

## Office of Human Resources

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## OPEN ENROLLMENT ANNOUNCEMENT

### What is open enrollment?

*Open enrollment is held once per year and allows you to enroll or make changes to your health, dental, dependent childcare flex, vision or accident plan without a qualifying event (within 30 days of a change in job status, birth, marriage, etc.). Changes made during open enrollment will be effective July 1, 2018.*

### When is the open enrollment period?

*Monday, April 16, 2018 through Friday, April 27, 2018.*

### I have questions on open enrollment and the benefits in general. How can I get answers?

1. Attend an open enrollment meeting:

*Wednesday, April 18 at 4:00 at ESC Room 610A*

2. Call or schedule a one-on-one appointment with Mary Gorman in Human Resources at 952 681-6444.

### What can I do during open enrollment?

1. Enroll, cancel, and drop or add dependents to your PreferredOne Health, Delta Dental, EyeMed Vision, Accident or Dependent Care Flex. Re-enrollment is required to participate in Dependent Care Flex for 2018-19. Online enrollment is available for Dependent Care Flex if you are re-enrolling. New enrollments must complete a paper enrollment form and submit to Human Resources.
2. Enroll or make changes to your health savings account (HSA) or 403(b).
3. Update your beneficiaries or dependents on your life insurance card.

### What's new this year?

1. PreferredOne will continue as our health insurance provider. There are no changes in plan design for this year.
2. The deductible will increase per IRS requirements to \$1,350 for single and \$2,700 for E+1 and family. The out-of-pocket limit for out-of-network coverage will increase to \$6,650 single/\$13,300 family to match IRS regulations.
3. Delta Dental will continue as our dental insurance provider. The dental rates remain the same.
4. District HSA contributions will increase to \$675 for single and \$1,350 for E+1 and family. Part-time employees receive half of the district monthly HSA contribution. The IRS has increased the annual maximum HSA contribution for single from \$3,400 to \$3,450, and E+1 and family from \$6,750 to \$6,850.

### What should I do next?

1. Review your insurance benefits and decide if you need to enroll or make any changes.
2. Log on to <http://bloomingtonschools.info/openenroll> to view the 2018 Open Enrollment information and forms you may need.