2027 SCUSD Benefits Changes: Quick Action Guide

Use this guide to review high-level changes to your 2027 benefits and find out whether you need to take action during Open Enrollment.

- For questions about your benefits, contact the SCUSD Employee Benefits Team at **916-643-9432** or **benefits@scusd.edu**.
- Members can also contact the SCUSD Benefits Team for paper enrollment forms.

Find your member group and current coverage in the chart below. Review the 2027 Update and Action Needed? columns to see how your coverage is expected to change and whether you need to take action during Open Enrollment.

Medical			
Member Group	**Current Coverage**	**2027 Update**	**Action Needed?**
Retirees (SCTA)	Kaiser Permanente Senior Advantage (KPSA)	KPSA coverage will transfer over. Members will remain enrolled in a KPSA plan.	**No action needed** unless the member wants to change plans or add/remove dependents or waive coverage during Open Enrollment.
	Health Net Seniority Plus Medicare	**Health Net will no longer be available in 2027.** Members will transition to the RetireeFirst Anthem PPO plan.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
	AARP United Healthcare (UHC) Medicare Supplement	Members will transition to the RetireeFirst Anthem PPO plan.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
Retirees (Classified)			**No action needed.** Contact the SCUSD Employee Benefits Department with any questions.

Active Employees & Early Retirees (SCTA)	Health Net	**Health Net will no longer be available in 2027.** SCTA members currently enrolled in Health Net should review the available alternative plans: Western Health Advantage HMO or UHC Alliance HMO.	**Action Needed:** Complete an enrollment form, select UHC Alliance plan or Western Health Advantage (WHA) plan. Remember to list primary care physician enrollment ID number.
Active Employees & Early Retirees (SCTA & Classified)	Kaiser Permanente	Kaiser Permanente coverage will transfer over. Members will remain enrolled in Kaiser.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
Active Employees & Early Retirees (Classified)	Sutter Health	Sutter coverage will transfer over. Members will remain enrolled in Sutter.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
	Western Health Advantage	Western Health Advantage coverage will transfer over. Members will remain enrolled in WHA.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
Out-of-Area Dependents (SCTA)		This program applies only to dependents of SCTA members enrolled in UHC plans. WHA and Kaiser do not have access to this program. Eligible dependents will transition to Surest PPO.	**Action Needed:** Complete an enrollment form and provide your dependent's out-of-area address on the form.
Out-of-Area Early Retirees (SCTA)		Members will transition to Surest PPO after completing an enrollment form, selecting UHC, and providing their out-of-state address.	**Action Needed:** Complete an enrollment form, select UHC, and provide your out-of-state address on the form.

Dental / Vision

Current Coverage	2027 Update	Action Needed?
Delta Dental	Coverage will transfer over.	**No action needed** unless the member wants to change plans or add/remove dependents during Open Enrollment.
Premier Access		
VSP Vision Coverage		

Ancillary Benefits *(Not Administered by CalVEBA)*

Coverage Type	Benefit Examples	Important Notes

Additional Benefit Programs	**SCUSD also offers additional district benefit programs. These benefits may include:**
	• **Life Insurance options through Sun Life Assurance Company:**
	  ○ Basic Life & AD&D Insurance
	  ○ Dependent Life Insurance
	  ○ Supplemental / Optional / Voluntary Life Insurance
	• **Flexible Spending Accounts (FSA) through Navia Benefit Solutions**
	• **Voluntary Benefits through Colonial Life, including:**
	  • Accident Insurance
	  • Disability Insurance
	  • Life Insurance
	  • Cancer Insurance
	  • Hospital Confinement Insurance
	  • Critical Illness Insurance
	• **Disability & Life Insurance* through The Standard (SCTA only)**
		Not administered by CalVEBA.
		
		These benefits are offered and administered by the district and/or its designated benefit providers.
		
		Benefit provisions, eligibility requirements, enrollment rules, and claims administration may vary.
		
		Contact the SCUSD Employee Benefits Department for additional information.

When action is needed: Members should make elections during Open Enrollment if they need to choose a new medical plan, change plans, add/remove dependents, enroll in coverage, or decline coverage.