



TEMPLE CITY UNIFIED SCHOOL DISTRICT

Committed to 21st Century Academic Excellence

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PERSONNEL SERVICES

DATE: September 3, 2019
TO: Temple City Unified School District Employees
FROM: Associate Superintendent – Monica Makiewicz, PhD
RE: Health Benefits Open Enrollment

Temple City Unified School District is committed to providing benefits that promote health and well-being as a part of their compensation package. Our goal is to provide employees with excellent affordable health and welfare benefits that are designed to meet the changing needs of their lifestyles. TCUSD. Employees will be able to use an online enrollment system through American Fidelity (AF). This online open enrollment system will provide convenience and flexibility to all employees each year. However, All benefit eligible employees will be able to access their benefit enrollment information online at open enrollment each year. Open Enrollment is from September 9-October 4.

Please note that permanent classified employees that work 29.5 hours or less are not eligible for health and welfare benefits except employee only vision coverage and life insurance. However, these employees are eligible to meet with American Fidelity to review their product offerings that are not covered by the District.

All benefit eligible employees, including those who do not have dependent coverage, have the following choices for enrollment:

1. **Meet with an AF benefit counselor to verify your records. This meeting is not required, unless you need to add/change a beneficiary and/or and renew/enroll in the reimbursement plan. Schedule of appointments with instructions is attached.**
2. **Independently update your information online. The instructions for online enrollment are attached. The online system will be open starting on September 9th.**
3. **Do not meet with an AF benefit counselor or update your information online. As a result, your 2018-2019 health and welfare benefits (excluding reimbursement plan) will roll over to this year at the current rates. This is not recommended.**

Your individual appointment with the AF benefit counselor may range between 10-30 minutes depending on questions and information discussed. During your appointment with the AF benefit counselor you will verify your information and the counselor will be available to discuss other insurance programs that may be important to you. **There is no obligation to purchase the American Fidelity offerings.** The AF benefit counselor will also be noting the social security number of each of your dependents in order to satisfy an Affordable Care Act (ACA) reporting requirement for group health plans.

Eligibility Guidelines (**only for new and/or change in dependents**) and a list of frequently asked questions are also attached. Thank you for your cooperation and assistance in ensuring cost-effective benefits for all Temple City USD employees.

Please contact me if you have any questions.

Monica Makiewicz, PhD
Associate Superintendent
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