

THIS IS WHO WE ARE

PXU

PHOENIX UNION HIGH SCHOOL DISTRICT

EMPLOYEE BENEFITS

AGENDA

- IMPORTANT NEW HIRE DATES
- MEDICAL
- FLEX
- DENTAL
- VISION
- LIFE
- DISABILITY
- ASRS



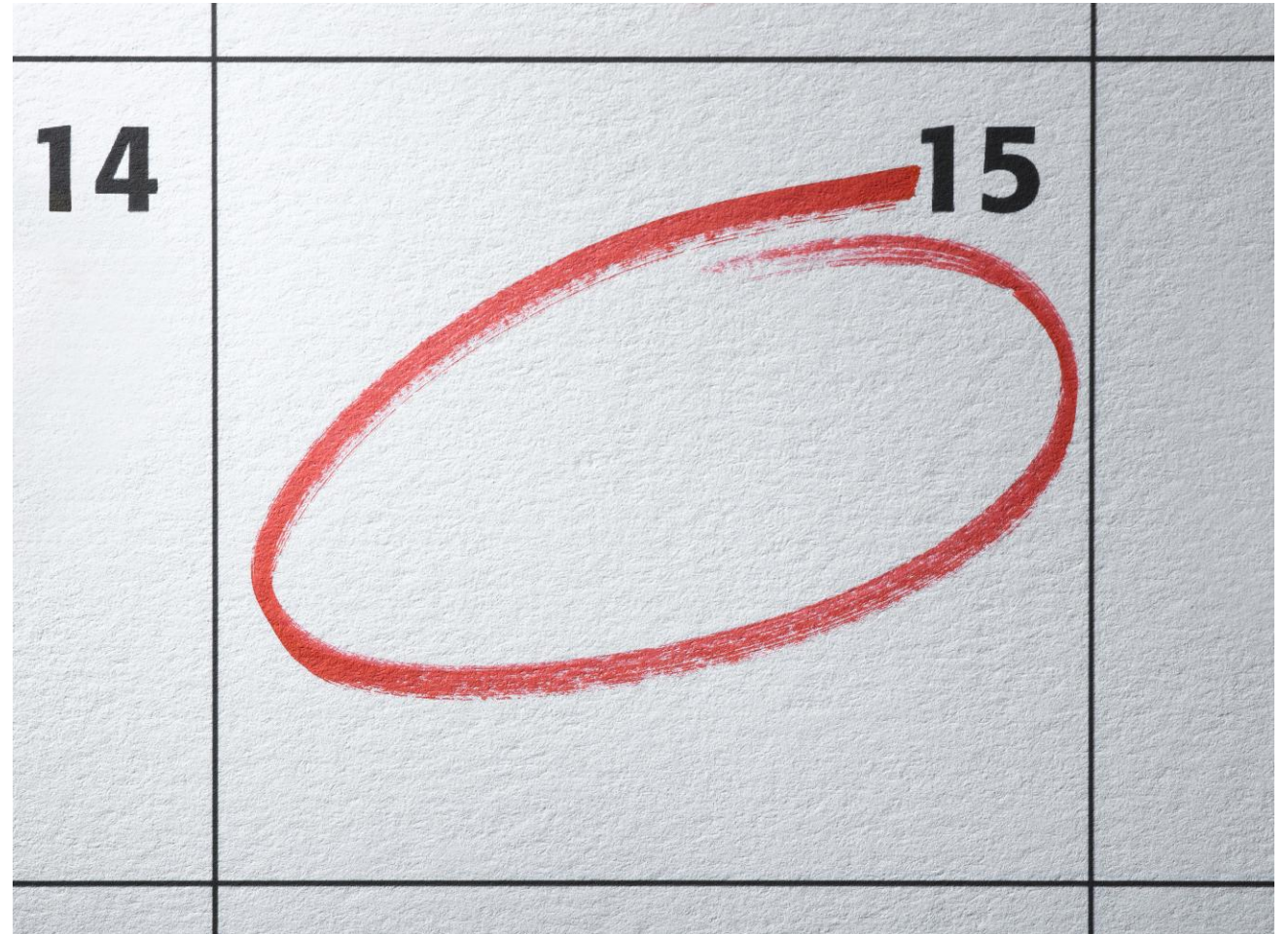
IMPORTANT DATES TO REMEMBER

ENROLLMENT PERIOD:

