

LUBBOCK ISD—BENEFITS 2022

Risk Management Department



WHO, WHAT, WHEN & WHERE



HOW TO ENROLL—RE-ENROLL IN 2022 BENEFITS



BENEFITS AVAILABLE—2022



HIGHLIGHTS/UPDATES 2022



QUESTIONS OR ASSISTANCE

WHO, WHAT, WHEN, & WHERE—ANNUAL ENROLLMENT FOR 2022 BENEFITS



- ◇ **Who?** All eligible Lubbock ISD employees who are benefits eligible (full time employees); *staff currently enrolled in benefits must re-enroll for 2022 benefits* NEW
- ◇ **What?** Annual enrollment into ALL benefits offered by Lubbock ISD (medical, dental, vision, etc.)
- ◇ **When?** October 1-31, 2021 (for ALL 2022 benefits)
- ◇ **Where?** Online, in person, by telephone—a new platform to enroll/re-enroll in ALL benefits (no longer using TEAMS to enroll into medical, dental, and H.S.A., etc.)

HOW TO ENROLL—RE-ENROLL FOR 2022 BENEFITS



- ◇ A campus schedule has been sent out to all employees regarding their onsite enrollment NEW
- ◇ A **NEW** online platform/portal for easy enrollment (FFenroll) - no longer using TEAMS to enroll
- ◇ Enrollment by phone assistance—1-855-765-4473 (choose option 4—Monday-Friday, 8 am to 6 pm—additional weekend times will be announced later)
- ◇ Electronic benefits guide available to all employees (emailed to all employees) - includes enrollment instructions
- ◇ Lubbock ISD Health/Wellness & Benefits Fair—Saturday—October 16, 2021—9 am to 1 pm—Coronado High School (in person enrollment assistance will be available, wellness screenings, flu shots, and much, much more!)

BENEFITS AVAILABLE—2022



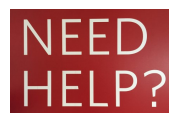
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| ◇ Medical Plan | ◇ *Accident Insurance | ◇ *Disability Insurance |
| ◇ Dental Reimbursement Plan | ◇ *Critical Illness with Cancer | ◇ *Legal Services NEW |
| ◇ Health Savings Account (H.S.A.) | ◇ *Cancer Insurance | ◇ *FinPath (District paid) |
| ◇ Flexible Spending Accounts | ◇ *Hospital Indemnity Plan | ◇ *Identity Theft (District paid) |
| ◇ Vision Plan | ◇ *Ambulance Services | ◇ *Telehealth Services |
| ◇ District Paid Life Insurance/Group Life Ins. | ◇ *403(b) Retirement Guidance/Plan | |
| ◇ Permanent/Whole Life Insurance | | |

HIGHLIGHTS/UPDATES—2022



- ◇ HMO Bronze Plans—reduced premiums for Employee Only and Employee & Children
- ◇ HMO Bronze Plans—reduced deductibles and out of pocket expenses for all HMO Bronze Plan members—now \$5000 individual/\$10,000 family (previously \$6650/\$13,300)
- ◇ HMO Bronze Plans— no longer H.S.A. eligible
- ◇ HMO Bronze and HMO Silver Plans—\$60 primary care office copay/\$100 specialist office copay per visit (*zero copay clinics remain available*)
- ◇ PPO Bronze Plans—no changes to the plan and this plan remains H.S.A. eligible
- ◇ HMO and PPO Silver Plans—no changes to deductibles or out of pocket expenses; increase in monthly premiums
- ◇ Wellness Credit(s) remain in place for active participants at \$75/month premium savings to the employee (\$900 annually—paid by the District towards employee premiums)
- ◇ Zero copay clinics remain available
- ◇ Dental Reimbursement Plan—District continues to pay the employee premium; \$20 per dependent per month with no maximum in 2022 (example: 4 dependents x \$20 = \$80 dependent dental premium paid by employee)
- ◇ All supplemental insurances went out for bid through Omnia Coop, and we were able to obtain comparable benefits and/or improved benefits/coverage with the same and/or reduced premiums for the majority of those supplemental plans (and some free plans for Lubbock ISD staff!)
- ◇ District contribution increasing from \$340 per month per employee to \$391 per month per employee in 2022 NEW
- ◇ The District contributes over \$24 million a year toward employee benefits (medical, dental, EAP, etc.)

QUESTIONS OR ASSISTANCE NEEDED? *Call Risk Management.....*



- *Benefits Clerks—219-0280, 219-0281, or 219-0282
- *Vaun Murphrey, Benefits Specialist—219-0283
- *Lisa Thompson, Executive Director—219-0285