



## Phone Number

757-922-9200



## Location

3264 Pruden Boulevard  
Suffolk, VA, 23434



## Pharmacy Hours

M – F 9:30AM to 6PM  
Saturday 9AM to 12PM  
(closed for lunch 1:30 – 2PM)

The pharmacy will provide caring, high-touch service with discreet and private transactions ensuring HIPAA compliance.

**ALL SPS staff** can purchase Pet Meds from SPS Health Pharmacy.

## Top Pet Medications Price List Examples

| Drug Name               | SPS Health | Other Pharmacies |
|-------------------------|------------|------------------|
| Amlodipine 2.5 mg       | \$.29      | \$4-14           |
| Fluoxetine 20 mg        | \$1.65     | \$4-21           |
| Gabapentin 100 mg       | \$2.11     | \$4-15           |
| Levothyroxine 200 mg    | \$.91      | \$5-19           |
| Levetiracetam ER 750 mg | \$8.64     | \$14-30          |
| Phenobarbital 32.4 mg   | \$10.39    | \$17-28          |
| Sertraline 25 mg        | \$.98      | \$3-15           |
| Trazodone 100 mg        | \$1.21     | \$4-19           |

*\*Prices subject to change based on manufacturer availability. Please call the pharmacy to confirm current availability and price. Price always reflects acquisition cost.*





NEW

# Pet insurance



Pet-loving employees can fetch the best health coverage for their pets with My Pet Protection Choice<sup>SM</sup>, available only through workplace benefit programs.

Nationwide offers two ready-made employee plans, plus the ability to customize a coverage plan for individual pets and their specific care needs.<sup>1</sup>

## Pet protection when it matters most

Nationwide's pet insurance plans cover:

- Accidents and injuries
- Common illnesses
- Serious illnesses
- Chronic illnesses
- Hereditary conditions
- Testing and diagnostics
- Procedures
- Holistic and alternative care
- And more!

Coverage includes emergency care and specialists. No networks, no pre-approval, no problem.

## Easy to use, easy to understand

Using a Nationwide pet insurance plan is easy:

- Visit any vet, anywhere
- Submit a claim from any device
- Get reimbursed for eligible expenses once the deductible is met

## What's the difference between accident, illness and wellness coverage?



### Accident coverage

Support for unexpected injuries



### Illness coverage

Support for when pets get sick



### Wellness coverage

Support for proactive care



Did you know? Nationwide is the industry's first provider of coverage for birds and exotic pets.

**Protect** your dog, cat, or even exotic pet with customizable coverage from **Nationwide**.

- Rates are based on your pet's **breed, age, coverage level, and location**.
- **Premiums are billed directly** by Nationwide (not payroll deducted).
- **Enroll any time** – open year-round.
- Get your **custom quote** today!
  - ✓ Visit the Suffolk Public Schools employee benefits site: [spshealth.spshealthk12.net](https://spshealth.spshealthk12.net).
  - ✓ or get a quote **online or by phone**

<https://partnersolutions.nationwide.com/pet/suffolkpublicschools> | 877-738-7874



# VetHelpline®

When it comes to your pet's health, no concern is too big or too small.



## Friendly, expert advice

With VetHelpline®, Nationwide® pet insurance members get unlimited 24/7 video chat guidance from licensed veterinary professionals at no additional cost.

Get expert advice on emergency triage, health and wellness, continued care and more—no pet carrier, no car ride, no worries. Download the VetHelpline app from the App Store or Google Play.



## How it works

Nationwide pet insurance members can start using this service once their policy is in effect—there's no sign up or extra enrollment required.

1. Download the app
2. Retrieve your pet information
3. Connect with our vet team
4. Talk to a professional

**VetHelpline®** is available as a service to all Nationwide pet insurance members.

<https://partnersolutions.nationwide.com/pet/suffolkpublicschools> | 877-738-7874 

VetHelpline® is not a substitute for a visit to your primary veterinarian.

Products underwritten by Veterinary Pet Insurance Company (CA), Columbus, OH; National Casualty Company (all other states), Columbus, OH. Agency of Record: DVM Insurance Agency. All are subsidiaries of Nationwide Mutual Insurance Company. Subject to underwriting guidelines, review and approval. Products and discounts not available to all persons in all states. Insurance terms, definitions and explanations are intended for informational purposes only and do not in any way replace or modify the definitions and information contained in individual insurance contracts, policies or declaration pages, which are controlling. Nationwide, the Nationwide N and Eagle, Nationwide is on your side, VetHelpline® and Nationwide PetRxExpress™ are service marks of Nationwide Mutual Insurance Company. Third party marks are the property of their respective owners. ©2024 Nationwide 23GRP9695G



**Nationwide®**



# SPS HEALTH WEBSITE

[SPSHEALTH.SPSHEALTHK12.NET](https://SPSHEALTH.SPSHEALTHK12.NET)

- ✓ Benefits Details
- ✓ Newsletters
- ✓ SPS Health Pharmacy
- ✓ Retirement
- ✓ Wellness Programming

benefits@spsk12.net retirement@spsk12.net  
757-925-6754





# Jim White Fitness & Nutrition Studios

Exclusive Benefits for Suffolk Public School Employees



Get Started

## Added Incentives

SPS employees enjoy FREE InBody testing\* 10% off on all personal training sessions with our certified trainers, and Raffle entrance\*\*



### InBody

\*Free Body Composition Analysis with MNT session.



### 10% OFF

All Personal Training



### Raffle

\*\*Each visit = 1 entrance into our 6-month raffle for one month of FREE Personal Training!

## Medical Nutrition Therapy



Suffolk Public School employees can receive one-on-one nutrition counseling through our team of expert Registered Dietitians. Our nutrition services can help you improve your overall health, manage chronic conditions, and reach your personal wellness goals.

