

LAURENS COUNTY SCHOOL DISTRICT IMPORTANT INFORMATION AND DATES:

LINCOLN FINANCIAL:

To comply with new IRS regulations on 403(b) and 457(b) retirement plans, a committee has worked for the past year to come up with the best plan for us. Lincoln Financial is our new provider as of November 1, 2009. Open enrollment is October 5 – October 9. See **Attachment A**. During this week, Lincoln will be holding information sessions and will have signup sheets for individual retirement planning sessions. A copy of the letter Mr. Hall e-mailed on September 3, 2009 can be seen at **Attachment B**. The last contributions to all other 403(b) and 457(b) retirement plans will be October 31st.

STATE MERIT:

State Merit health insurance open enrollment is October 9 - November 10 at 4:30 pm at www.oe2010.ga.gov. This is a **mandatory web enrollment and MUST be done by everyone**. All health plans have some changes. The member should carefully read the decision guide which will be available October 9, 2009 at www.dch.ga.gov/shbp_plans. Make sure that your providers are in the network for the insurance choice you make.

STATE PERSONNEL ADMINISTRATION (SPA) FLEXIBLE BENEFITS:

The state has made available to local Boards of Education their Flexible Benefit Plan. We are excited to be able to offer these insurance options to you. With the difficult economic times, we wanted to reduce the insurance costs that you pay for the same or better coverage. Effective January 1, 2010, we will be changing from Amerigroup to SPA Flexible Benefits. You can see the new insurance options at http://www.spa.ga.gov/employees/flexible_benefits.asp and click on the 2010 Department Guide.

Benefit fairs will be held on November 12th at WLHS and on November 16th at ELHS from 4:00 pm – 7:00 pm to meet the individual vendors and have your questions answered. No one will be coming to the individual schools to enroll you as in the past. Please make arrangements to attend one of these benefit fairs. Open enrollment is November 10 – December 4 at <http://team.georgia.gov/portal/site/FLEX>. This is a **mandatory web enrollment and MUST be done by everyone**. Web Navigation Help Desk: Atlanta metro: (404)656-3000 or Toll free: 1-800-264-3941 from 8:00 a.m. – 5:00 p.m. (excluding weekends & holiday).

Your current flexible benefit coverage (life, dental, vision, disability, cancer, intensive care, etc) will end on December 31, 2009. The only exception will be Provident for paid-up life insurance policies at retirement which will continue through payroll deductions.

Please note that you may be able to keep some of the coverage you have now and pay them directly. Payroll deductions will only be available for the SPA Flexible Benefits. You will need to contact the company if you would like to continue coverage and have the bill sent to you directly. Attached is a list of vendor contact information. See **Attachment C**.

Sam's Club:

Any Laurens County School District employee that would like to join or renew a Sam's Wholesale Club membership will receive a \$10 gift card. See **Attachment D**. A table will be set up at the Benefit fairs which will be held on November 12th at WLHS and on November 16th at ELHS from 4:00 pm – 7:00 pm.

Furlough Days:

Reminder: Furlough days will be subtracted from your October, November and December payroll check. You can calculate the amount of your furlough day by dividing your **total salary** by your contract days (190, 200, 210, 220, 230, 240).

You will find this information on the payroll analysis that was sent to you earlier this month.