



and our COMMUNITY share

## A VISION TO

ensure a  
**high-quality,  
world-class  
education for  
every student.**

and a singular

## MISSION TO

empower all students with  
**exceptional  
opportunities  
and access  
that lead to  
success**

in a global society.

## Unified Governance

An system for educating, led by the Henry County Board of Education



## A COMPASS FOR THE FUTURE

### COREBELIEFS | We believe

Each student can learn at or above grade level and will have an equal opportunity to do so

Family and community involvement is critical to student success

All learning environments should be supportive, safe, and secure

Effective teachers, leaders, and staff, produce excellent results

### COREPOLICIES | BAB, IAB, and IB, call for

An Aligned System of Teaching & Learning

A System of Accountability

A Framework for Continuous Improvement

A Plan to Advance Opportunities, Access, and Outcomes

### STRATEGICACTIONS | To advance

And accelerate learning opportunities and experiences for students

And support effective school leaders and teachers

Community and stakeholder engagement so that all students, families and employees feel welcomed and valued

Student and employee health, wellness, and support structures

A high-performing operational culture

### PRIORITYOUTCOMES | Every student will be

Ready for kindergarten

Ready to read and write at or above grade level each year with a curriculum rich literature and world languages

Ready for success in advanced coursework at every grade level

Ready for life with strong soft skills, personal health, and well-being

Ready for college, career and post-secondary successes with industry certifications, competitive test scores and scholarship awards

Community-Inspired **2021-2026 Strategic Plan**  
Developed by the Henry County Board of Education

In Pursuit of *Exceptional*



Expect *Exceptional*

**2024**

 **HCS HUMAN RESOURCES** | Benefits

**OPEN**  
**ENROLLMENT**

**10.16.23 to 11.03.23**

# ANNUAL OPEN ENROLLMENT

- Opportunity for full-time benefit eligible employees to enroll, review and change coverage based on individual needs
- Benefits elected during OE will be effective **January 1, 2024 – December 31, 2024**
- Payroll deductions for SHBP (**medical**) premiums for 2024 elections will begin with Dec. 2023 paycheck and continue with “**prior month**” deductions
- Payroll deductions for PlanSource (**all other voluntary benefits**) premiums for 2024 elections will begin with Jan. 2024 paycheck and continue with “**same month**” deductions
- View payroll stubs/direct deposit notifications in **Etrieve Central** to verify deductions are accurate according to OE elections

# WHAT IS PASSIVE ENROLLMENT ?

- Passive Enrollment – If no action is taken, currently enrolled plans will rollover for 2024 plan year (except Flexible Spending Account)
  - Tobacco surcharge status remains the same if unchanged
  - Any premium increases due to age, renewal, etc. will follow rollover elections
  - Review of all beneficiary designations encouraged
- Healthcare & Dependent FSA's **require active** enrollment & new contribution elections each year
- **Check FSA Balances** – Claims must be incurred and submitted for reimbursement before grace period is exhausted **March 15, 2024**

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# NEW FOR 2024!

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Effective 1/1/2024, there will be a few changes to some plan coverages:

**Anthem Blue Vision plans (High & Low)** - 25% rate increase

**Long-Term Disability** plan - 15% rate increase; Changing carrier from Metlife to Mutual of Omaha

**State Health Benefit Plan (SHBP) medical plans** - average 5% rate increase across Anthem BCBS, UHC & Kaiser

- In-Network **Diagnostic** Colonoscopies now covered at 100%
- In-Network **Diagnostic** Mammograms/Breast Services now covered at 100%
- In-Network Dilated retinal eye exams now covered at 100% once/calendar year
- HMO Emergency room co-pay increases from \$150 to \$200



# MAXIMIZE WELLNESS BENEFITS

**Capitalize on a healthier lifestyle and Unlock your WELLNE\$\$ REWARDS!**



Don't leave earned reward money on the table.....

Complete your 2023 Wellness Program steps & activities to receive Wellne\$\$ incentive credits or redeem for Visa Rewards card before November 30th.

Anthem or UHC members & enrolled spouse can each earn up to 480 well-being points (use to pay up to \$480 out-of-pocket health expenses) or redeem for \$150 Rewards Visa card upon completing required well-being activities. For 2023, UHC members receive a bonus \$250 for earning all 480 incentive credits.

Visit [BeWellSHBP.com](https://BeWellSHBP.com) for detailed program information and links to register your BeWell account.

# MAXIMIZE WELLNESS BENEFITS

## Kaiser Permanente's 5-Step Wellness Program



Kaiser members & enrolled spouse can each earn a \$500 Rewards Visa by completing the 5-step wellness program. Visit [kp.org/engage](https://kp.org/engage) to view and track status of your activities.

## Critical Illness & Accident plan members



Did you know there is a “wellness” payment awaiting when you & enrolled dependents complete annual health screenings? Dental and eye exams, PSA test, immunizations, Covid-19 test, mammograms and so many more screenings are eligible for \$100 on the Critical Illness and \$60 on the Accident plan. Check out the details and claim your wellness pay: [MyHenryBenefits.com](https://MyHenryBenefits.com)



## HCS main page>Employees>Benefits



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Benefits Support 844-687-2869

Mon - Thur 8:00am - 5:00pm

Fri 9:00am - 3:00pm

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Welcome To Henry County Schools Employee Benefit Center

[PlanSource Enrollment Portal >](#)



[ENROLL OR REVIEW YOUR BENEFITS](#)

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# ENROLLMENT PORTALS

- There are two unique enrollment portals to make benefit elections



- State Health Benefit Plan (SHBP) - [myshbpga.adp.com](http://myshbpga.adp.com)
- Use the registration code **SHBP-GA** and set up a Username and password before making medical plan election
- Retain **Confirmation #** for all transactions