- 30 DAYS FROM THE START OF YOUR CONTRACT

BENEFITS EFFECTIVE:

- DOH 1ST - 15TH
- DOH 16TH – 31ST



MEDICAL PLANS FOR 2025-2026

ALLIANCE LOW

CHOICE PPO

HIGH-DEDUCTIBLE HEALTH PLAN W/ HSA



**BlueCross
BlueShield**
Arizona

IN-NETWORK ONLY	ALLIANCE <i>NO MONTHLY PREMIUM FOR EMPLOYEE</i>	CHOICE <i>MONTHLY PREMIUM</i>	HDHP W/HSA <i>NO MONTHLY PREMIUM FOR EMPLOYEE</i>
INDIVIDUAL ANNUAL DEDUCTIBLE	\$1000	\$1000	\$3,400
OFFICE VISIT CO-PAYS: PCP/SPECIALIST	\$25/\$35	\$25/\$35	SUBJECT TO DEDUCTIBLE THEN 20%
OOP MAX INDIVIDUAL/FAMILY	\$3000/\$6000	\$3000/\$6000	\$6000/\$12000
EMERGENCY ROOM CO-PAY	\$150	\$150	SUBJECT TO DEDUCTIBLE THEN 20%
URGENT CARE CO-PAY	\$50	\$50	SUBJECT TO DEDUCTIBLE THEN 20%
COINSURANCE (PLAN PAYS 80%)	20%	20%	20%
PRESCRIPTION DRUGS (RETAIL)	\$10/\$40/\$60/\$80	\$10/\$40/\$60/\$80	SUBJECT TO DEDUCTIBLE THEN 20%
NETWORK	LIMITED NETWORK	BROAD NETWORK	LIMITED NETWORK

FLEXIBLE SPENDING ACCOUNTS

MEDICAL REIMBURSEMENT

ACCOUNT (MRA) – A GENERAL-PURPOSE ACCOUNT TO PAY FOR ELIGIBLE HEALTH CARE EXPENSES (MEDICAL, DENTAL, VISION AND/OR HEARING).

\$2,500 ANNUAL MAX

LIMITED CARE REIMBURSEMENT

ACCOUNT (LIMITED) - AN ACCOUNT TO PAY FOR ELIGIBLE DENTAL AND/OR VISION EXPENSES ONLY (NO MEDICAL) FOR USE WITH AN HSA.

\$2,500 ANNUAL MAX

DEPENDENT CARE SPENDING

ACCOUNT (DCA) – AN ACCOUNT TO PAY FOR ELIGIBLE DEPENDENT CARE (DAY CARE) EXPENSES.

\$5,000 ANNUAL MAX

THESE PLANS DO NOT HAVE A CARRYOVER PROVISION, SO UNUSED FUNDS IN YOUR ACCOUNT AT THE END OF THE PLAN YEAR WILL BE FORFEITED, SO ESTIMATE YOUR EXPENSES CAREFULLY.

DENTAL INSURANCE – EMPLOYEE PAID

SOLSTICE – BASIC DHMO

- OPEN ACCESS – NO ASSIGNED PROVIDERS
- BASIC CLEANINGS - \$0 CO-PAY EVERY 6 MONTHS
- X-RAYS - \$0 CO-PAY ONCE/YEAR
- BASIC SERVICES – CO-PAY BASED
- MAJOR SERVICES – DISCOUNTS
- NATIONWIDE NETWORK COVERAGE

