

HENRY COUNTY SCHOOLS

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

CORE BELIEFS | 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

CORE POLICIES | 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

STRATEGIC ACTIONS | 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

PRIORITY OUTCOMES | 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*

EMPLOYEE BENEFITS OPEN ENROLLMENT

Angela H Swift, Benefits Coordinator

Oct. 17, 2024; 4:15 pm

Oct. 23, 2024; 6:00 pm

2025 OPEN ENROLLMENT DATES

Tuesday, October 15, 2024

until

Friday, November 8, 2024

***ENROLLMENT PORTALS CLOSE @ 11:59 PM**

ANNUAL OPEN ENROLLMENT

- ❖ Active full-time benefit eligible employees enroll, review and change coverages based on individual needs
- ❖ Benefits elected will be effective January 1, 2025 - December 31, 2025
- ❖ SHBP (**medical**) premiums for 2025 elections begin with Dec. 2024 paycheck and continue with “prior month of coverage deductions”
- ❖ PlanSource (**all other voluntary plans**) premiums for 2025 elections begin with Jan. 2025 paycheck and continue with “same month of coverage deductions”
- ❖ View payslips/direct deposit notifications in **Etrieve Central/Access HCS** to verify deductions accurately reflect 2025 plan elections; immediately report discrepancies to HRBenefitsStaff@henry.k12.ga.us

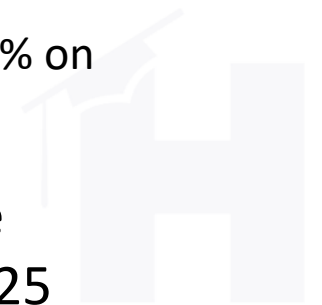
WHAT IS PASSIVE ENROLLMENT?

- ❖ Current enrollments will rollover for 2025 if no action is taken EXCEPT for Flexible Spending Accounts
 - **Healthcare & Dependent FSA's require active enrollment each year**
 - Tobacco surcharge status remains unchanged
 - Any premium increases due to age, renewal rates, etc. will follow rollover elections
 - Designated beneficiaries remain unchanged

WHAT'S NEW FOR 2025?

- ❖ Employee rate changes on some plans:
 - **Delta Dental** rates are *increasing* ~7% across both plan options
 - **State Health Benefit Plan (SHBP)** rates are *increasing* ~6% across Anthem BCBS and UHC plans
 - **State Health Benefit Plan (SHBP)** rates are *decreasing* ~6% on the Kaiser HMO plan

- ❖ Maximum contribution limit on Healthcare Flexible Spending Account (FSA) *increasing* to \$3200 for 2025



HCS MAIN PAGE > EMPLOYEES > BENEFITS

- Home
- Enroll
- Benefits
- Qualifying Events
- Retirement Pension Plans
- Retiree Dental & Vision Plans
- Supplemental Retirement Plans
- Benefits Support
- Financial Literacy

Benefits Support Center Contact Us 844-687-2669
Mon - Fri 8:00am - 5:00pm



Welcome To Henry County Schools Employee Benefit Center

PlanSource Enrollment Portal >



ENROLL OR REVIEW YOUR BENEFITS

SHBP Enrollment Portal >



ENROLL OR REVIEW YOUR BENEFITS

SHBP Toolkit >



SHBP VIDEO GUIDE AND TOOLKIT



Learn More About Retirement >



Your SHBP Telemedicine Plan >



Overview of Benefits Offered

Benefits Video Guide >

TWO UNIQUE ENROLLMENT PORTALS



STATE
HEALTH
BENEFIT
PLAN

- ❖ State Health Benefit Plan (SHBP) **MEDICAL**- myshbpga.adp.com
- ❖ Use the registration code **SHBP-GA** and create Username and password before making medical plan election
- ❖ Retain **Confirmation #** for all transactions



MY
VOLUNTARY
BENEFITS

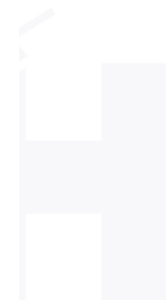
- ❖ **PLANSOURCE**[®] - benefits.plansource.com
- ❖ All other voluntary benefits
- ❖ (User ID) first letter of first name + six letters of last name + Employee ID#
- ❖ (Password) birthdate **YYYYMMDD** format (change once registered)
- ❖ Designate life insurance beneficiary on this portal

