

Frequently Asked Questions:

What is the deadline to enroll?

November 15th is the last day to complete your enrollment.

When does my enrollment take effect?

January 1, 2019.

I don't want to enroll in any insurance plans. Do I need to do anything?

Yes, you need to go through the process and "waive" each plan.

What if I don't do anything?

If you are currently enrolled in health, dental and/or vision insurance with the District, your coverage will terminate December 31st. If you do not want to enroll in insurance and do not "waive" each plan, you will continue to receive notifications via email and phone calls from both myself and your union representatives.

My spouse also works for the District and he/she carries the insurance for my family. Do I need to do anything?

Yes, you need to "waive" each plan under your profile in Lawson. This will not affect your coverage under your spouse.

I am a new hire and recently enrolled in insurance, do I need to re-enroll?

Yes, all employees need to re-enroll or "waive" each insurance plan.

What is Family BID and Employee and Spouse BID?

BID plans are for spouses who are both District employees that were married and covered under the same plans prior to June 30, 2011. If you are not currently in a BID plan, you are not eligible.

What is the Limited FSA?

This plan is only available to employees enrolling in the High Deductible PPO. It is a Medical FSA for dental and vision expenses only.

What is the Dependent Care FSA?

This Flexible Spending Account is to be used towards daycare expenses for your child/ren. The daycare facility or person must be declaring the income from caring for your child/ren on their taxes.

Can I enroll in the Medical or Dependent Care FSA if I do not enroll in the District's insurance plans?

Yes, all plans are separate.

I previously enrolled in voluntary life insurance, do I need to do anything to re-enroll?

No, these plans do not terminate automatically.

Can I enroll in voluntary life insurance during Open Enrollment?

Yes, you will need to send Human Resources the Voluntary Life Insurance Enrollment Form and an Evidence of Insurability. These are available on the Benefits Website under Voya Life Insurance.

Can I only enroll in a 403(b) or 457 plan during Open Enrollment?

No, you can enroll in these plans at any time throughout the year.

Do I need to send Human Resources a copy of my marriage license or children's birth certificates if I enroll them on my health, dental and/or vision insurance?

Yes, eligibility documentation is required for all dependents on your plans.

Can I make changes to my enrollments after the first of the new year?

You can only make changes to your insurance plans due to qualifying events; i.e. birth, marriage, divorce, loss of coverage. Changes must be made within 30 days from the date of the qualifying event.

I am under age 26 and am being dropped from my parent's insurance plans in February.

Do I need to enroll now during Open Enrollment?

No, you can wait until you are terminated from your current plans.

I made a mistake on my enrollment. Can I go back through the process and correct it?

Yes, as long as you do so prior to November 15th.

I re-enrolled in the Blue Cross Blue Shield HMO plan. Do I need to add my medical group number in Lawson again?

No, only if you enrolled in the HMO plan for the first time.