SOLSTICE – PREMIER PPO

- PPO –ANY DENTIST. IN-NETWORK LOWER COSTS
- BASIC CLEANINGS – 100% EVERY 6 MONTHS
- X-RAYS – 100% ONCE/YEAR
- BASIC SERVICES – 80%
- MAJOR SERVICES – 50% NO WAITING PERIODS!
- \$50/\$150 YEAR DEDUCTIBLE
- \$1,500/YEAR MAX
- \$1000 ORTHODONTIC COVERAGE (UP TO 19 YEARS OF AGE)

AVESIS VISION INSURANCE — EMPLOYEE PAID

WHAT YOUR VISION PLAN WILL INCLUDE

EYE EXAM COVERAGE

- ANNUAL COMPREHENSIVE EXAM AFTER ANY COPAY

FRAMES

- PLAN ENTITLES YOU TO A PAIR OF FRAMES UP TO YOUR FRAME ALLOWANCE

LENSES

- ALLOWANCE STANDARD SPECTACLE LENSES COVERED IN FULL AFTER MATERIALS COPAY

CONTACT LENSES

- ALLOWANCE WHEN CHOSEN INSTEAD OF FRAMES AND LENSES

LASIK BENEFITS

- ONETIME/LIFETIME INDEMNITY ALLOWANCE



See a Brighter Future

Avēsis completes your healthcare with credentialed and well-respected vision care providers you can trust. No matter where you live or travel throughout the country, you can access and trust our coverage.

Set Your Sights on Convenience

Our national network is built to create communities and systems of care, so everyone has access to quality healthcare and services. Having a balanced mix of independent and retail ophthalmologists, optometrists, and opticians makes it easy to find the right provider for your eye care needs. With more than 80,000 access points, it's no wonder 97 percent of Avēsis members stay in network.

Go the Distance with Us

Visit www.avesis.com and click Provider Search to find a network provider.

Looking for LASIK doctors who participate with us? Visit the [QualSight LASIK® website](http://www.qualsight.com/-avesis) for a list. (www.qualsight.com/-avesis)

Still have questions? Call 855-214-6777.

AMERICA'S BEST
CONTACTS & EYEGLASSES

COSTCO
WHOLESALE

For Eyes
by Greenbaum

Walmart
Vision Center

JCPenney | optical

PEARLE
VISION

Sam's Club
Optical

independent
PROVIDERS

EYEGLASS
WORLD

OPTICAL

Visionworks

LENSCRAFTERS

Avēsis offers access and convenience. Check out some of our major retail providers:

- America's Best Contacts & Eyeglasses™
- Cohen's Fashion Optical®
- Costco® Wholesale
- Eyeglass World®
- Eyemart Express™
- EyeMasters
- For Eyes
- JCPenney Optical
- LensCrafters®
- Midwest Vision Centers
- MyEyeDr.
- Nationwide™ Vision
- Pearle Vision®
- Sam's Club®
- Shopko®
- Sterling Optical®
- SVS Vision Optical Centers
- Target® Optical
- TSO™ Texas State Optical
- Visionworks®
- Walmart®

AS AN AVESIS MEMBER, YOU NOW HAVE EXCLUSIVE ACCESS TO A HEARING HEALTHCARE PROGRAM THROUGH AMPLIFON HEARING HEALTH CARE

LIFE INSURANCE

SYMETRA EMPLOYER PAID

- ✓ BENEFIT AMOUNT = 1 YEARS
SALARY OR \$25,000 WHICHEVER
IS GREATER (*MAXIMUMS DO APPLY*)
- ✓ MUST NAME PRIMARY AND
SECONDARY BENEFICIARIES
- ✓ TERMS UPON EMPLOYMENT
SEPARATION WITH OPTION TO
CONVERT TO PERSONAL POLICY

SUN LIFE EMPLOYEE PAID – VOLUNTARY LIFE

- ✓ NEW HIRES - GUARANTEED ISSUE:
\$150,000 SELF, \$50,000
SPOUSE AND \$10,000 CHILDREN
- ✓ TERMS UPON EMPLOYMENT
SEPARATION WITH OPTION TO
CONVERT TO PERSONAL POLICY

DISABILITY INSURANCE

SYMETRA - EMPLOYEE PAID

- ✓ SHORT-TERM –COVERS DAY 6- DAY 90TH OF WORK MISSED
- ✓ PAID AT WEEKLY BENEFIT ELECTED BY EMPLOYEE

NOTE: 3 MONTH PREEXISTING CLAUSE – MUST FILE CLAIM AND ONLY FOR OWN MEDICAL CONDITIONS.