STATE HEALTH BENEFIT PLAN (SHBP) MEDICAL OPTIONS

<p>Health Reimbursement Arrangement (HRA)</p> <p>Anthem</p>	<p>In & Out of Network Coverage Deductibles/Coinsurance Share Routine Preventive Exams Covered 100% Rx Coverage (CVS Caremark) Wellness Program with \$ Incentives SHBP Funded HRA Credits</p>
<p>High Deductible Health Plan (HDHP)</p> <p>United Healthcare</p>	<p>In & Out of Network Coverage Deductibles/Coinsurance Share Routine Preventive Exams Covered 100% Rx Coverage (CVS Caremark) Wellness Program with \$ Incentives Qualifies for Health Savings Account (HSA)</p>
<p>Health Maintenance Organization (HMO)</p> <p>Anthem/UHC/Kaiser</p>	<p><i>In-Network Coverage only (except ER)</i> Deductibles/Coinsurance Share* Kaiser HMO – Copay only* Routine Preventive Exams Covered 100% Rx Coverage (CVS Caremark & Kaiser*) Wellness Program with \$ Incentives</p>

VOLUNTARY BENEFIT PLAN OPTIONS

<p><u>Unum</u></p> <ul style="list-style-type: none"> ✓ \$10k Basic Term Employee Life paid by HCS 	<p><u>Unum</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Term Life & AD&D Employee, Spouse & Dependent <input type="checkbox"/> Permanent Life 	<p><u>Delta Dental</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Select Plus (\$1500) w/Ortho (\$1500) <input type="checkbox"/> Select (\$500) 	<p><u>Anthem Blue View Vision</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> High <input type="checkbox"/> Low
<p><u>MetLife</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Accidental <input type="checkbox"/> Critical Illness <input type="checkbox"/> Legal <input type="checkbox"/> Pet 	<p><u>Mutual of Omaha</u></p> <ul style="list-style-type: none"> <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 max benefit 3/12 Pre-Ex 	<p><u>Consolidated Admin Services (CAS)</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Dependent Care Flexible Spending Accounts (FSA)* <input type="checkbox"/> Healthcare FSA* <p>IRS limits & regulations Grace period feature Use it or lose it!</p>	<p><u>Norton Lifelock</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Identity Theft Protection



2025 SHBP EMPLOYEE RATES

A TOBACCO SURCHARGE OF \$80.00 WILL BE ADDED TO PREMIUM IF EMPLOYEE OR COVERED DEPENDENT USES ANY TYPE OF TOBACCO PRODUCTS

	You	You + Child(ren)	You + Spouse	You + Family
Anthem Gold	\$194.67	\$355.26	\$482.76	\$643.35
Anthem Silver	\$131.17	\$247.31	\$349.41	\$465.55
Anthem Bronze	\$82.67	\$164.86	\$247.56	\$329.75
Anthem HMO	\$157.53	\$292.12	\$404.77	\$539.36
UHC HMO	\$196.58	\$358.50	\$486.77	\$648.69
UHC HDHP	\$72.69	\$147.89	\$226.60	\$301.80
Kaiser HMO	\$157.53	\$292.12	\$404.77	\$539.36



OPEN ENROLLMENT SUPPORT

Benefits Support (all voluntary benefits)

Email: support@benefitscallcenter.com

844-687-2869

Mon. - Fri. 8am to 5pm & Final Week until 6pm

SHBP Member Services (medical only)

Email: SHBPservicecenter@adp.com

800-610-1863

Mon.– Fri. 8:30 am to 7:30pm & Sat. 8am - 5pm

**ADP mobile app available on App Store (iPhone) & Google Play (Android)*



EMPLOYEE BENEFITS SUPPORT

HCS Human Resources, Benefits

Email: HRBenefitsStaff@henry.k12.ga.us

770.957.6601 Ext. 01268

Mon. - Fri. 8am to 5pm

Benefits Specialists

Kathryn S. Williams

Antoinette Seabrooks

Zenaida Huges

Benefits Coordinator

Angela H. Swift, SHRM-SCP

