



EXPLORE

**Benefits
coverage for
every step of
your journey**





**Benefits
built for you**

At Jeffco Public Schools, we care about you. That’s why we offer benefits that support you at every stage of your life.

Review this guide to learn about the benefits available to you for the 2023–2024 plan year (July 1, 2023, through June 30, 2024). Then, choose the options that are best for you and your family.

Contact the Employee Benefits Department for more information regarding the material contained in this guide.

Phone: 303-982-6527

Email: Benefits@jeffco.k12.co.us

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Benefit election examples

Understanding your benefits and knowing how to use them is just as important as having them. The examples below can help you decide which benefits may be best for you and your family. Refer to the plan pages throughout the guide for more information about the sample elections.

 <p>Meet Sam</p>	 <p>Meet Anna and her husband</p>	 <p>Meet John and his family</p>	 <p>Meet Linda and her family</p>
<p>Sam is young, single, healthy, and wears contacts. He believes future tax rates will be higher than today.</p>	<p>Anna and her husband are young, married, and healthy. Anna is pregnant. Her spouse is employed full time.</p>	<p>John has a family with two young children. His spouse is employed full-time. Both children are under age 13 and in afternoon day care. One child is about to get braces and one is in after-school sports.</p>	<p>Linda and her husband are empty nesters and have a child under age 26. Her spouse is also employed full time by Jeffco Public Schools. Their child is living on her own, but her job doesn't offer health coverage.</p>
<p>Sam elects:</p> <ul style="list-style-type: none"> Employee-only coverage in the Kaiser Permanente HDHP II (\$4,000). A \$3,850 contribution to his health savings account. Employee-only coverage in the PPO-Only Dental Plan. Employee-only coverage in the Vision Plan. After-tax (Roth) contributions to the 403(b) plan. 	<p>Anna elects:</p> <ul style="list-style-type: none"> Employee-only coverage in the Kaiser Permanente DHMO. (Her spouse has medical coverage through his employer.) Anna used the Kaiser Permanente fertility benefits to assist with getting pregnant. Employee and spouse coverage in the PPO Plus Dental Plan. Employee-only coverage in the Vision Plan. Supplemental life insurance of 2x her salary and \$25,000 of life insurance for her spouse. When the baby is born, she will add \$10,000 of child life insurance. Before-tax contributions to the PERA 457 plan. 	<p>John elects:</p> <ul style="list-style-type: none"> Employee and family coverage in the Aetna DHMO. Employee and family coverage in the PPO Plus Dental Plan. Employee-only coverage in the Vision Plan. Supplemental life insurance of 3x his salary, \$25,000 of life insurance for his spouse, and \$10,000 of child life insurance. Before-tax contributions to the 403(b) plan. 	<p>Linda elects:</p> <ul style="list-style-type: none"> Split-contract, waive medical. Employee and children coverage in the PPO Plus Dental Plan. Employee and family coverage in the Vision Plan. Supplemental life insurance of 3x salary and \$10,000 of child life insurance. The max contribution to the 403(b) plan. <p>Her husband elects:</p> <ul style="list-style-type: none"> Split-contract employee and family coverage in the Kaiser Permanente HDHP I (\$2,500). The max (\$7,750) contribution to his health savings account. Employee-only coverage in the PPO-Only Dental Plan. Supplemental life insurance of 3x salary Roth contributions to the PERA 401(k) plan.



Ineligible dependents

Covering ineligible dependents adds unnecessary costs to the health plans.

Examples of **INELIGIBLE** dependents include a grandchild, niece, nephew, parent, sister, brother, friend, boyfriend, and girlfriend.

Adding an ineligible dependent is fraudulent, and you will be responsible for reimbursing the plan for expenses incurred in error. Furthermore, it may be cause for termination of employment.

Who is eligible

Charter School employees who are regularly scheduled to work at least 30 hours per week in one or more standard hour jobs are eligible for all of the benefits described in this guide.

Charter School employees who are regularly scheduled to work 20 hours to less than 30 hours per week are eligible to purchase dental, vision, and voluntary employee, spouse, and child life insurance.

All employees, regardless of scheduled hours, including substitutes, are eligible to contribute to the Jeffco TSA/403(b), the PERA 401(k) and/or the PERA 457 voluntary retirement savings plans.

Many of the plans offer coverage for eligible dependents, including:

- Your legal spouse, common-law spouse*, or civil union partner.*
- Your children under age 26, including stepchildren, legally-adopted children, children placed with you for adoption, and those for whom you have legal guardianship, regardless of student or marital status, residence, or level of financial support they receive from you.
- Your children of any age who are physically or mentally unable to care for themselves; proof that the disability began prior to age 26 is required.

*Additional documentation is required; contact the Employee Benefits Department for details.
Note: You may be required to provide documentation to support dependent eligibility.



Benefits coverage effective date

Month of Hire or Rehire*	Effective Date for Medical, Dental, Vision, Health Savings Account, Life, and Disability Coverage	First Paycheck Deduction for Medical, Dental, Vision, and Voluntary Life Coverage	First Paycheck Deduction for Health Savings Account
January	March 1	End of February	End of March
February	April 1	End of March	End of April
March	May 1	End of April	End of May
April	June 1	End of May	End of June
May	July 1	End of June	End of July
June	August 1	End of July	End of August
July	September 1	End of August	End of September
August	October 1	End of September	End of October
September	November 1	End of October	End of November
October	December 1	End of November	End of December
November	January 1	End of December	End of January
December	February 1	End of January	End of February

*You may be eligible sooner if you have been rehired by Jeffco Public Schools within 26 weeks of your last day of active work and were full time at the time of termination. Contact the Employee Benefits Department for details.

Important note

If you are transferred to a benefits-eligible position or returning from a leave of absence, you are eligible for benefits as early as the first of the following month from the date you return from leave or transferred. You will need to re-enroll or enroll in benefits.

ATTENTION: You only have 60 calendar days from the date you return from a leave of absence or the date you are transferred to enroll in benefits. Once your enrollment has been submitted and finalized, coverage is prospective and begins on the first of the following month.



Mark your calendar

The annual benefits enrollment period, held in May each year, is the one time during the year you can make changes to your benefits unless you experience a qualified change in status such as marriage or birth of a child.

When to enroll

You can enroll in benefits or change your benefit elections at the following times:

- During the annual benefits enrollment period (May of each year).
- Within 60 days of your initial hire date (as a newly-hired employee) or effective date of transfer into a benefits-eligible position.
- Within 60 days of your rehire or return from leave date.
- Within 60 days of experiencing a qualifying life event.

Annual benefits enrollment period

During the 2023 benefits enrollment period, log into the ESS/Access Jeffco web portal to:

- Enroll in coverage for the first time.
- Change plans.
- Cancel coverage.
- Add or remove dependents.
- Change the tax status of your deductions.

