



2022 Leaving Employment Important Benefits Information

Blue Valley Schools offers continuation of benefit options selected by covered employees upon an approved Leave of Absence (LOA), retirement, or upon separation of employment.

- Elected health, dental, vision and medical FSA benefits are available through COBRA or State Continuation, if eligible.
- Group term life insurance may be available through portability and/or conversion options if benefits were selected when you were an active employee.

Benefits End Date

Benefits	Classified Employees	Certified Employees
Medical, HSA, FSA, Dental, Vision, Identity Theft, Life and Disability Insurance	<p>Benefits stop at the end of the month in which you leave the District.</p> <p>Example: If you leave the District on June 4, benefits end June 30.</p>	<p>Benefits end with your <u>completed</u> contract end date.</p> <p>Example: If your certified contract ends August 31 AND you <u>complete</u> your contract period, then benefits end August 31.</p>
FSA*	<p>FSA*: Benefits cease upon your last day of employment.</p> <p><i>*Services for qualifying expenses must be incurred prior to the date of termination. Claims may be submitted through 12/31/2022</i></p>	

To request an email copy of your benefits statement, please contact the

Blue Valley Benefits Help Center at:

844-239-0434, available: MON – FRI, 8:30 AM – 5:00 PM

Medicare Eligibility

When you become Medicare eligible (typically the beginning of the month in which you reach age 65) during the Retiree Continuation period, you are no longer eligible to continue coverage through the District. If your covered spouse becomes eligible for Medicare before you, then your spouse's coverage will end. You will want to enroll in Medicare Part A, B, D, and likely a Medicare Supplement policy; or you may choose to enroll in a Medicare Advantage Plan (Medicare replacement plan).

For more information, visit www.medicare.gov or call 800-633-4227.

Options to Continue Benefits

Once your benefits coverage ends, you may elect to continue Blue Valley's group health, dental, vision and medical FSA benefits under COBRA provisions. COBRA typically extends coverage for up to an 18-month period after your coverage with the District ends. Continuation of coverage may also be available under an approved unpaid Leave of Absence (LOA).

If you elect KPERS retirement when you leave the District, you may be allowed to elect COBRA continuation OR Retiree Continuation. Retiree Continuation allows eligible KPERS retirees to continue certain plan coverage until you become eligible for Medicare. If you are eligible, two separate packets will be mailed to your home address by **Navia Benefit Solutions**. You must choose either COBRA continuation OR Retiree Continuation. You cannot change your election once you have decided.

The District's COBRA administrator will mail notices to your home address within 15 days AFTER your employee coverage ends. Depending on your last day worked, you may experience a gap in coverage. You must pay the required premiums and expenses on a timely basis for coverage to remain in effect or be reinstated back to your eligibility date. Your enrollment form will need to be postmarked no later than the enrollment deadline listed in your COBRA/Retiree/LOA packet. Make sure you read all info sent to you.

If you receive a COBRA / Retiree / LOA packet, please fill it out and return it to:

Navia Benefit Solutions
PO BOX 3961
Seattle, WA 98124
Or fax to: 913-649-7847

IMPORTANT: Please make your check payable to Navia Benefit Solutions or set-up an electronic ACH payment. For questions, contact Navia Benefit Solutions Customer Service at: 877-920-9675 or via email: cobra.naviabenefits.com.



2022 Monthly Premium Rates*: LOA Continuation & COBRA Continuation (For COBRA: A 2% administrative charge will be added to the monthly premium rates shown here)				
Plan	Single	You + Spouse	You + Child(ren)	Family
BlueSelect Plus HDHP	\$565.60	\$1,036.78	\$930.92	\$1,407.34
Spira Care \$1,000 Non-HSA	\$645.86	\$1,153.50	\$1,032.04	\$1,578.36
EPO (BlueSelect Plus)	\$761.90	\$1,441.56	\$1,289.82	\$1,972.68
PPO (BlueSelect Plus)	\$645.86	\$1,150.72	\$1,027.42	\$1,581.98
BlueSaver HDHP	\$619.36	\$1,137.78	\$1,021.28	\$1,545.52
PPO (Preferred Care Blue)	\$671.14	\$1,269.80	\$1,136.10	\$1,737.50
Delta Dental KS Base Plan	\$33.58	\$65.34	\$76.78	\$124.78
Delta Dental KS Buy-Up Plan	\$38.78	\$75.46	\$88.68	\$144.12
Surency Vision	\$10.30	\$18.14	\$17.02	\$30.38
Medical FSA	Elected deduction per month			

*Plans, benefits, options, and premiums rates/expenses are not guaranteed and are subject to change or termination at any time.

