OPEN ENROLLMENT FAQ

1. **WHEN IS OPEN ENROLLMENT?**
   Open Enrollment this year will take place from November 2nd to November 13th, 2026.

2. **WHAT IS OPEN ENROLLMENT FOR?**
   Open Enrollment is for employees/retirees/COBRA participants to make changes to their benefits. Changes can be made to benefit plans, plans can be added, and dependents can be added without needing a qualifying life event (marriage, birth, etc.)

3. **WHEN ARE THE CHANGES EFFECTIVE?**
   The changes made during Open Enrollment will be effective starting January 1st, 2027.

4. **WHAT IF I DON'T NEED TO MAKE ANY CHANGES?**
   If you don't need to make any changes to your current plans or don't need to add any dependents, you do not need to participate in Open Enrollment. Your current plans will roll over in the new calendar year for 2027.

5. **WHERE CAN I MAKE MY OPEN ENROLLMENT CHANGES?**
   You can either make changes by using the link to the Informed K12 Open Enrollment page, by downloading an Open Enrollment form from the CUSD website and emailing it to the Benefits/Leaves Analyst, or by mailing it to the Benefits/Leaves Analyst.
   Katie Pardo – Benefits/Leaves Analyst
   Email: pardo_katie@cusdk8.org
   Mailing Address: Cupertino Union School District
   10301 Vista Drive
   Cupertino, CA 95014
   PLEASE NOTE: The Open Enrollment forms will be available starting November 2nd.

6. **WHAT IF I WANT TO CANCEL PLANS OR REMOVE DEPENDENTS?**
   If you want to cancel any plans or remove dependents, please reach out to Katie Pardo directly for the correct form. Cancellations/removals can be done at any time.

7. **CAN I MAKE FSA ELECTIONS?**
   No, this is only Open Enrollment for medical, dental, vision, and life insurance benefits. FSA Open Enrollment is separate and will be in December.