Talk with Alex

Meet ALEX at myalex.com/jeffcopublicschools/2023. ALEX explains all your benefits options in plain English, and helps you choose the plans that make the most sense for you and your family.



How to enroll

Your benefits enrollment will be completed online using ESS/Access Jeffco. **You will not be able to enroll until you are actively at work in your new position.**

Benefit elections must process overnight before they will be reflected in the HR system. The day after you submit your benefit elections you are encouraged to order a confirmation statement.

IMPORTANT: Please review the confirmation statement to ensure your choices were made correctly and the appropriate dependents have been included on your coverage. If you need to make corrections, you must do so while still in your benefits enrollment period. Please contact the Employee Benefits Department at 303-982-6527 if you need to have your enrollment reopened.

If you need personal enrollment assistance, please contact the Employee Benefits Department. The Service Desk is also available to assist with any navigation issues and can be reached during business hours at 303-982-2200.



Submit a change within 60 days

Election changes must be consistent with your status change.

To make a qualified change, you must submit a benefits change form with documentation of the change to the Employee Benefits Department **within 60 days of the date of the status change. No changes will be allowed beyond the 60-day limit.**

Most coverage changes are effective the first of the month following receipt of your written request and required documentation.

For more information, or to access change forms, visit the Benefits website, found under the “Human Resources” tab of the TeamJeffco intranet site.

Changing your benefits

Due to IRS regulations, once you have made your elections for the plan year, you cannot change your benefits until the next annual benefits enrollment period. The only exception is if you have a qualified change in status.

An IRS-approved “change in status,” may include:

- The addition of a dependent through birth, adoption, or marriage.
- The loss of a dependent through divorce or death, or if your child reaches the maximum age limit for coverage.
- A change in your or your dependent’s employment status from full time to part time, or vice versa, or loss/gain of employment, resulting in the loss or addition of coverage.
- An unpaid leave of absence taken by you or your spouse.
- A change in your dependent’s employer-provided coverage (i.e., annual enrollment).
- A change in you or your dependent’s eligibility for Medicaid, Medicare, and/or CHIP.
- Enrollment in the public Marketplace during the Marketplace annual enrollment period.
- A change in hours to less than full-time status, even though medical benefits are still available to the employee.

Termination of coverage

Your benefits will end the last day of the month in which employment ends. Upon termination of coverage, you and your dependents may be eligible to continue your health coverage through the provisions of COBRA. COBRA rates may be found on the Benefits website.

Employer contribution

Full-time Charter School employees are eligible to receive a non-taxable employer contribution to offset the cost of medical insurance.

Your benefit plan costs

Your employer will contribute up to \$516 per month (not to exceed the cost of your coverage). Your employer may contribute additional flex dollars to help offset the cost of your benefits. Please check with your school for details.

Monthly medical rates after your employer contribution¹

Level of Coverage	Kaiser Permanente DHMO	Aetna DHMO	Kaiser Permanente HDHP I (\$2,500) HSA Eligible	Kaiser Permanente HDHP II (\$4,000) HSA Eligible	Aetna HDHP (\$4,000) HSA Eligible
Employee Only	\$178.06	\$122.94	\$83.51	\$0.00	\$71.50
Employee + Spouse	\$872.11	\$761.86	\$683.03	\$515.64	\$658.99
Employee + Child(ren)	\$802.71	\$697.97	\$623.08	\$464.06	\$600.24
Employee + Family	\$1,357.95	\$1,209.11	\$1,102.57	\$876.76	\$1,070.24
Split-Contract Family¹ <small>(Two charter-school employees)</small>	\$841.95	\$693.11	\$586.57	\$360.76	\$554.24

(1) Refer to page 12 for details.

Monthly dental and vision rates

Level of Coverage	PPO-Only Dental Plan	PPO Plus Dental Plan	Vision Plan
Employee Only	\$31.06	\$40.70	\$8.37
Employee + Spouse	\$62.12	\$81.40	\$16.75
Employee + Child(ren)	\$62.12	\$81.40	\$16.75
Employee + Family	\$93.18	\$122.10	\$25.12

Monthly voluntary employee supplemental life insurance rates

You may purchase 1x salary (to a maximum of \$200,000), 2x salary (to a maximum of \$400,000), or 3x salary (to a maximum of \$600,000).

Age ¹	Employee Rate—Per \$1,000 of coverage
<30	\$0.05
30-34	\$0.06
35-39	\$0.07
40-44	\$0.10
45-49	\$0.15
50-54	\$0.23
55-59	\$0.40
60-64	\$0.61
65-69²	\$1.10
70+²	\$1.69

(1) Your age is determined each June 1. (2) Coverage amount is reduced by 35%.

Monthly voluntary spouse and dependent life insurance rates

Level of Coverage	Spouse Coverage
\$10,000	\$3.00
\$20,000	\$6.00
\$25,000	\$7.50

Level of Coverage	Child(ren) Coverage*
\$2,500	\$0.30
\$5,000	\$0.60
\$10,000	\$1.20

*Covers dependent children under age 26.

Monthly voluntary short-term disability insurance rates

Employee Rate—Per \$100 of monthly earnings
\$0.706



Important update

PERA regulations were updated with the adoption of Colorado SB 18-200. As a result, employees who begin PERA membership as of July 1, 2019, or later will be subject to a different tax treatment that impacts their before-tax deductions due to an amended definition of “PERA-eligible earnings.”

Before-tax versus after-tax deductions

You have the option of having the medical, dental, and vision plan costs deducted before or after taxes are calculated. On the benefit enrollment form in ESS/Access Jeffco, you will see that the benefit plans are listed twice—with before-tax and after-tax options.

By taking your deductions on a before-tax basis, you will not pay federal or state taxes on the amount of your deductions. Whether or not you make PERA contributions on your before-tax deductions, and whether it is an advantage to your future PERA benefit calculation to take your deductions on an after-tax basis in the years leading up to retirement, depends on when your PERA membership begins.

Important note

Contributions to a **health savings account** (HSA) are made on a before-tax basis. You are required to make PERA contributions on the amounts you contribute to an HSA regardless of your PERA membership date.

If your PERA membership began prior to July 1, 2019

Before-tax benefit deductions

- Your medical, dental, and vision benefits are deducted before federal and state taxes or PERA contributions are calculated; you are taxed on the remaining balance (you pay less taxes with this option).
- This reduces the amount of eligible earnings reported to PERA.
- Because PERA calculates retirement benefits based on the average of your three highest years' salary, if you are not close to retirement age, electing before-tax deductions may be your best option.



