Calhoun City Schools

Established in 1902

a tradition of excellence

Check out the 2026 Shared Savings

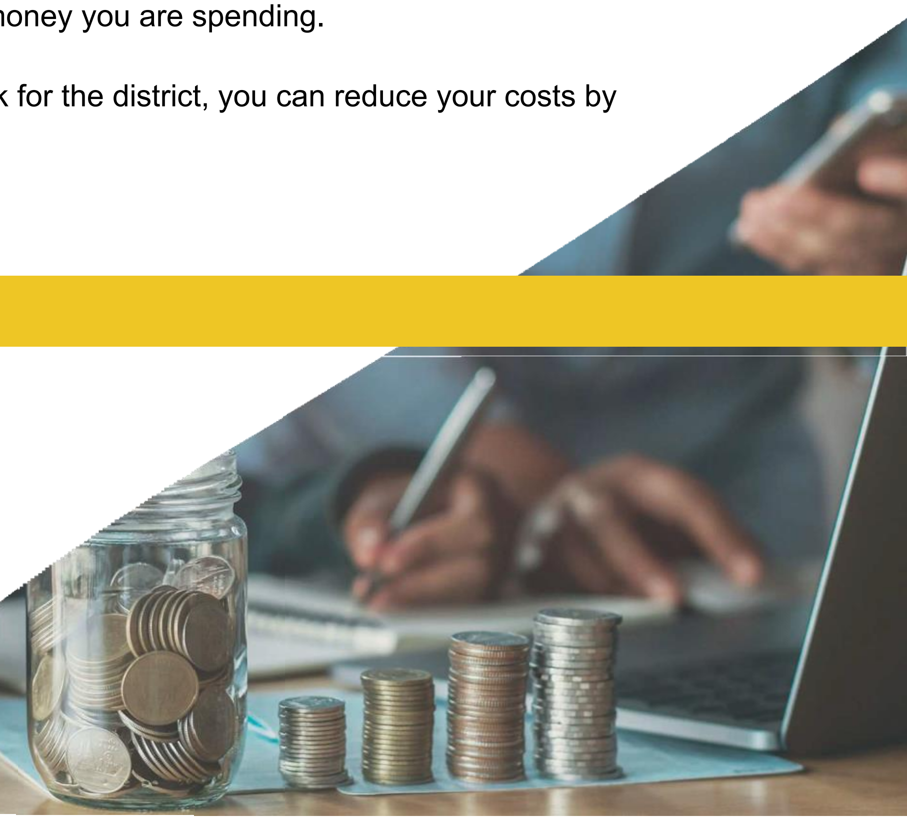
Classified Employees May Be Eligible
to Receive an Extra $4,400 Per Year

Our Shared Savings Program allows you to receive a cash incentive to explore other healthcare options available to you. If you are a Classified Employee currently enrolled in medical coverage through State Health Benefit Plan-and you decline coverage during Annual Enrollment-you may be eligible for the Shared Savings program. Consider your options:

- If you are under age 26, you may be eligible to be covered under your parent's benefit plan.
- If you are age 65 or older, you are eligible for full Medicare. We have Medicare experts available to help you navigate the best option for you.
- If your spouse has coverage available, you may be eligible to enroll in their employer's plan.
- If you are covered both at the district AND under your spouse's plan, you may not be receiving the full benefit for the money you are spending.
- If you and your spouse both work for the district, you can reduce your costs by enrolling under one plan.

Important Note:

This program is not currently available for Certified Employees because the District receives state allocated funding for Certified Employees who elect coverage under the State Health Benefit Plan.



