

# 2012 EMPLOYEE HEALTHCARE

**OPEN ENROLLMENT FOR EMPLOYEES REPRESENTED BY UTD, AFSCME, DCSMEC, MEP AND CEP ONLY WILL BE HELD February 27 THROUGH March 09, 2012  
For benefits effective April 01, 2012**

**THIS IS A MANDATORY ENROLLMENT. IF YOU DO NOT ENROLL DURING THIS ENROLLMENT PERIOD, YOUR CURRENT BENEFITS AND THOSE OF YOUR DEPENDENTS WILL TERMINATE ON MARCH 31, 2012. YOU MUST LOG ON TO [WWW.DADESCHOOLS.NET](http://WWW.DADESCHOOLS.NET) AND COMPLETE YOUR ENROLLMENT. If you have experienced a change in salary band, your employee cost will be automatically adjusted. Changes made during this enrollment will become effective April 01, 2012 and any changes to your deductions will be reflected in the April 6, 2012 payroll.**

**The School Board continues to provide Miami-Dade School Board employees with a healthcare option at no cost for employee only coverage through the CIGNA Open Access Plus (OAP) 20 plan. CIGNA (OAP) 10 does have an employee cost share determined by the employee's annual salary band. The School Board will continue to subsidize the cost of dependent premiums between 70% and 90%. However, employees will experience an increase in dependent healthcare costs effective April 01, 2012.**

There have been plan design changes to the medical benefits for April 1, 2012 so it is imperative that you review the benefits before you make your benefit selection. Rates for all the benefits can be found on the last few pages of the 2012 Benefits Guide located at [www.dadeschools.net](http://www.dadeschools.net) then click on Employee Benefits.

## **To make your benefits selections:**

- You must enroll online between **February 27 and March 09, 2012** on the District's website at [www.dadeschools.net](http://www.dadeschools.net)
- Click on the 2012 Open Enrollment Button and complete the enrollment for you and your eligible dependents for healthcare and flexible benefits
- Various informational documents may also be accessed including:
  - 2012 Plan Design Options
  - Frequently Asked Questions about the 2012 Employee Benefits Program
  - 2012 CIGNA Providers Link to find physicians, hospitals and facility/ancillary providers

Additionally, benefits representatives will be available during this enrollment in the SBAB Administration Building, 1450 N.E. 2<sup>nd</sup> Ave, **Room 657 from 7:30 AM to 5:00 PM.** You may also contact the Enrollment Help Line at 305-995-2777 or 800-342-8017 for assistance, Monday – Friday, 7:00 AM – 10:00 PM.

Alternate open enrollment locations at transportation and maintenance sites will be sent in forthcoming emails.

All other employees represented by DCSAA and FOP will be notified of open enrollment dates upon successful collective bargaining negotiations and ratification.