If your PERA membership began prior to July 1, 2019

After-tax deductions

- Taxes are calculated before benefit costs are deducted (you pay more taxes with this option).
- Your PERA-eligible earnings include your benefit deductions.
- If you are within four years of retiring, this is often your best option since PERA calculates retirement benefits based on the average of your three highest years' salary (with a potential fourth year earnings limit).

If your PERA membership begins July 1, 2019, or later

Before-tax benefit deductions

- Your medical, dental, and vision benefits are deducted before federal and state taxes are calculated; you are taxed on the remaining balance (you pay less taxes with this option). You will make PERA contributions on the amount of your before-tax deductions.
- Your PERA-eligible earnings are not reduced under this method. Therefore, there is no longer any need to adjust the tax status of your deductions as you near retirement age.
- Most people will elect the before-tax option because their PERA reportable earnings will remain the same under either method, but they will pay less federal and state taxes.

After-tax deductions

- Taxes are calculated before benefit costs are deducted (you pay more taxes with this option). You'll pay federal and state taxes and make PERA contributions on the amount of your after-tax deductions.

If your PERA membership begins July 1, 2019, or later

You may take deductions on a before-tax basis, which saves federal and state taxes, but you and your employer will be subject to making PERA contributions on the amount of your before-tax deductions.



Here's how it works

One employee enrolls themselves, their spouse, and their children for medical coverage. They receive double the employer contribution to help offset the cost of medical coverage.

Their spouse will enroll in the split-waive medical plan option, since they will be covered as a dependent under the enrolling spouse's plan.

Electing coverage if you and your spouse are both Jeffco Public Schools employees

If you and your spouse are both full-time employees (District or Charter School) and you wish to enroll in family coverage, a split-contract arrangement may be established upon request. This arrangement allows us to aggregate you, your spouse, and your children and report them as one family unit to the insurance carriers. This special arrangement provides an increased employer contribution toward the family premium, aggregates your premium, and accumulates your costs toward the deductible and out-of-pocket limits.

In order to be covered under this option, you must complete the request to add a split-contract online form in ESS prior to enrolling for coverage. You will be notified once your form has been approved, at which time you can enroll for medical benefits. **In the event of a job or marital status change that would affect your eligibility for a split-contract arrangement, you must notify the Employee Benefits Department immediately. You will be responsible for repaying any amounts overpaid.**

Comparing your medical insurance plan options

Full-time employees have a choice of five medical plan options. Choosing the right medical plan is an important decision. Take the time to learn about your options to ensure you select the right plan for you and your family.

Before you choose a plan, consider this

QUESTION 1

Do you prefer to pay more for insurance out of your paycheck, but less when you need care?

YES! Consider the Aetna DHMO or the Kaiser Permanente DHMO.

These plans have lower deductibles and out-of-pocket maximums than the HDHP options but higher monthly premiums. You are paying in advance for potentially lower costs at the time of service.

QUESTION 2

Do you prefer to pay less out of your paycheck, but more when you need care?

YES! Consider the Aetna HDHP or Kaiser Permanente HDHP options. The lower annual premiums can save you money, but you will pay for the full cost of services until your deductible is met.



Use your premium savings to fund the health savings account (HSA) for known medical expenses, including prescription drugs, upcoming procedures, and physician office visits.

QUESTION 3

Do you or any of your covered family members take any expensive medications on a regular basis?

YES! Consider the Aetna DHMO or the Kaiser Permanente DHMO.

Prescriptions subject to the copay provisions are available without first having to satisfy the deductible.



**TALK
WITH
ALEX**

MEDICAL INSURANCE—DHMO

The DHMO plans provide in-network benefits only (except in the case of a true emergency situation). The coinsurance amounts listed reflect the percentage that you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	Kaiser Permanente DHMO KP Colorado Network	Aetna DHMO Whole Health Network
Plan Year Deductible Individual/Family	\$1,500/\$3,000 <i>Each member has an individual deductible</i>	\$1,000/\$2,000 <i>Each member has an individual deductible</i>
Plan Year Out-of-Pocket Max Individual/Family Includes deductible coinsurance, and copays	\$4,000/\$8,000 <i>Each member has an individual OOP max</i>	\$4,500/\$9,000 <i>Each member has an individual OOP max</i>
Eligible to fund an HSA	No	No
Preventive Care	Plan pays 100%	Plan pays 100%
24/7 Medical Advice by Phone	Plan pays 100%	Plan pays 100%
Primary Care Office Visit Chat Online/Email Phone or Video Visit	\$0 copay Plan pays 100% Plan pays 100%	\$0 copay N/A Plan pays 100%
Specialty Care Office Visit Chat Online/Email Phone or Video Visit	\$75 copay Plan pays 100% Plan pays 100%	\$75 copay N/A Teladoc: Plan pays 100% Aetna Specialist: \$75 copay
Mental Health Outpatient Office Visit Email Phone or Video Visit	\$0 copay Plan pays 100% Plan pays 100%	\$0 copay N/A Plan pays 100%
Urgent Care	\$50 copay	\$35 copay
Emergency Room	20% after ded.	20% after ded.
Inpatient Hospital	20% after ded.	20% after ded.
Outpatient Hospital Ambulatory Surgery Center	20% after ded. \$500 copay	20% after ded. 20% after ded.
Diagnostic Lab and X-Ray ZERO	\$0 copay N/A	20% after ded. Plan pays 100%
Ambulance Services	20% up to \$500	20% after ded.
Retail Pharmacy (30-day supply) Preventive Generic Brand Non-Preferred Brand Specialty/PrudentRx Mail-Order (90-day supply)	<i>See applicable tiers below</i> \$15 copay \$30 copay \$50 copay 20% up to \$250/N/A 2x retail copay	\$0 copay \$10 copay \$35 copay \$60 copay 20% up to \$250/\$0 copay* 2x retail copay
Infertility/Fertility Benefits	Diagnostic, treatment, and Rx	Diagnostic only

***Members not engaged in PrudentRx will have a 30% coinsurance cost share for specialty medications covered by PrudentRx.**

MEDICAL INSURANCE—HDHP

The HDHP plans provide in-network benefits only (except in the case of a true emergency situation). The coinsurance amounts listed reflect the percentage that you pay. Please refer to the official plan documents for additional information on coverage and exclusions.