Shared Savings Election Form

Calhoun City Schools

Deadline for all materials: December 5, 2025

Plan Year: January 1, 2026 - December 31, 2026

If you meet the below criteria, you are eligible to receive a cash bonus of $4,400 per year*, paid in two installments. You will receive $2,000 in January 2026 and $2,400 in July 2026

You are eligible for the Shared Savings Program if you:	Enrollment is only allowed during:

• Are a Classified Employee
• Are currently enrolled in the District's medical plan
• Waive medical coverage during annual enrollment
• Enroll in medical coverage under alternative group plan
 	
If you previously enrolled in Shared Savings, you MUST complete re-enrollment for the 2026 plan year to continue in the program and receive your cash bonus.
	• Open Enrollment (October 20 - November 7)
	• A Qualifying Life Event such as:
	  • Loss of coverage under another group plan due to:
	    • the loss of spouse's coverage
	    • divorce
	    • termination
	    • a reduction in hours
	  • Marriage
	  • Birth or adoption of a child

For New Enrollment

____ Enrollment Form. (Please make sure to complete all fields legibly)

____ Proof of Waiver from SHBP

---— Proof of Insurance for everyone in your "tax family" (who you claim as deductions for the current tax year)

For Re-Enrollment (Annual Renewal)

____ Enrollment Form. (Please make sure to complete all fields legibly)

____ Proof of Insurance for everyone in your "tax family" (who you claim as deductions for the current tax year)

ALL items MUST be submitted by 12/05/2025 in order to receive the Shared Savings. Submit *via Email: sharedsavings@aristacg.com or Fax: (678) 904-9399*

By signing below, I am confirming that I was given the opportunity to enroll in the State Health Benefit Plan, I am **voluntarily waiving my enrollment for 2026 and** I **have enrolled in other eligible coverage**

Your Information (to be completed by Employee}	
Name	**Last 4 of SSN**
Email	**Phone**
Signature	**Date**

Employer Verification (to be completed by District Representative}	
Name	**Coverage**
Signature	**Date**

*Under IRS requirements, your cash bonus is considered taxable income.

If you leave the district before the end of the plan year, your last paycheck may be pro-rated for any months in which you were not employed and received an incentive.

If you return to the district in the same plan year, you may not receive further incentives until re-enrolling for the following plan year upon Open Enrollment When enrolling with a QLE the amount received may be prorated.

**See FAQ on the last page of your Enrollment Kit to find requirements and examples of Proof of Waiver and Proof of Insurance.

Plans from the ACA Marketplace and Medical-Sharing (Ministry Plans) do NOT qualify as group plans.

Representatives are available to answer your questions Monday-Friday, 9:00am-4:30pm
sharedsavings@aristacg.com | P: (888) 254-7203 | F: (678) 904-9399

What is Shared Savings?

Why is the District offering a Shared Savings Program?

Our goal is to ensure you have the benefits and protection you need when you need them the most. In today's economy, we are working hard to find ways to manage our healthcare costs without impacting our students, our jobs, or the programs we currently offer. The Shared Savings program is a simple and great way for you to keep more money in your pocket.

Why should I consider waiving my coverage through the District?

If you are a Classified Employee currently enrolled in medical coverage through State Health Benefit Plan-and you decline coverage during Annual Enrollment-you may be eligible for the new Shared Savings Program. This innovative program is designed to keep more money in your pocket and give you more flexibility and choice.

Why is this only available to Classified Employees?

This program is not currently available for Certified Employees because the District receives state allocated funding for Certified Employees who elect coverage under the State Health Benefit Plan, so there are no savings to share.

What happens next year? Do I keep my shared savings?

The District will evaluate the Shared Savings Program each year and determine if it should be continued.

What if I plan to retire this year?

If you plan to retire this year and are currently enrolled in State Health and wish to continue with State Health upon retirement you CANNOT participate. State Health will not allow for you to re-enroll as they do not consider it a qualifying event.

How do I enroll in Shared Savings?

1. Determine your Eligibility

You are Eligible if you:

- Are a Classified employee
- Are currently enrolled in the District's medical plan
- Waive medical coverage during annual enrollment
- Enroll in medical coverage under an alternative group plan

Why is this only available to Classified Employees?

The Shared Savings Program is not currently available for Certified Employees because the District receives state allocated funding for Certified employees who elect coverage under State Health Benefit Plan, so there are no savings to share.

What if I was previously enrolled in Shared Savings?

You MUST complete re-enrollment for the 2026 plan year to continue in the program and receive your cash bonus.

When can I enroll?