## Key Features



- 97% of our patients pay \$0 out of pocket under the preventative care benefit!
- Our Registered Dietitians develop your nutrition plan based on medical history, health conditions, lifestyle and goals.
- We are in network with Anthem, Sentara Health Plans, United, Cigna, Aetna, Medicare, and Medicaid.



No Copay\*



No Referral



No Visit Limit

## Why Jim White Fitness & Nutrition Studios?



1

*Earn Points for Dietitian Visits*  
Get 100 Personify Health points per session.

2

*Earn Points with FREE InBody Scan*  
Get 1,000 Personify Health points each time you come in for an InBody body composition scan.

3

*Flexible Appointments*  
Telehealth appointments mean our fitness and nutrition experts are always here for you!

## Who We Are?

Our team of Registered Dietitians is committed to making a difference and helping you get really, truly fit for a lifetime. With our expertise in Medical Nutrition Therapy, we are able to offer a multitude of valuable services that are designed with your specific needs in mind. We are truly partners in your health.



757-422-4728



<https://jimwhitefit.com>



115 College Place, Norfolk, VA 23510

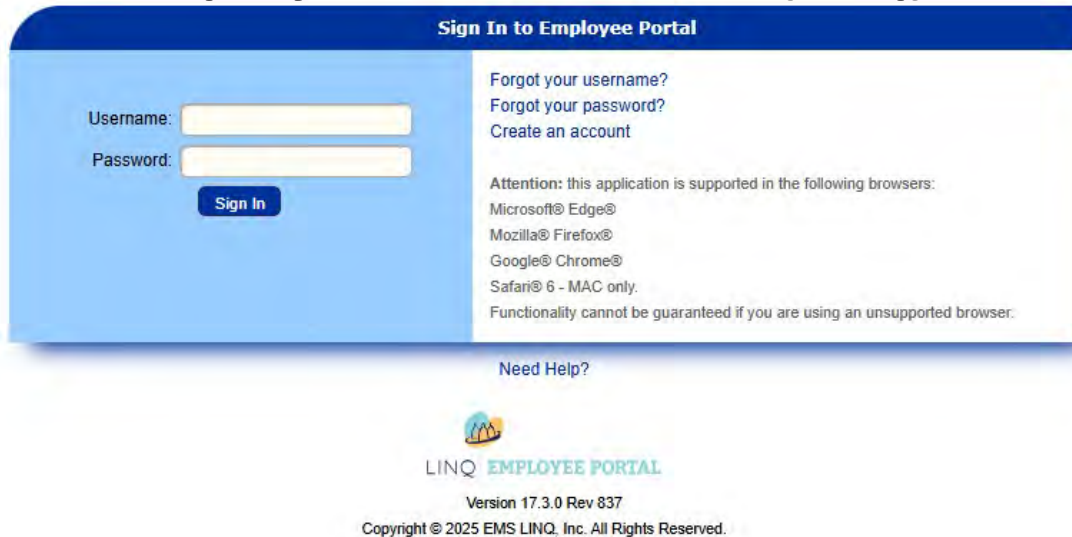


848 First Colonial Rd., Suite B,  
Virginia Beach, VA 23451

Similar services may be available through other providers in Anthem's Network as Dietician or Nutritionist but may be subject to co-pays and deductibles. \*Sessions may be covered with no deductible, no co-pay, no referral, and with unlimited visits as a SPS Anthem Insurance card holder.

Pierce Insurance Agency, Inc., does not provide the benefits on this page, does not make a representation of its accuracy, and is not to be held responsible for its content. Refer to page 50 for contact information.

# Employee Service Portal (Linq)



The screenshot shows the 'Sign In to Employee Portal' interface. On the left, there are input fields for 'Username:' and 'Password:', followed by a blue 'Sign In' button. On the right, there are links for 'Forgot your username?', 'Forgot your password?', and 'Create an account'. Below these links, an 'Attention' message states that the application is supported in Microsoft Edge, Mozilla Firefox, Google Chrome, and Safari 6 - MAC only, with a note that functionality cannot be guaranteed for unsupported browsers. At the bottom, there is a 'Need Help?' link, the LINQ EMPLOYEE PORTAL logo, the version 'Version 17.3.0 Rev 837', and the copyright notice 'Copyright © 2025 EMS LINQ, Inc. All Rights Reserved.'

All employees are required to have a “Linq” account. This employee service portal provides payroll information such as pay statements, benefits, leave balances, W-2 statements, educational profile, employer forms and much more. Employees may use this portal to submit tax forms and demographic changes such as address, email address and phone numbers. Leave Request may be submitted in the employee portal with the exception of Teachers and Teacher Assistants. Teacher and Teacher Assistants will create and submit all leave request through the AESOP program. Time Card Requests are submitted and tracked in the portal.



- ✓ ACCESS PAY STATEMENTS
- ✓ W-2 STATEMENTS
- ✓ LEAVE BALANCES
- ✓ LEAVE REQUEST (*Teacher & Teacher Assistants use AESOP*)
- ✓ DEMOGRAPHIC CHANGES (*Address, Email, Phone, Etc.*)
- ✓ TAX CHANGE REQUEST
- ✓ TIME CARD REQUEST

Access to the “Linq” portal can be found on the Suffolk Public Schools staff portal page or on the web at <https://ep1.erpling.com/suffolk/>

**For assistance in creating a “Linq” account, employees may contact the following:**



**School Bookkeepers** (All school staff including Substitute Employees)  
**Food Services Department** (Cafeteria Workers)  
**Transportation Department** (Bus Drivers & Bus Aides)



# 2026 Benefits



arranged by:

