



**ACADEMIC NEW HIRE**  
**Health and Welfare Selection Form**  
**Effective 1/1/2019 - 12/31/2019**

*If you are NOT making any H&W changes please check the box and sign the back of the form.*

Department:

FTE: 100%      **10 PAY**

EMPLOYEE:

DOH:

EMPLOYEE ID:

Please mark your selections for plan year January 1, 2019 – December 31, 2019. These selections are for the entire plan year and can only be changed if there is a qualifying event (marriage, birth or loss of other coverage). The payroll deductions will be deducted from your monthly paycheck on a pre-tax basis. The District’s Health and Welfare contribution is prorated according to percentage of contract and date of hire/termination.

	<b>Selecting a District Medical Plan</b>	<b>Waiving/Opting Out of a Medical Plan</b>
<b><u>MANDATORY COVERAGES:</u></b> Employee must select and maintain option A and B for an entire year.	<b>10 Month Payroll Pre-Tax Deductions</b>	<b>Monthly Rates</b>
<b>A. DENTAL</b>		
<input type="checkbox"/> Delta Dental PPO – Employee Only	\$0	\$78.14
<input type="checkbox"/> Delta Dental PPO – Employee + 1 dependent	\$0	\$158.72
<input type="checkbox"/> Delta Dental PPO – Employee + 2 or more dependents	\$0	\$223.69
<input type="checkbox"/> MetLife Dental HMO – Employee + dependents	\$0	\$36.63
<b>B. LIFE INSURANCE</b>		
<input checked="" type="checkbox"/> Hartford (Employee Only--\$50,000)	\$0	\$12.60
<b><u>OPTIONAL SELECTIONS</u></b>	<b>Selecting a District Medical Plan</b>	<b>Waiving/Opting Out of a Medical Plan</b>
<b>C. MEDICAL</b>		
<input type="checkbox"/> Waive Medical		
<input type="checkbox"/> Kaiser – Employee Only	\$0	
<input type="checkbox"/> Kaiser – Employee + 1 dependent	\$288.00	
<input type="checkbox"/> Kaiser – Employee + 2 or more dependents	\$406.00	
<input type="checkbox"/> UHC Network #1 – Employee Only	\$60.00	
<input type="checkbox"/> UHC Network #1 – Employee + 1 dependent	\$573.00	
<input type="checkbox"/> UHC Network #1 – Employee + 2 or more dependents	\$797.00	
<input type="checkbox"/> UHC Network #2 – Employee Only	\$333.00	
<input type="checkbox"/> UHC Network #2 – Employee + 1 dependent	\$1,113.00	
<input type="checkbox"/> UHC Network #2 – Employee + 2 or more dependents	\$1,559.00	
<input type="checkbox"/> UHC Network #3 – Employee Only	\$541.00	
<input type="checkbox"/> UHC Network #3 – Employee + 1 dependent	\$1,522.00	
<input type="checkbox"/> UHC Network #3 – Employee + 2 or more dependents	\$2,135.00	
<input type="checkbox"/> UHC Alliance HMO – Employee Only	\$226.00	
<input type="checkbox"/> UHC Alliance HMO – Employee + 1 dependent	\$835.00	
<input type="checkbox"/> UHC Alliance HMO – Employee + 2 or more dependents	\$1,139.00	
<input type="checkbox"/> UHC PPO – Employee Only	\$1,011.00	
<input type="checkbox"/> UHC PPO – Employee +1 dependent	\$2,443.00	
<input type="checkbox"/> UHC PPO – Employee + 2 or more dependents	\$3,417.00	
<b>D. VISION</b>		
<input type="checkbox"/> Waive Vision		
<input type="checkbox"/> MES – Employee Only	\$9.83	\$9.83
<input type="checkbox"/> MES – Employee + 1 dependent	\$19.58	\$19.58
<input type="checkbox"/> MES – Employee + 2 or more dependents	\$29.48	\$29.48

**ACADEMIC**

	Authorized Pre-Tax Deduction	Authorized After Tax Deduction
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**E. CANCER CARE PLANS**

- AFLAC
- American Fidelity
- Pacific Educators

Various		
Various		
Various		

**F. ACCIDENT/HOSPITAL/ILLNESS/SICK**

- AFLAC – Hospital Intensive Care
- AFLAC – Personal Accident
- AFLAC – Personal Sickness/Hospital
- American Fidelity – Accident/Crit. Illness

Various		
Various		
Various		
Various		

**G. DISABILITY INCOME INSURANCE**

- AFLAC
- American Fidelity
- CSCP – Pacific Educators
- JC Insurance (**Existing members only**)
- The Standard

Various		
Various		
Various		
Various		
Various		

**H. ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**

- JC Insurance (**Existing members only**)
- The Hartford (SDCOE FBC)
- MetLife (previously Prudential)

Various		
Various		
Various		

**I. LIFE INSURANCE**

- American Fidelity
- JC Insurance (**Existing members only**)
- Hartford Supplemental
- MetLife (previously Prudential)
- Pacific Educators
- The Standard

Various		
Various		
Various		
Various		
Various		
Various		

**J. LONG TERM CARE**

- UNUM

Various		
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**K. TAX SHELTERED ANNUITIES – TAX DEFERRED**

403b: \$ \_\_\_\_\_ Empower FBC ROTH 403(b) \$ \_\_\_\_\_ Empower FBC 457: \$ \_\_\_\_\_

Investment Provider Name (Please Print) \_\_\_\_\_

Selection of any new plan does not constitute automatic enrollment. Enrollment or waiver forms may be obtained from the Benefits Office or the Human Resources website. Coverage of newly selected voluntary plans will not become effective until approved by the insurance company.

I fully understand that I cannot change the status of the District’s plans in **Items A through J**, until the next open enrollment period. Furthermore, I understand that medical coverage is optional and should I decline coverage for myself and/or my dependents, I will hold the District harmless for expenses or injury incurred by me and/or my dependents.

**I hereby authorize payroll deduction(s) from my monthly paycheck to cover the cost of selections as indicated. This authorization replaces any previous authorizations I have made.**

Signature \_\_\_\_\_

Date \_\_\_\_\_