	Kaiser Permanente HDHP I (\$2,500) <i>HSA Eligible</i>	Kaiser Permanente HDHP II (\$4,000) <i>HSA Eligible</i>	Aetna HDHP (\$4,000) Whole Health Network <i>HSA Eligible</i>
Plan Year Deductible Individual/Family	\$2,500/\$5,000 ¹ <i>Family ded. applies if covering dependents</i>	\$4,000/\$8,000 <i>Each member has an individual deductible</i>	\$4,000/\$8,000 <i>Each member has an individual deductible</i>
Plan Year Out-of-Pocket Max Individual/Family <i>Includes deductible, coinsurance, and copays</i>	\$4,000/\$8,000 ¹ <i>Family OOP max. applies if covering dependents</i>	\$6,450/\$12,900 <i>Each member has an individual OOP max</i>	\$6,450/\$12,900 <i>Each member has an individual OOP max</i>
Eligible to fund an HSA	Yes <i>You cannot fund both an HSA and an FSA</i>	Yes <i>You cannot fund both an HSA and an FSA</i>	Yes <i>You cannot fund both an HSA and an FSA</i>
Preventive Care	Plan pays 100%	Plan pays 100%	Plan pays 100%
24/7 Medical Advice by Phone	Plan pays 100%	Plan pays 100%	Plan pays 100%
Primary Care Office Visit Email Chat Online/Phone/Video Visit	30% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. N/A Plan pays 100% after ded.
Specialty Care Office Visit Email Chat Online/Phone/Video Visit	30% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. N/A Plan pays 100% after ded.
Mental Health Outpatient Office Visit Email Phone or Video Visit	30% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. Plan pays 100% Plan pays 100% after ded.	35% after ded. N/A Plan pays 100% after ded.
Urgent Care	30% after ded.	35% after ded.	35% after ded.
Emergency Room	30% after ded.	35% after ded.	35% after ded.
Inpatient Hospital	30% after ded.	35% after ded.	35% after ded.
Outpatient Hospital Ambulatory Surgery Center	30% after ded. 20% after ded.	35% after ded. 25% after ded.	35% after ded. 35% after ded.
Diagnostic Lab and X-Ray	30% after ded.	35% after ded.	35% after ded.
Ambulance Services	30% after ded.	35% after ded.	35% after ded.
Retail Pharmacy (30-day supply) Preventive Generic Brand Non-Preferred Brand Specialty/PrudentRx Mail-Order (90-day supply)	\$0 copay \$15 copay after ded. \$30 copay after ded. \$50 copay after ded. Covered under applicable copay/N/A 2x retail copay after ded.	\$0 copay \$20 copay after ded. \$40 copay after ded. \$60 copay after ded. Covered under applicable copay/N/A 2x retail copay after ded.	\$0 copay \$20 copay after ded. \$40 copay after ded. \$60 copay after ded. 20% up to \$250 after ded./ \$0 copay ² after ded. 2x retail copay ² after ded.
Infertility/Fertility Benefits	Diagnostic, treatment, and Rx	Diagnostic, treatment, and Rx	Diagnostic only

(1) For the Kaiser Permanente HDHP I (\$2,500), if you cover dependents (e.g., spouse or children), the individual deductible and out-of-pocket max do not apply. You must satisfy the **full family deductible** before the plan begins to pay toward services. (2) **Members not engaged in PrudentRx will have a 30% coinsurance after deductible cost share for specialty medications covered by PrudentRx.**



Questions? Contact Aetna Concierge

Aetna Concierge is your personal assistant for health care, and helps you navigate all of your health care needs.

The Aetna concierge is available via phone, email, text, or webchat.

Call and text:
866-983-0087

Email and webchat:
[aetna.com](https://www.aetna.com)

Aetna network

The Aetna Whole Health network spans the entire Colorado Front Range and covers emergent care when you are away from home. Coverage is also available for out-of-state dependents.

Prescription drugs

A list of covered drugs is available at [aetna.com/formulary](https://www.aetna.com/formulary). Select the 2023 plan year and the Advanced Control Plan formulary. If you're taking a prescription that requires approval, make sure your provider sets up the authorization through the Aetna Pharmacy.

Mobile app

Easily access claim details, view ID cards, search for in-network care, and more through the Aetna mobile app.

Additional benefits

Members have access to the following programs at **NO ADDITIONAL COST**:

- **Behavioral health resources:** Take advantage of the MindCheck, myStrength, and AbleTo programs.
- **Teladoc:** Virtual acute medical visits available at a **\$0 COPAY** (\$0 copay after deductible on the HDHP) plus dermatology, counseling, and behavioral health.
- **24/7 Informed Health Line:** Talk to a nurse any time, day or night.
- **Aetna One Choice:** This clinical program provides personalized one-on-one nurse support for you and your family when you need it the most.
- **Aetna maternity support:** Comprehensive support with prenatal and postpartum care.
- **PrudentRx:** Enroll in the PrudentRx Copay Program to reduce your out-of-pocket costs for covered specialty prescriptions to \$0. If you currently take one or more medications on in the PrudentRx Program Drug List, you will receive a welcome letter and phone call from PrudentRx. You may opt out anytime.



Kaiser Permanente network

- Access the exclusive Kaiser Permanente network, including 12,300 affiliated providers across Colorado.
- Coverage for out-of-state dependents is included under all three plans.
- Urgent and emergency care is covered worldwide at the in-network level.

Medical excellence

- #1 on the 2023 Best Health Insurance Companies list by insure.com.
- Board-certified physicians in over 46 medical specialties.
- No referral required to see most specialists.
- Complex Care Management teams to guide you when you need it most.

Mental health—Expanded access!

- Schedule an in-person appointment with a Kaiser Permanente behavioral specialist, no referral needed in most cases.
- Take advantage of a no-cost annual mental health wellness visit.
- Video counseling sessions with over 5,000 health providers at both Kaiser Permanente and Amwell. Evening and weekend appointments available.
- Free self-care apps such as Ginger, Calm, and myStrength for help with sleep, stress, anxiety, depression, meditation, resilience, and more.

Convenient care options

- 24/7 on-demand virtual care—by video or phone.
- Visit a doctor, fill prescriptions, and get labs or x-rays done—all under one roof.
- Rx home delivery: Use same-day or next-day. A fee and restrictions apply.

Award-winning mobile app

- Receive reminders for screenings, immunizations, and labs.
- Schedule appointments, view your medical records, and order prescriptions.
- Pay bills and chat with a financial counselor to get cost estimates for care.

Need help comparing Kaiser Permanente plans and benefits?

Call the pre-enrollment line to speak with a specialist.
800-324-9208
Monday–Friday
8 a.m. to 7 p.m

NEW! Infertility benefits

All three Kaiser Permanente plans include robust infertility services:

- Up to three completed egg retrievals.
- Coverage for IUI, IVF, GIFT, and ZIFT.
- Infertility drugs at the same cost share as other prescription medications.



SECOND MEDICAL OPINION AND ZERO



Get a free second medical opinion

Visit 2nd.md/ [jeffcoschools](https://jeffcoschools.org) or call 866-841-2575 for more information.

Medical plan members will receive a membership card in the mail from 2nd.MD.

Contact ZERO to save money on everyday procedures.

Visit zero.health or call 855-816-0001 to speak to a Personal Health Assistant.

2nd.MD

The Second medical opinion program is available to all members enrolled in the District's medical plan, **AT NO COST** through **2nd.MD**.

This service allows you to consult with top, specialized medical experts outside your plan's network via video or phone within days. All consults are completely private and confidential.

If you or your family members are facing a new, serious diagnosis, possible surgery, or a change in medication, **2nd.MD's** Care Team is available, at your request, to provide access to an additional specialist to review your situation. The specialist will provide you and your treating physician (with your permission) a written medical review summary.

ZERO

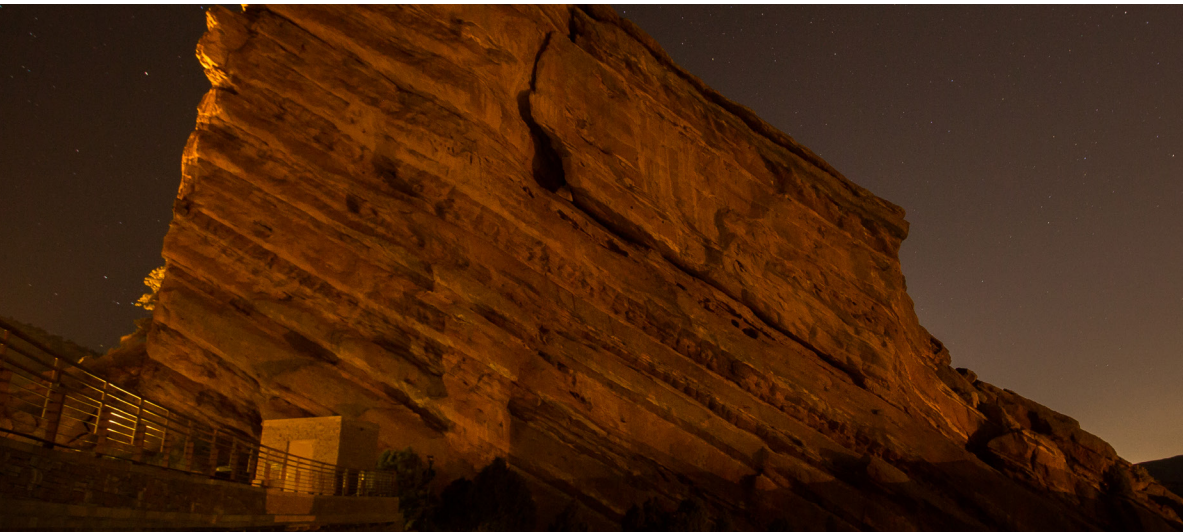
Jeffco Public Schools provides members enrolled in the Aetna DHMO and Aetna HDHP with access to ZERO.

ZERO is a benefit that allows you to pay \$0 for certain procedures and services such as:

- Orthopedic surgery
- Spine surgery
- General surgery
- Labs
- Imaging
- Physical therapy
- Gastrointestinal
- Ear, nose, and throat
- Pain management
- Sleep studies
- Women's health
- And more

A Personal Health Assistant will help you find a healthcare provider that works best for you and will take care of all of the details of your appointment on your behalf. By using ZERO, you get to save all of your hard earned cash and get the care you need for \$0 on the Aetna DHMO and \$0 after deductible on the Aetna HDHP!

Connect with a Personal Health Assistant via chat on the ZERO app, by calling 855-816-0001, or by emailing help@zero.health.



If you enroll in the Aetna HDHP or a Kaiser Permanente HDHP, you may be eligible to fund a health savings account (HSA) through Optum Bank.



**TALK
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An HSA is a savings account that you can use to pay out-of-pocket IRS-eligible health care expenses with pre-tax dollars.

2023 IRS contribution maximums

Contributions to an HSA cannot exceed the annual IRS contribution maximums:

- Employee only: \$3,850
- All other tiers: \$7,750

Individuals age 55+ by December 31 may make an additional \$1,000 annual catch-up contribution to their HSA.

HSA contributions are PERA-includible. You will make PERA contributions on your HSA contributions.

HSA Eligibility

You are eligible to fund an HSA if you are enrolled in the Aetna HDHP or a Kaiser Permanente HDHP and aren't disqualified from participating due to any of the following:

- You are covered by a non-HSA eligible medical plan or you and/or your spouse are enrolled in a healthcare FSA or health reimbursement arrangement.
- You are eligible to be claimed as a dependent on someone else's tax return.
- You are enrolled in Medicare.

Refer to **IRS Publication 969** for additional eligibility details.

**Open
your HSA**

If you enroll in the Aetna HDHP or a Kaiser Permanente HDHP, you can elect to open and fund a health savings account (HSA).



Benefit election examples



Sam contributes \$3,850 to his HSA. He will have contributed the full IRS-allowable amount to his HSA to help cover most of his in-network deductible amount.



Linda and her husband contribute the maximum amount (\$7,750) to their HSA. Their goal is to maximize their savings for anticipated health care expenses during retirement.

Five reasons to fund an HSA

1. Get a discount on health care expenses

When you use an HSA for health care expenses you save money. This is because HSA contributions are tax deductible. For example, when you receive a \$400 bill from your primary care physician and you pay with your HSA, you are saving between \$100 and \$140 dollars based on your tax rate.

2. Keep the money in your HSA, no matter what

When a deposit is made into your HSA it stays there until you need it. The money is yours to keep even if you move to a different medical plan or change employers. Plus, there are no vesting requirements or forfeiture provisions.

3. Prepare for future medical expenses

You determine how much you will contribute to your account and when to use the money to pay for eligible health care expenses—even during retirement. Consider funding your HSA with your retirement in mind. You'll have money to cover your health care expenses so you can use your other retirement savings for day-to-day needs.

4. Use your HSA for anyone in your family

Funds in your HSA can be used for your health care expenses and those of your spouse and IRS-eligible dependents, even if they are not covered by an HDHP.

5. Invest your HSA dollars

You have the ability to invest your HSA savings in a variety of mutual fund offerings. The money that you earn through investing is not taxed when spent on eligible expenses. You can use that money for future medical expenses or save for retirement.

Full- and part-time employees have a choice of two dental plans—the PPO-Only Dental Plan and the PPO Plus Dental Plan. Locate a network provider at deltadentalco.com.

The PPO Plan provides in-network benefits only. All services must be provided by a PPO network dentist.

The Plus Plan provides in- and out-of-network benefits, allowing you the freedom to choose any dentist. The amount you pay varies based on the provider you visit.

- You will pay less out of your pocket when you see a Delta Dental PPO dentist.
- Delta Dental PPO and Premier dentists file claims directly with Delta Dental and accept Delta Dental's reimbursement in full. When you see a Delta Dental dentist, you will only be responsible for your deductible and coinsurance, as well as any charges for non-covered services up to Delta Dental's approved amount.
- If you choose to see an out-of-network dentist, you will be billed the total amount the dentist charges (called balance-billing) and will incur additional out-of-pocket expenses. You will be responsible for filing the claim for reimbursement.

The table below summarizes the key features of the dental plans. The coinsurance amounts listed reflect the amounts the plans pay.



	PPO-Only Dental Plan PPO Network Provider	PPO Plus Dental Plan		
		PPO Network Provider	Premier Network Provider	Out-of-Network Provider
Plan Year Deductible Individual/Family	\$100/\$300	\$50/\$150		
Plan Year Benefit Max	\$1,250	\$1,500		
Preventive Services¹ Sealants, oral exams, cleanings, x-rays, fluoride treatment	100%	100%	100%	80% after ded. ²
Basic Services Fillings, simple extractions, oral surgery, periodontics, endodontics	80% after ded.	90% after ded.	80% after ded.	60% after ded. ²
Major Services Dentures, bridges, crowns, onlays, night splints/occlusal splints, TMJ evaluation/services, implants	50% after ded.	60% after ded.	50% after ded.	30% after ded. ²
Right Start 4 Kids Applicable to dependent children under age 13	Preventive, basic, and major services are covered at 100% with no deductible or coinsurance	Preventive, basic, and major services are covered at 100% with no deductible or coinsurance		Not covered
TMJ Lifetime Max	\$1,000	\$1,500		
Orthodontia Services Limited to dependent children under age 26; no coverage for adults	50%	50%	25%	0%
Orthodontia Lifetime Max	\$1,500	\$2,000		

(1) Preventive care exams, cleanings, and x-rays are not subject to the deductible and do not count toward the annual coverage max.

(2) Subject to balance billing.

Full- and part-time employees are offered a vision plan through EyeMed. Plan members have the freedom to choose any eye care provider, but will maximize their benefits, and pay less out of their pocket, when an EyeMed network provider is used. Additionally, if a non-network provider is used, the plan member will be responsible for submitting a claim to EyeMed for reimbursement. Locate a network provider at eyemedvisioncare.com (choose the ACCESS network).

EyeMed plan members receive the following discounts:

- 40% off additional eyewear purchases.
- 20% off non-prescription sunglasses.
- 20% off remaining balance beyond plan coverage.

EyeMed members also enjoy discounts on hearing services, which may be extended to family members not covered by the vision plan.

The table below summarizes the key features of the vision plan.

	EyeMed Vision Plan	
	In-Network	Out-of-Network
<p>Eye Exam Every 12 months (children to age 19 are eligible for two exams every 12 months)</p>	\$0 copay	Up to \$45 allowance
<p>Lenses Every 12 months in lieu of contact lenses (children to age 19 are eligible for two sets of lenses every 12 months)</p> <p>Single</p> <p>Bifocal (standard)</p> <p>Trifocal (standard)</p> <p>Standard Progressive</p>	<p>Includes polycarbonate lenses for children and adults</p> <p>\$0 copay</p> <p>\$0 copay</p> <p>\$0 copay</p> <p>\$0 copay</p>	<p>Up to \$35 allowance</p> <p>Up to \$50 allowance</p> <p>Up to \$65 allowance</p> <p>Up to \$70 allowance</p>
<p>Frames Every 12 months</p>	\$150 allowance + 20% off balance	Up to \$90 allowance
<p>Contact Lenses Every 12 months in lieu of lenses</p> <p>Elective</p> <p>Medically Necessary</p>	<p>\$150 allowance + 15% off balance</p> <p>Covered in full</p>	<p>Up to \$105 allowance</p> <p>Up to \$210 allowance</p>
<p>Laser Correction</p>	15% off retail or 5% off promo	N/A
<p>Low Vision Benefit Every 24 months</p> <p>Supplemental Testing</p> <p>Low Vision Aids</p>	<p>Plan pays 100%</p> <p>25% up to \$1,000 allowance</p>	<p>Up to \$125 allowance</p> <p>25% up to \$1,000 allowance</p>



Freedom Pass

If you buy your frames from Target Optical, your frames will be provided **AT NO COST**.



Life insurance is an important element of your income protection planning, especially for those who depend on you for financial security.



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Basic life insurance

Your employer provides full- and part-time employees with basic life insurance **AT NO COST**. Eligible employees are automatically enrolled. Your life benefit is equal to 1x eligible annual base salary, with a minimum of \$5,000 and a maximum of \$200,000.¹

In the event of your death, your beneficiary will receive your basic life benefit.

Imputed income

Any basic life insurance amount paid by an employer that provides a benefit greater than \$50,000 is considered imputed income by the IRS. Imputed income is the value the IRS assumes you would pay to purchase a similar policy in the private market—based on your age and the amount of coverage. The IRS considers this value to be income, and thus, if your employer-provided basic life coverage is greater than \$50,000, the imputed income associated with the plan will be added to your pay for tax purposes, and the additional taxes you owe as a result will be withheld from your paycheck.

(1) Benefits will be reduced by 35% for employees age 65+.

Update your beneficiaries

Review your beneficiary designations on all your accounts, including life insurance, banks, brokerage accounts, PERA, and your 401(k), 403(b), and 457 plans.

This is especially important if you recently got married, divorced, or had a baby.

Keeping your beneficiaries up to date ensures that your money goes to the people you want to have it.



Benefit election examples



Anna elects supplemental life insurance of 2x her salary and \$25,000 of life insurance for her spouse. When the baby is born, she plans to add \$10,000 of child life insurance.



Linda and her husband, who also works for Jeffco Public Schools, both elect supplemental life insurance of 3x their salary. Linda also elects \$10,000 of child life insurance.

Voluntary supplemental life insurance



TALK WITH ALEX

You have the option to purchase voluntary supplemental life insurance for yourself, your spouse/civil union partner, and your child(ren) through after-tax payroll deductions.

Detailed rate information is available on page 9. For employee life insurance, the monthly premium cost is based on the coverage level and age as of June 1 (on an annual basis). Monthly spouse and dependent child(ren) rates are a flat amount based on the coverage amount elected.

IMPORTANT: During the annual benefits enrollment period you may buy up one level of life insurance without completing evidence of insurability, including going from no coverage to 1x your eligible annual base salary. As a newly-eligible employee, you may elect voluntary life insurance in any amount listed below.

Employee supplemental life insurance

Employees may purchase supplemental life insurance for themselves in the following amounts:

- 1x your eligible annual base salary—up to \$200,000
- 2x your eligible annual base salary—up to \$400,000
- 3x eligible annual base salary—up to \$600,000

Spouse life insurance

You may purchase spouse life insurance for your eligible spouse/civil union partner in the following amounts: \$10,000, \$20,000, or \$25,000.