Enrollment is only allowed during:

- Open Enrollment (October 20th - November 7th)
- A Qualifying Life Event such as:
- Loss of coverage under another group plan due to divorce, termination, or reduction in hours.
- Marriage
- Birth or adoption of a child.
- Keep in mind, you only have 31 days from the date of the event (like getting married or having a baby) to drop coverage through the District and be eligible for the Shared Savings Program. If you miss this window, you will have to wait until the next Annual Enrollment period to make any changes to your elections. Enrolling with a QLE mid-year will result in a prorated amount received.

2. Enroll in another Group Plan:

How do I get other coverage (i.e. through a spouse)?

It is important that you take the time to explore all of your options. You may have coverage available through other sources. Here are a few options you may want to explore:

- If you are under age 26, you may be eligible to be covered under your parent's benefit plan.
- If you are age 65 or older, you are eligible for full Medicare. We have Medicare experts available to help you navigate the best option for you.
- If your spouse has coverage available, you may be eligible to enroll in their employer's plan.
- If you are covered both at the district AND under your spouse's plan, you may not be receiving the full benefit for the money you are spending.
- If you and your spouse both work for the district, you can reduce your costs by enrolling under one plan.

How do I enroll in Shared Savings?

If my spouse also works for the school, do we qualify for the Shared Savings Program?
Yes, as long as all the other qualifications are met.

What if it is not time for my spouse/parent's open enrollment?
You may be eligible to join the Shared Savings Program at your spouse's open enrollment if there is a qualifying event.

What if I am having difficulty enrolling for my spouse's insurance?
Please call Employee Benefits Assistance at (888) 254-7203, and they can work with you to see if you have other options.

Do I qualify if I have Medicare and coverage through the District?
Yes, as long as you are currently enrolled in medical coverage through State Health Benefit Plan.

3. Waive coverage with State Health:

Complete Open Enrollment and Waive your Medical Insurance
If I waive coverage and then can't get other insurance, can I still get back on school insurance?
No. It is important to carefully consider and evaluate your available options before locking in decisions. If you do not think you can enroll in other coverage for 2026, this program may not be a good fit for you.

4. Complete the Shared Savings Enrollment Process:

After you have enrolled in other coverage and waived your State Health benefits, submit ALL of the following documentation:

- Completed Enrollment Form - be sure to complete all fields and make sure your handwriting is legible
- Proof of Waiver -A copy of your SHBP benefits enrollment confirmation page

Where do I send my documentation?
ALL items MUST be submitted by 12/05/2025.
Submit via email (sharedsavings@aristacg.com) or fax (678) 904-9399

Why am I required to sign a waiver?
The Shared Savings Program is a voluntary program that requires you to complete the Shared Savings Election Form before you are eligible to receive a cash bonus.

What counts as Proof of Waiver?
After waiving your medical benefits at SHBP, you will receive a confirmation of benefits. You can download or print this document to send as proof that you have waived SHBP coverage.

What counts as Proof of Insurance?
There are a few ways you can provide proof of coverage including:

- A copy of your new medical ID card which shows coverage for you and any dependents under the new plan.
- A benefit confirmation statement.
- A copy of a pay stub that shows the level of coverage you have elected, or a payroll deduction amount.
- The name of the new medical insurance provider including the Group and Policy number.
- A grace period is included for proof of insurance recognizing not all are available immediately. Proof of Insurance must be in house before payment is made.

What are the exclusions?

Are al/ Insurance plans eligible as an alternative?
No, you must enroll in a qualified group plan such as an alternative employer plan or Medicare. Coverage from the ACA Healthcare Marketplace is specifically excluded. Some plans such as ministry-based cost-sharing plans do not qualify because they do not provide Minimum Essential Coverage as defined by the IRS.

Will I have to pay taxes on my incentive?
Yes, under IRS requirement your incentive is considered taxable income.

Will I receive the full incentive if I don't work all year?
No, your incentive will be pro-rated if you are not actively working and enrolled in the Shared Savings program for the whole plan year.

Representatives are available to answer your questions Monday-Friday, 9:00am-4:30pm
sharedsavings@aristacg.com
P: (888) 254-7203 | F: (678) 904-9399