



READING SCHOOL DISTRICT

Human Resources Department

800 Washington Street, Reading, PA 19601-3691

(484) 258-7000

Please Read this Information Thoroughly – Very Important

October 5, 2016

Re: Open Enrollment

Dear REA Member:

As you are aware, the Reading Education Association and the Reading Board of School Directors recently entered into a successor collective bargaining agreement (CBA). Consequently, there will be several changes over the next few months regarding your medical benefits of which you need to be aware.

Beginning with your November 11, 2016 paycheck, you will notice an increased medical deduction as stated in your most recent CBA and as outlined below. If you wish to change your medical plan, you may do so at this time. You may remove dependents, however, the Affordable Care Act requires that all United States citizens and legal residents maintain medical insurance coverage. Therefore, please be aware that the Internal Revenue Service may seek documentation from you verifying coverage for you and dependents. Because this is not a standard Open Enrollment period, you will be unable to add dependents at this time. If you wish to make a change, please email Denise Templin at templind@readingsd.org for an enrollment form. All changes must be received in the Benefits Office **by October 14, 2016**. There will be no exceptions for late submissions.

PLAN	TIER	YEARLY COST	BIWEEKLY DEDUCTION
PPO	Single	\$852.00	\$32.77
PPO	2 Party	\$1,608.00	\$61.85
PPO	Family	\$1,932.00	\$74.31
PPOII	Single	\$852.00	\$32.77
PPOII	2 Party	\$1,608.00	\$61.85
PPOII	Family	\$1,932.00	\$74.31
MCO	Single	\$852.00	\$32.77
MCO	2 Party	\$1,608.00	\$61.85
MCO	Family	\$1,932.00	\$74.31

Beginning January 1, 2017, there will be one plan available to all REA members. This plan will be identified as PPON. Every REA member with coverage will automatically be moved into

that plan. The rates for that plan will be the same as the PPO rates indicated above. You will receive new Loomis identification cards that no longer contain the CVS logo, and you will receive OPTUM cards for prescription use only. If you decide that you are opting out of Reading School District's Medical Plan of Benefits effective January 1, 2017, or you are removing a dependent, please email Denise Templin for an enrollment form which must be completed and returned to the Benefits Office by December 2, 2016. Again, please remember that you are required to maintain medical benefits as directed by the Affordable Care Act. You will be supplied with an overview of the PPON Plan in the near future.

We will continue to conduct our yearly open enrollment in the spring. It is during that enrollment period that you will be able to add eligible dependents if you so choose.

I realize this is a good deal of information, however, if you have any questions, please feel free to contact me either via email at hoffmanl@readingsd.org or by phone at 484-258-7023.

In closing, I will make a strong suggestion. If you are making a change and you are not bringing the enrollment form to the Benefits Office directly or you are not scanning to me, please contact the Benefits Office to confirm receipt of your enrollment form to make certain that it arrived in the mail.

Sincerely,

Lisa M. Hoffman

Lisa M. Hoffman
Director of Employee Benefits and Risk Management