IMPORTANT: During the annual benefits enrollment period, you may buy up one level of life insurance without completing evidence of insurability.

Dependent child life insurance

You may purchase life insurance for your eligible dependent child(ren) up to age 26 in the following amounts: \$2,500, \$5,000, or \$10,000.



Voluntary short-term disability insurance

Full-time employees have the option to purchase voluntary short-term disability (STD) insurance. Eligible employees do not need to complete evidence of insurability if coverage is elected when they are first eligible.

- **Benefit:** 60% of salary up to \$2,308 per week (not taxable)
- **Elimination period:** 14 consecutive days
- **Benefit duration:** 166 days following the elimination period.



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ALEX**

PERA disability benefits

Employees with at least five years of PERA participation may be eligible for PERA-provided disability benefits after a 60-day absence from work due to a qualifying illness or injury. You will be required to apply for this benefit.



Best saving practices to consider

The impact of an early start. Your decision to start today could give you quite a bit more income at retirement than starting five years from now.

Contribute what you can afford. Start at a number that feels comfortable to you. You can always change it later. The important thing is to start investing right away and to keep increasing your contribution as your salary increases.

Invest more, pay less in taxes. All three plans offer you the option to contribute on a before-tax or after-tax Roth basis.

PERA defined benefit plan—required for all Jeffco Public Schools employees

All Charter School employees participate in the Public Employees' Retirement Association (PERA) defined benefit plan. As of July 1, 2023, employees are required to contribute 11% of PERA-eligible salary to the plan. Jeffco Public Schools is required to contribute an amount equal to 21.40% of your eligible salary in 2023.

Note: These contribution amounts are correct at the time of publication, but are subject to adjustment based on the financial condition of the PERA plan.

Your PERA retirement benefit is based on your age, PERA service credit at retirement, and highest average salary. Learn more about the PERA defined benefit plan at copera.org.

Voluntary savings plans

Will your PERA benefit be enough for you to live comfortably in retirement? Depending on your lifestyle, you may need additional income so that you can live the retirement life of your dreams. To help you reach your savings goals, employees, without regard to scheduled hours, including variable hour employees such as substitutes, are eligible to enroll in the following voluntary retirement plans: Jeffco Public Schools TSA/403(b) plan, PERA 401(k), and PERA 457(b). You may start, change, or stop your contributions monthly.



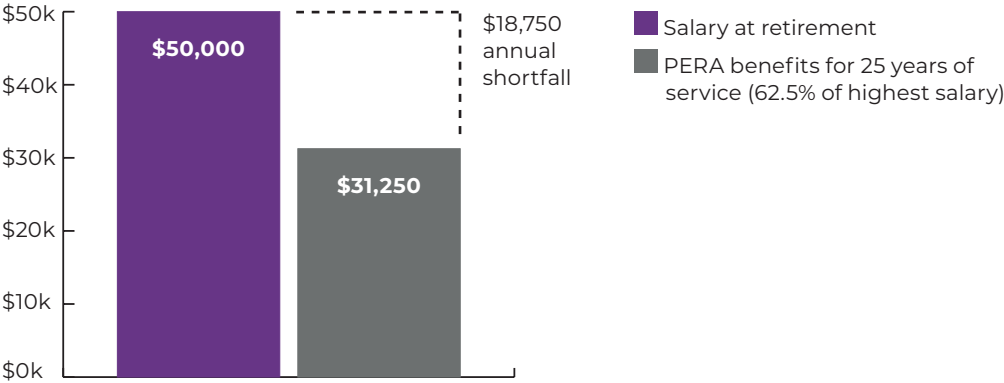
Bridge the financial gap to retirement

No matter where you're at in your career, it's never too early—or too late—to look ahead. But you may need a little extra along the way, because your PERA benefits may only take you so far.

But don't worry. Your Jeffco Public Schools TSA/403(b) Plan is here to help you bridge the financial gap to retirement and start saving for the future you deserve.

Identify your gap

Determine how much you may need to reach your long-term goals and live the lifestyle you want down the road. Even if you enjoy a long and successful career at Jeffco Public Schools, your PERA benefits may not provide as much retirement income as you might think.



Close the gap

Once you make the important decision to enroll in your Jeffco Public Schools TSA/403(b) Plan (which is quick and easy to do online at empowermyretirement.com), you'll be ready to put your best financial foot forward right away. Starting today will give you more time to save and your money more time to grow. And it doesn't take much for all your hard work to pay off.

Save 1% more

A 1% deferral increase for someone making \$30,000 would initially be \$25 per month, and could potentially yield a lot more in monthly retirement income.

Of course, long term, 1% of salary won't be enough, so you will need to increase your contributions over time to reach your retirement goals.

Coinsurance

The percentage a plan member must pay of the allowed amount for covered health services once he or she has met the plan year deductible.

Copay

The flat dollar amount an Aetna DHMO or Kaiser Permanente DHMO member pays for certain services, including office visits and prescription drugs. HDHP members pay a copay for prescription drugs after they meet their plan year deductible.

Non-Embedded Deductible—Kaiser Permanente HDHP I (\$2,500)

For individual coverage, the individual deductible is the amount a member must pay each plan year before the plan starts paying toward covered services. When covering dependents, the individual deductible does not apply. The family deductible must be met, by one individual or by a combination of family members, before the plan begins to pay.

Embedded Deductible—Aetna DHMO, Aetna HDHP, Kaiser Permanente HDHP II (\$4,000), Kaiser Permanente DHMO, and dental plan

For individual coverage, the individual deductible is the amount an individual member must pay each plan year before the plan starts paying toward covered services. When enrolling dependents, the family deductible is the maximum deductible amount the employee and their covered dependents must pay each plan year, individually or as a family, before the plan begins to pay. Each family member also has an individual deductible. If the individual deductible is met before the family deductible, he or she will begin paying coinsurance before the rest of the family.

Explanation of Benefits (EOB)

A statement from the insurance vendor that is sent to a plan member explaining how and why benefit payments were or were not made. A typical EOB includes the following: service date, provider name, description of service(s) performed, doctor's fee/amount allowed by the insurer, and the amount the patient/member is responsible for.

Health Savings Account (HSA)

A tax-advantaged savings account that can be used to pay for qualified health care costs, which is only offered to employees enrolled in the Aetna HDHP or Kaiser Permanente HDHP options. HSA funds can be used to pay for qualified medical expenses during the plan year or in future years (unused funds rollover from one year to the next).

Network Provider

A group of doctors, hospitals, and/or other health care providers that contract with an insurance vendor to provide quality health care services at a discounted rate.