2022 Retiree Monthly Premium Rates*: Retiree Continuation				
Plan	Single	You + Spouse	You + Child(ren)	Family
BlueSelect Plus HDHP	\$695.69	\$1,275.24	\$1,145.03	\$1,731.03
Spira Care \$1,000 Non-HSA	\$794.41	\$1,418.81	\$1,269.41	\$1,941.38
EPO (BlueSelect Plus)	\$937.14	\$1,773.12	\$1,586.48	\$2,426.40
PPO (BlueSelect Plus)	\$794.41	\$1,415.39	\$1,263.73	\$1,945.84
BlueSaver HDHP	\$761.81	\$1,399.47	\$1,256.17	\$1,900.99
PPO (Preferred Care Blue)	\$825.50	\$1,561.85	\$1,397.40	\$2,137.13
Delta Dental KS Base Plan	\$34.25	\$66.65	\$78.32	\$127.28
Delta Dental KS Buy-up Plan	\$39.56	\$76.97	\$90.45	\$147.00
Surency Vision	\$10.51	\$18.50	\$17.36	\$30.99
Medical FSA	Elected deduction per month			

*Plans, benefits, options, and premiums rates/expenses are not guaranteed and are subject to change or termination at any time.

Affordable Care Act Benefits

The Affordable Care Act (ACA) provides the opportunity for you to choose health insurance benefits through the federal government's insurance program. Plan options and premium rates vary based upon the plan selected. It is a good idea to compare the District's benefit programs, including COBRA and State Continuation coverage, with benefits available through the ACA, as well as individual insurance policies. You cannot be enrolled in both the District's plan and ACA benefits.

Outside of the open enrollment periods, you are generally eligible to apply for coverage through the ACA within 60 days of a qualifying event (such as losing your coverage through the District).

Questions? For ACA information go to www.healthcare.gov.

Voluntary Life Insurance

Portability and/or conversion options through The Standard may be available if you enrolled in life insurance as an active employee and your application is approved by The Standard. **You have 60 days from the date that your benefits end to apply for conversion and portability.** District information will be verified when The Standard receives your application.

Follow these instructions to apply for portability or conversion options:

1. Visit www.bvschoolsbenefits.com.
2. Click on *Resources*, then click on *Leaving Employment*.
3. Scroll down to the *BV Term Life Insurance – The Standard* section and select "[Click Here for Portability and Conversion Options.](#)"

Change of Address

If you are moving, you will need to update your address with Katie Mitchum in Human Resources (kamitchum@bluevalleyk12.org) prior to your termination, in order to receive applicable COBRA/LOA/Retiree Notice(s) of Benefits Continuation on a timely basis.

Updated address info will be utilized by Blue Valley to provide your 1095 & W2 tax info. If you are enrolled in KPERS, a 403(b) plan, a 457(b) plan and/or a 529 College Saving plan, you will need to notify those vendors directly of any address/contact changes.

Important Contacts

Coverage	Contact	Phone	Website
Medical	Blue Cross Blue Shield KC	816-395-2244	bluekc.com
Behavioral Health	Mindful by Blue KC	833-302-6463	mybluekc.com
A Healthier You	Blue KC – A Healthier You	816-395-2121	mybluekc.com
Dental	Delta Dental of Kansas	800-234-3375	deltadentalks.com
Vision	Surency	866-818-8805	surency.com
Health Savings Account (HSA)	United Missouri Bank (UMB)	816-474-4472	hsa.umb.com
Flexible Spending Account (FSA)	Tri-Star Systems	800-727-0182	tri-starsystems.com
Voluntary Group Life	The Standard	800-378-4668	standard.com Email: CBT@standard.com
Short-Term Disability	The Standard	800-368-2859	standard.com
Identity Theft Plan	Allstate Identity Protection	800-789-2720	myAIP.com
403(b) / 457(b) Retirement	Transamerica	Customer Support: 800-755-5801 Transfer Support: 800-275-8714	transamerica.com
529 College Saving Plan	<ul style="list-style-type: none"> KS LearningQuest MO MissouriMost 	<ul style="list-style-type: none"> 800-579-2203 888-414-6678 	<ul style="list-style-type: none"> learningquest.com missourimost.com
COBRA / Retiree / LOA benefits continuation	Navia Benefit Solutions	877-920-9675	naviabenefits.com Email: cobra@naviabenefits.com
Medicare	US Centers for Medicare & Medicaid Services.	800-772-1213	medicare.gov
KPERS	KPERS	888-275-5737	KPERS.org
Blue Valley Benefits Help Center	BV Benefits Help Center	844-239-0434	bvschoolsbenefits.com

