



# INSIGHTS

September 2005 Edition  
News & Information  
from Human Resources  
206.433.2281

## Calendar of Events September 2005



### Time is Short!

#### ParaEducator Assessment Testing

#### **P**araEducators Assessment Testing

October 19, November 16 and December 7, 2005  
ERAC—Computer Lab  
Maximum—13  
Call to Register: **Marcia Julson**—206-988-7282  
E-mail: [julsonmn@hsd401.org](mailto:julsonmn@hsd401.org)

(Please check the Staff Development Website at <http://www.hsd401.org/StaffDevelopment/index.htm> for more information)



### Watch for Training Dates

Trainings will be offered to classified staff during some of the Early Release Days, Waiver Days and/or Elementary Conferencing Days. Watch for future details in various forms of district communication.



### Deadline for Medical, Dental and Salary Insurance

October 10, 2005 for  
November 1 Coverage

**F**or All Employees Eligible for Medical, Dental and Salary Insurance:

Annual Open Enrollment for Medical, Dental and Salary Insurance  
September 1 to October 10, 2005

The annual open enrollment for medical, dental and salary insurance has begun. During this time you may add dependents to your medical plan, change to another medical or dental plan, and sign up for salary insurance or change your salary insurance amount.

If you were unable to come to the Benefits Fair in August, please watch for a mailing of booklets to your site. The (lavender) booklet is entitled "A Summary of Health and Welfare Benefit Plans for the 2005-2006 School Year." It provides details on the benefit plans and changes.

Please note a *few* of the changes:

- Monthly state allocation increased by \$46.60
- Premera Blue Cross-6.63% rate increase
- Regence Blue Shield-4.5% rate increase
- The Group Health Traditional office visit co-pay change from \$15 to \$20; 3.42% rate increase
- Alliant Plus-6.02% rate increase
- Mutual of Omaha Dental-Added 2-Tier Rates
- Willamette Dental-No rate change
- NBN Vision-No rate change

Enrollment forms are available in a circular file in the lobby of ERAC. Please stop by to make your change.

Employees who submit new enrollment forms to the Human Resources Department by **Monday, October 10**, will have coverage effective **November 1, 2005**.

*Continued on Page 2*

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## *DEADLINE*

Employees who do not meet the enrollment deadline, will not be eligible to enroll for insurance benefits until the next annual open enrollment period (September 1 to October 10, 2006).

*If you do not wish to make any changes, there is no need to submit any forms.*

New enrollees may not receive ID cards for several weeks after their coverage takes effect. In the interim, you may use your enrollment application for identification for medical services. However, you will need to pay the full cost of prescription drugs, then submit a prescription drug reimbursement form. Enrollees will be reimbursed for the cost of the prescription, less the applicable co-payment.

The office hours for Human Resources are 7:30 a.m. to 5:00 p.m. Stop by to submit your changes.

*Please do not wait until the last minute!*



## **Benefits/Wellness Fair Another Huge Success**

The Benefits/Wellness Fair was held at ERAC on Wednesday, August 31, 2005. Vendors were in the Boardroom, Lobby and even upstairs in the Rainier room. Vendors at the fair but not limited to were: Group Health; Veba; The Meacham Group; NBN/NWA Vision; Regence Blue Shield; Mutual of Omaha; School Employee Credit Union; Premera Blue Cross WEA; Eberly Vivian; Teamsters Local Union 763; WEA; APS HealthCare; independent massage therapists and the Swedish Mobile Mammogram van.

## *BENEFITS*

Door prizes contributed by the vendors were drawn and won by the following employees:

Mickey Hettler; Paul Richter; Michael Yousoofian; Dyann Seidl; Janet Escoto; Mary Anderson; Kathy Hazen; Thuc Vu; Kathy Kearns; Carolyn Rigger; Stephanie Nelson; Tim Wood; Dottie Rosenauer; Stefanie Kelly; Christie Siegman; and Jamie Clawson.

A round of applause from all to the Health Services staff and the Human Resources staff for all their hard work and making this fair possible!



## **MINI-BENEFITS FAIR**

**Thursday, October 6, 2005  
ERAC-Boardroom  
2:30 p.m. to 5:30 p.m.**

To all Benefit Eligible Employees:

If you missed the August Benefits Fair, come to the mini benefits fair to speak with representatives from each of the district's group medical, dental and other insurance carriers. They will be happy to assist you in understanding and selecting the coverages that best meet your needs.

Do you have questions about your Department of Retirement Systems (DRS) plan, Tax-Sheltered Accounts (TSA), or Deferred Compensation Plans (DCP)? Are your medical, dental or other insurance plans changing in 2005-2006? How will switching your District-paid Mutual of Omaha Dental from "family" to "employee" coverage save money on your medical premium?

Come get your questions answered! Plan now to attend on October 6!

Open enrollment for insurance changes will end Monday, October 10, 2005.



Your success and happiness lie in you...resolve to keep happy, and your joy and you shall form an invincible host against difficulties.