EMPLOYER PAID

- ✓ MID-TERM - SYMETRA
 - ✓ COVERS MONTH 3 TO 6
- ✓ LONG-TERM - ASRS
 - ✓ COVERS MONTH 6 TO RETIREMENT
- ✓ BOTH MID & LONG-TERM PAID OUT AT 2/3 SALARY

DEDUCTIONS/TAXATION

ALL MEDICAL, DENTAL, VISION AND FLEX DEDUCTIONS ARE AUTOMATICALLY PRE-TAX. IF YOUR DEDUCTIONS ARE PRE-TAX, YOUR INSURANCE CHOICES ARE LOCKED UNTIL THE NEXT OPEN ENROLLMENT.

IF YOU WANT AN AFTER-TAX DEDUCTION, YOU MUST COMPLETE THE FLEX PLAN OPTION FORM.

***** CHANGES ARE ONLY PERMITTED DURING OPEN ENROLLMENT. OCCURS IN MAY EVERY YEAR FOR BENEFITS EFFECTIVE DATE OF JULY 1ST*****

QUALIFYING LIFE EVENTS THAT PERMIT CHANGES DURING THE YEAR:

- DIVORCE
- DEATH
- BIRTH
- MARRIAGE
- GROUP INSURANCE CHANGE

THIS IS WHO WE ARE

PXU

ARIZONA STATE RETIREMENT SYSTEM

MANDATORY FOR ALL F/T, PERMANENT,
NON-RETIRED EMPLOYEES.

REGISTER @ [HTTPS://WWW.AZASRS.GOV/](https://www.azasrs.gov/)

PXU ENROLLMENT CODE = 3KM00036

**NOTE: ASRS RETIREES MUST
COMPLETE THE WORKING AFTER
RETIREMENT TOOL IN LIEU OF
ENROLLMENT.**

CURRENT CONTRIBUTION RATE PER
PAY PERIOD IS 11.98%



Version 5.8.2024

Welcome

Welcome to the Arizona State Retirement System! We are a team amongst our peers with the goal of providing members a lifetime of service. Please explore the following pages to learn more about who you are as a member of the ASRS, and answers to some commonly asked questions.

Additionally, it's important to take a moment and complete your profile if you haven't already. This keeps your account secure, and a record where you can estimate retirement benefits, keep your information up to date, and register for educational webinars.

Note: if you are already an ASRS member but are now working, you still need to complete the registration process again, using your enrollment code.

Registering is quick and easy

Step 1:

Scan the QR code or visit [Secure.Azasrs.gov](https://secure.azasrs.gov/) and click on the "First Time Registering?" link near the bottom of the page.

Step 2:

Follow the registration process using the information below, provided by your employer.

Employer Name:

PHOENIX UNION HIGH SCHOOL DISTRICT

Enrollment

3KM00036

ID.me

ENROLLMENT CODE: 3KM00036

<https://secure.azasrs.gov/web/MemberLogin.do>

To begin the login process, visit the [myASRS homepage](#), select the green **Sign in with ID.me** button, and follow the steps below that best fit your current status.

Note that your login process with ID.me will differ depending upon whether or not you already have an ID.me account, and whether or not you have previously verified your identity with ID.me. A number of Arizona and Federal agencies already utilize ID.me identity verification, including the Internal Revenue Service and the Social Security Administration.

If you already have an ID.me account:

The process you follow to access your secure myASRS account for the first time utilizing ID.me will depend on whether you currently have a **Basic ID.me** account or a **Verified Identity ID.me** account. **Please be careful not to create a new additional ID.me account.**

If you currently have a **Verified Identity ID.me** account:

- Click the "Sign in with ID.me" button on the myASRS login page and log into your ID.me account
- Consent to share your information with the ASRS, after which you will be redirected back to your myASRS account.