Out-of-Pocket Maximum (OOP Max)

Under the medical plans, the OOP Max is the most a member will pay for covered services during the plan year. When covering dependents under the Kaiser Permanente HDHP I (\$2,500), the individual out-of-pocket limit does not apply.

Preventive Care

Medical, dental, and vision care aimed at keeping a member healthy and detecting and treating any health problems early. In-network preventive care is covered at 100%, is not subject to the deductible, and typically includes routine physical exams, immunizations, and teeth cleanings.

Notice of Special Enrollment Rights

If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to later enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing towards your or your dependents' other coverage). Please note, this enrollment does not include a COBRA subsidy.

Loss of eligibility includes but is not limited to:

- Loss of eligibility for coverage as a result of ceasing to meet the plan's eligibility requirements (i.e., legal separation, divorce, cessation of dependent status, death of an employee, termination of employment).
- Loss of HMO coverage because the person no longer resides or works in the HMO service area and no other coverage option is available through the HMO plan sponsor;
- Elimination of the coverage option a person was enrolled in, and another option is not offered in its place;
- Failing to return from an FMLA leave of absence; and
- Loss of coverage under Medicaid or the Children's Health Insurance Program (CHIP).

Unless the event giving rise to your special enrollment right is a loss of coverage under Medicaid or CHIP, you must request enrollment within **60 days** after your or your dependent's(s') other coverage ends (or after the employer that sponsors that coverage stops contributing toward the coverage). Please note, this enrollment does not include a COBRA subsidy.

If the event giving rise to your special enrollment right is a loss of coverage under Medicaid or the CHIP, you may request enrollment under this plan within **60 days** of the date you or your dependent(s) lose such coverage under Medicaid or CHIP. Similarly, if you or your dependent(s) become eligible for a state-granted premium subsidy towards this plan, you may request enrollment under this plan within **60 days** after the date Medicaid or CHIP determine that you or the dependent(s) qualify for the subsidy.

In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within **60 days** after the marriage, birth, adoption, or placement for adoption.

To request special enrollment or obtain more information, contact:

Employee Benefits Department

Phone: 303-982-6527

Email: Benefits@jeffco.k12.co.us

Continuation Coverage Under COBRA

COBRA continuation coverage can become available to you when you would otherwise lose your group health coverage. It can also become available to other members of your family, who are covered under the Jeffco Public Schools's plan, when they would otherwise lose their group health coverage. For additional information about your rights and obligations under the Jeffco Public Schools's plan and under federal law, refer to the Jeffco Public Schools's "General Notice of Continuation Coverage Rights Under COBRA", available through the Benefits website. You may also contact the Employee Benefits Department to request a copy of this notice.

IMPORTANT NOTICES

HIPAA Privacy and Security Notice

The Health Insurance Portability and Accountability Act of 1996 deals, in part, with ensuring that protected health information which identifies you is kept private. You have the right to inspect and obtain a copy of certain protected health information maintained by the Jeffco Public Schools Welfare Benefit Plans (the “Plan”). Also, if you believe the protected health information the Plan has about you is incorrect or incomplete, you have the right to request that the information be amended. The Plan maintains a Notice of Privacy Practices that provides information to individuals whose protected health information will be used or maintained by the Plan. This Notice of Privacy Practices is available to you. If you would like a copy of the Notice of Privacy Practices, contact the Employee Benefits Department or visit the Benefit website.

Notice About Your Prescription Drug Coverage and Medicare

If you and/or your dependents have Medicare or will become eligible for Medicare in the next 12 months, a Federal law gives you more choices about your prescription drug coverage. This notice is distributed to all employees age 64 and older by October 15. You may also obtain the notice on the Benefits website or by contacting the Employee Benefits Department.

- This notice states that the Jeffco Public Schools Kaiser Permanente HDHP I (\$2,500) prescription drug coverage is considered creditable.
- This notice states that the Jeffco Public Schools Kaiser Permanente HDHP II (\$4,000) prescription drug coverage is considered creditable.
- This notice states that the Jeffco Public Schools Kaiser Permanente deductible HMO plan prescription drug coverage is considered creditable.
- This notice states that the Jeffco Public Schools Aetna deductible HMO plan prescription drug coverage is considered creditable.
- This notice states that the Jeffco Public Schools Aetna HDHP plan provides prescription drug coverage is considered creditable.

To obtain more information, contact the:

Employee Benefits Department

Phone: 303-982-6527

Email: Benefits@jeffco.k12.co.us

Women's Health and Cancer Rights Notice

The Women's Health and Cancer Rights Act of 1998 ("WHCRA") provides certain protections for individuals receiving mastectomy-related benefits. Coverage will be provided in a manner determined in consultation with the attending physician and the patient, for:

- All stages of reconstruction of the breast on which the mastectomy was performed;
- Surgery and reconstruction of the other breast to produce a symmetrical appearance;
- Prostheses; and
- Treatment of physical complications of the mastectomy, including lymphedemas.

The Jeffco Public Schools Employee Health Care Plans provide medical coverage for mastectomies and the related procedures listed above, subject to the same deductibles and coinsurance applicable to other medical and surgical benefits provided under this plan

If you would like more information on WHCRA benefits, please refer to your official plan documents or contact your Plan Administrator at:

Employee Benefits Department

Phone: 303-982-6527

Email: Benefits@jeffco.k12.co.us



Questions? Contact us

If you have any questions regarding your benefits or the material contained in this guide, please contact the Jeffco Public Schools Employee Benefits Department.

Address: 1829 Denver West Drive #27, Golden, CO 80401

Phone: 303-982-6527

Email: Benefits@jeffco.k12.co.us

	Contact Number	Website
Medical Plans— Aetna Kaiser Permanente Kaiser Permanente New Member Connect Team	866-983-0087 303-338-4545 303-338-3361	aetna.com healthy.kaiserpermanente.org
Second Medical Opinion Service— 2nd.MD	866-841-2575	2nd.md/jeffcoschools
ZERO Health	855-816-0001	zero.health
Dental— Delta Dental of Colorado	800-610-0201	deltadentalco.com
Vision— EyeMed	866-723-0513	eyemedvisioncare.com
Health Savings Account— Optum Bank	866-234-8913	optumbank.com
Voluntary Short-Term Disability— The Standard	800-378-2395	standard.com
Jeffco TSA/403(b) Plan— Empower Retirement	800-701-8255	empowermyretirement.com
PERA Retirement Savings Plans— Colorado PERA	800-759-7372	copera.org

This guide contains highlights of the benefits options available to you through Jeffco Public Schools. They are not complete descriptions of the benefits. Jeffco Public Schools may terminate, withdraw, or modify any benefit described in this guide, in whole or in part, at any time. The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this guide and the official plan document(s), the official documents will govern.

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