



## WELCOME TO YOUR 2024—2025 OPEN ENROLLMENT

### Important Dates to Remember

#### Open Enrollment Period:

May 1, 2024—May 31, 2024

#### Plan Year Dates:

July 1, 2024—June 30, 2025

### What is Open Enrollment?

Open Enrollment is your chance to choose or change your benefits and wage continuation. Review the plan descriptions and options on the website at [www.philasd.org/benefits](http://www.philasd.org/benefits) and pick the benefits that are the right fit for you and your family. There are a variety of plans available to help you meet your health and wellness needs.

At the School District of Philadelphia, we share in the costs of your benefits, taking on the greater portion of the expenses. We do our best to provide quality benefits at reasonable prices.

### What is New?

We will continue to provide our employees access to comprehensive benefits. Please review your Benefits Overview for specific details about your benefit options.

There will be a 3% premium increase as well as the CASA contribution for Keystone medical coverage increasing to 5%. Visit [www.philasd.org/benefits/open-enrollment](http://www.philasd.org/benefits/open-enrollment) for more benefits information.

### What is Staying the Same?

Medical, Prescription, Dental, Vision, and Voluntary Benefit plans will remain the same. We are pleased to continue to offer a substantial benefits package that puts you and your family on a journey towards wellness.

### What Do I Need to Do?

The School District of Philadelphia is having a passive open enrollment again this plan year. We will automatically enroll you in the same benefits unless you select different benefits. This means your current benefit choices will carry over into the new plan year.

You must actively select your benefits if you are making changes. Visit [www.philasd.org/benefits/open-enrollment](http://www.philasd.org/benefits/open-enrollment) for instructions on how to enroll.

### Flexible Spending Account (FSA) Elections for the Upcoming Calendar Year

Please note: Our FSA Open Enrollment is separate from this Open Enrollment period. FSA Open Enrollment takes place from **November 1, 2024—November 30, 2024**.

If you would like to contribute to the FSA, you must make an election within the FSA open enrollment period. Even if you already have an existing account open, you need to make an election each year.

### What Else Do I Need to Know?

The health and wellness of our employees matters to us at the School District of Philadelphia.

We are excited to continue our partnership with Lyra Health to provide coaching and therapy how, when, and where you need it. Lyra gives you and your dependents access to the best care quickly and easily. No more endless searches for therapists, long wait times, or wondering how you will pay for mental health care. Contact Lyra at (877) 353-0097.

Visit [www.philasd.org/benefits](http://www.philasd.org/benefits) to see your Benefits Overview, explore our Health and Wellness resources, access your Open Enrollment forms, and more! Benefits can be reached at 215-400-4630 or [benefits@philasd.org](mailto:benefits@philasd.org)