



HR News Special Edition

Benefits Changes for 2019-2020

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Benefits Deduction Changes for 2019-2020

Effective the start of the new healthcare plan year, July 1, 2019, payroll deductions for healthcare coverage will occur for the same month of coverage. For example, healthcare coverage for the month of July will be paid through deductions from the July paycheck. Previously, the deductions for coverage were made one month ahead, ex. July healthcare coverage was paid through a deduction from the June paycheck.

As a result of this change, employees who elected to have benefits for the July 1, 2019, plan year will not have benefits premiums deducted from their June 2019 paycheck.

There will be no changes to when deductions are made for employees who resign/retire, are paid on an accrual basis, and have elected benefits for the remainder of their contract year; deductions for healthcare will continue to be made one month in advance, ex. the June payroll deduction will pay for July healthcare benefit coverage, etc.

Dollars allocated for Flex Spending Accounts (FSAs) and/or Health Savings Accounts (HSAs) for the 2019-20 plan year will continue to be deducted beginning with the June 2019 payrolls.

Should you have questions, please contact the Benefits Department at 303-344-8060.



Benefits Coverage Dates

Coverage for new employees who enroll in APS' benefits plans will begin the month following the official employment start date. For example, benefits coverage will begin September 1 for an employee who begins working for APS at any time during the month of August.

The ending of benefits coverage for year round employees and those who terminate employment prior to their final contract date will occur the same month as their final work day. For example, benefits coverage will end on August 31st for an employee whose final work day occurs anytime during the month of August.

Non - year round employees who complete their contract year and are paid throughout the summer months will continue to be covered under APS' benefits plans through the summer months - generally, August or September.

To view our current benefits plans please visit our website at <https://hr.aurorak12.org/benefits/>





Acupuncture and Chiropractic Care

New for the 2019-20 plan year, APS employees have access to ten (10) acupuncture and ten (10) chiropractic care visits as a component of the Kaiser Permanente healthcare plan. These services are subject to a copay or copay after meeting plan deductibles.

Acupuncture

When clinically appropriate, your acupuncture benefit covers treatment of:

- Neuromusculoskeletal pain due to injury or illness; or
- Allergies, asthma, nausea and/or vomiting

Your treatment may include:

- Acupuncture by manual stimulation
- Electro-acupuncture applied to inserted needles
- Acupressure
- Cupping or moxibustion- covered only in lieu of electrical stimulation

For more information view the [Acupuncture Benefit](#)

Chiropractic

Your chiropractic care benefit covers:

- Evaluation and management
- Lab services and x-rays required for such services
- Manual manipulators

For more information view the [Chiropractic Care Benefit](#)



Kaiser- DispatchHealth



Kaiser has contracted with DispatchHealth to offer urgent healthcare at home for members in the Denver/Boulder and Colorado Springs area. This service is designed to reduce emergency room visits for non-emergencies and ensure that patients receive the care they need in a timely manner so they can then return to primary care quickly and conveniently.

HMO members will pay an urgent care copay; members with deductible plans may incur additional charges as determined by the fee schedule.

Services can be requested directly from the website at [dispatchhealth.com](https://www.dispatchhealth.com), through the mobile app or by calling the following numbers:

- Denver/Boulder– 303-500-1519
- Colorado Springs– 719-270-0805

For more information visit the DispatchHealth website at <https://www.dispatchhealth.com/>

Sun Life

Sun Life has now replaced Cigna as APS' Life Insurance and supplemental insurance provider. Sun Life will continue to offer the same benefits as Cigna plus additional benefits to help plan and maintain your health, well-being and sense of security. Benefits that are being offered through Sun Life include:

- Accidental Injury Insurance - Sun Life's accidental insurance helps manage costs due to accidental injuries.
- Voluntary Life and Accidental Death and Dismemberment - Sun Life gives employees additional financial protection when faced with sudden and catastrophic circumstances.
- Long Term Disability - For disabilities lasting longer than six months, Sun Life offers replacement income and support services for eligible employees.
- Critical Illness Insurance - Sun Life offers a lump-sum cash payment to help cover the costs of a variety of covered conditions
- Emergency Travel and Identity Theft - For eligible participants in Sun Life's Life or Accident insurance. For medical emergencies and identify theft, Sun Life is connected to Assist America professionals who can advise you 24/7

For questions regarding Sun Life or any other benefits offered by Aurora Public Schools please visit our website at <https://hr.aurorak12.org/benefits/> or email our benefits team at benefitshr@aurorak12.org