- PLANSOURCE® - [benefits.plansource.com](http://benefits.plansource.com)
- All benefits other than medical
- (User ID) first letter of first name + six letters of last name + Employee ID#
- (Password) birthdate YYYYMMDD format (change once registered)
- Designate life insurance beneficiary on this portal

# THE **FOUR** CORE

These benefits provide protection for most of the unexpected or catastrophic events that can happen in a person's life

## **The Order of Financial Planning Importance**

- 1. HEALTH** Insurance
- 2. DISABILITY/INCOME** Protection
- 3. LIFE** Insurance
- 4. SUPPLEMENTAL RETIREMENT**

# State Health Benefit Plan (SHBP)

Health Reimbursement Arrangement (HRA) <b>Anthem</b>	In & Out-of-Network Coverage Deductibles/Coinsurance Share <i>Routine Preventive Exams Covered 100%</i> Rx Coverage (CVS Caremark) Wellness Program & <b>HEALTH FUND</b>
High Deductible Health Plan (HDHP) <b>United Healthcare</b>	In & Out-of-Network Coverage Deductibles/Coinsurance Share <i>Routine Preventive Exams Covered 100%</i> Rx Coverage (CVS Caremark) Wellness Program Qualifies for <b>HEALTH SAVINGS ACCOUNT</b>
Health Maintenance Organization (HMO) <b>Anthem/UHC/Kaiser</b>	<i>In-Network Coverage only</i> (except ER) Deductibles/Coinsurance Share* *Kaiser HMO – <b>Copay</b> only <i>Routine Preventive Exams Coverage 100%</i> Rx Coverage Wellness Program

# VOLUNTARY BENEFIT PLAN

<u>Unum</u> <input checked="" type="checkbox"/> \$10k Basic Term Employee Life paid by HCS	<u>Unum</u> <input type="checkbox"/> Term Life & AD&D Employee, Spouse & Dependent <input type="checkbox"/> Permanent Life	<u>Options</u> <input type="checkbox"/> Select Plus (\$1500) w/Ortho (\$1500) <input type="checkbox"/> Select (\$500)	<u>Anthem Blue View Vision</u> <input type="checkbox"/> High <input type="checkbox"/> Low
<u>MetLife</u> <input type="checkbox"/> Accidental <input type="checkbox"/> Critical Illness <input type="checkbox"/> Legal <input type="checkbox"/> Pet	<u>Mutual of Omaha</u> <input type="checkbox"/> Short-Term Disability (STD) 60% of weekly pay* 14- or 45-day WP 11- or 15-week benefit 3/6 Pre-Ex  <input type="checkbox"/> Long-Term Disability (LTD) 60% of monthly pay* 120-day WP Normal SSA Retirement age <u>max</u> benefit 3/12 Pre-Ex	<u>Consolidated Admin Services (CAS)</u> <input type="checkbox"/> Dependent Care Flexible Spending Accounts (FSA)*  <input type="checkbox"/> Healthcare FSA*  IRS limits & regulations Grace period feature Use it or lose it!	<u>Norton LifeLock</u> <input type="checkbox"/> Identity Theft Protection



# Employee Assistance Program

## Counseling & Support

Your EAP is here to help you with the demands of life. Call for confidential access to a highly qualified counselor who can help. **You get up to six counseling sessions available at no cost to you.** Your counselor may refer you to resources in your community for ongoing support.



### OUR COUNSELORS CAN HELP YOU WITH:

- Stress, depression, anxiety
- Relationship issues
- Job stress, work conflicts
- Family and parenting problems
- Anger, grief, loss
- Substance abuse
- **and more**

## Work/Life Services

You can also call a Work/Life Consultant who acts as a personal concierge to help you balance work and life. They will answer your questions and can help you identify the resources in your community that best meet your needs.



### ASK OUR WORK/LIFE CONSULTANTS ABOUT:

- Childcare and parenting
- Elder care
- Event and travel planning
- Home repairs
- Moving or relocation services
- **and more**

GEORGIA'S PUBLIC EDUCATION

# Employee Assistance Program

a partnership with:



## Who is Covered?

EAP services are available to all public school PreK-12 teachers and K-12 public school employees who work at least 29 hours a week, along with their household members and children up to age 26.

## Help Starts Here

Free, confidential access to professional consultants and online resources, 24 hours a day, 7 days a week, 365 days a year. Call or log-on to get started.

**1-866-279-5177**

**[www.EAPHelplink.com](http://www.EAPHelplink.com)**

**Code: GADOE**

# MyHenryBenefits.com

HCS Employee Benefits Center

Available 24/7

## **Benefits Support (all voluntary benefits)**

Email: [support@benefitscallcenter.com](mailto:support@benefitscallcenter.com)

844-687-2869

Mon. – Fri. 8:00 am to 5:00 pm

[Oct. 30 – Nov. 3] Mon. - Fri. 8:00 am to 6:00 pm

## **SHBP Member Services (medical)**

Email: [SHBPservicecenter@adp.com](mailto:SHBPservicecenter@adp.com)

800-610-1863

Mon.– Fri. 8:30 am to 7:30 pm &

Saturday 8:00 am – 5:00pm

# HCS Human Resources Benefits Dept.

[HRBenefitsStaff@henry.k12.ga.us](mailto:HRBenefitsStaff@henry.k12.ga.us)

770.957-6601 Ext. 01268

## **Benefits Specialists**

*Marjorie Drane*

*Cheryl Still*

*Kennedy Glover*

## **Benefits Coordinator**

*Angela H. Swift, SHRM-SCP*



THANK YOU  
&  
BE WELL