



Welcome to Bloomington Public Schools. This folder contains benefit enrollment and plan information. You can enroll, make changes or cancel these benefits only at time of hire, within 30 days of a qualifying event, or during the annual open enrollment period typically held in April (July 1 effective date). Please see the district website <http://bloomingtonschools.info/hr> for more information including plan documents, web addresses and contact information for each benefit.

- All benefits are effective the 1st of the month after hire date, unless your hire date is the 1st. Benefits are then effective on the 1st.
- Insurance premiums are paid a month in advance and are deducted half on the 5th paycheck and half on the 20th paycheck
- All benefits are available to full and part time staff as defined by the unit contract (exception: Long-Term Disability is available to full time staff only).
- For information during the year, check out the INKSPOT – district newsletter published electronically each Friday.
- Contact Julie Hanson at 952 681-6444 or jmhanson@bloomington.k12.mn.us if you have questions or need more information.

Benefit	Provider	Benefit	Premium	To Enroll
Life and LTD (paid by the district for you)				
Life Insurance	ING	2x your annual salary/\$2,000 for dependents	Paid by the district - see website for certificate	Complete enrollment card
Long-Term Disability	ING	90 day wait period - 3/12 pre-existing condition 66 2/3 of your salary while disabled	Paid by the district - see website for certificate	Automatic – no paperwork to complete
Medical and Dental Insurance				
Dental	Delta Dental	Preventive (part time only) - \$500/yr benefit Comprehensive Single and Comprehensive Family - \$1200/person per year	Preventive only (part-time) - \$0 month Comprehensive single - \$0 for FT employees See dental sheet for “buy-up” options	Complete dental enrollment form and submit to HR within 30 days of hire
Medical	Preferred One	High Deductible Health Plan with \$1250 deductible for single and \$2500 for Employee +1 and Family (See enclosed information for plan design)	See enclosed cost sheet for options and monthly premium	Complete medical enrollment form and submit to HR within 30 days of hire
Health Savings Account	Health Equity	Tax-free district contribution which can be used for eligible medical and dental expenses including deductible. See “health insurance costs” sheet for amounts based on employment status and coverage.	No cost to you. You may choose to make additional personal pre-tax contributions. District contributes 50% of deductible to HSA in monthly installments.	Complete eligibility form and submit to HR within 30 days if enrolling in medical plan
(continued on back side)				

Voluntary Insurance				
Accident	ING	Accident insurance with wellness rider	\$9.36 per month for employee only. Additional cost to cover spouse/children.	Complete enrollment form within 30 days of hire and submit to HR.
Vision	EyeMed	Voluntary vision program with discounts and savings on glasses and contacts	\$6.42 per month for employee only. Additional cost to cover spouse/children.	Complete enrollment form within 30 days of hire and submit to HR.
Other Benefits				
Dependent Care Flexible Spending*	Corporate Health Systems	Voluntary pre-tax payroll deductions to pay for child care	No additional cost to you	Complete enrollment form within 30 days of hire and submit to HR.
Employee Assistance Program (EAP)	Fairview Health Services	Free, confidential counseling and referrals for personal and professional concerns for you and your family members.	No additional cost to you. Paid by the district.	No enrollment is required.
Fitness Advantage	Preferred One	Reimbursement program – work out at least 8 times a month and receive up to \$20 off monthly dues	No additional cost to you. Must be enrolled in PreferredOne Health Insurance.	May enroll at any time. Complete enrollment form, have fitness facility sign and fax to Preferred One
403(b)	Various Vendors	Tax-sheltered annuity retirement program. District percentage match per union contract after 5 years of service.	Voluntary program at no additional cost to you	May enroll at any time. Meet with vendor and submit enrollment form

*The enrollment information is not included in this new hire folder. If you wish to enroll in the dependent care flex program, please ask for an enrollment packet.