If you currently have a **Basic ID.me** account:

- Click the "Sign in with ID.me" button on the myASRS login page and log into your ID.me account
- Complete the identity verification process. This is a one-time process that may take a few minutes.
- Consent to share your information with the ASRS and you will be redirected to your myASRS account.

Creating a New ID.me account:

- Click the "Sign in with ID.me" button on the myASRS login page
- Click on the "Create a wallet" link on the next page
- Follow the prompts to create your ID.me account
- Complete the identity verification process. This is a one-time process that may take a few minutes.

THIS IS WHO WE ARE

PXU

EMPLOYEE ASSISTANCE PROGRAM

JORGENSEN brooks
group
Employee Assistance Programs



What counseling problems are covered by the EAP?

Confidential assessment and brief counseling for:

✓ Anxiety	✓ Depression
✓ Stress	✓ Substance Abuse
✓ Marital / Relationship	✓ Workplace Issues
✓ Parenting / Child Conflicts	✓ Gambling Other
✓ Grief and Loss	✓ Emotional Concerns

How do I contact the EAP?

Confidential Free Help
24 Hours / 365 Days / Live
888-520-5400

Help with personal, family and work related problems

How many counseling sessions are available?

Each covered person can have up to **six [6]** free sessions the contract limit per problem, per year. Marital / Relationship and Family / Child counseling is authorized for the group; sessions for individuals may be authorized upon clinical review. Adult children living in the household can receive services up to age 26. Local, in-person appointments can be made Monday through Friday, 8:00am through 4:30pm. Virtual and telephone appointments are offered.

NOTE: Immediate help for personal crisis is available at any time.

What if I need services beyond the EAP?

We will first refer you to network providers in your medical plan. Alternately, we can recommend self-help groups, community behavioral health services, or other available resources.

PHOENIX
PXU
UNION

Can the EAP help with other problems?

Yes. Professional consultants and website resources help you solve non-clinical problems for which you may not have other assistance. Without the support of these services, life's pressures can become overwhelming.



Examples of key [not all] non-clinical assistance are:



Legal

Will preparation, landlord disputes, separation & divorce, even basic criminal events. Includes 30-minute free consultations, in-person or by telephone, with a local attorney, and a 25% discount on network attorney fees. Employee disputes with employers are not covered.



Financial

Budgeting, managing credit card debt, ID Theft Recovery. Financial planning is a regulated service and not included.



ID theft recovery

Assistance with prompt notification of creditors and other financial providers; guidance on managing a return to control of your identity.



Child and Elder care

Locating appropriate, nearby providers for infants, children, and seniors.

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Employee Assistance Programs

Toll Free: 1-888-520-5400

FREE & CONFIDENTIAL ASSISTANCE

- Home page:
- Under "Our Services" click "JBG Personal Care" scroll down and click "Click here to access"
- Type Company Login "PUHSD" to be redirected to the website

www.jorgensenbrooks.com
Download Mobile App
[available on App Store and Google Play, search "EAP Assist" and download the app with our JBG logo]



Education

Resources for all types - primary and private, non-profit and profit, trade and higher education.



Housing

Resources - temporary and permanent, self-pay or subsidized.



Savings Center

Discounts on thousands of personal, home and business goods without a membership fee.



Medical advice

Website information provided through the Mayo Clinic

WELCOME!

CONTACT INFO:

RAUL PADILLA – EMPLOYEE
BENEFITS COORDINATOR

DESK: 602-764-1548

EMAILS

RPADILLA@PHOENIXUNION.ORG

BENEFITS@PHOENIXUNION.ORG

PXU EMPLOYEE BENEFITS AND STAFF SUPPORT

PXU provides its employees with the resources and support to ensure a satisfying and successful career plus the tools to prepare for a prosperous retirement. Please explore the links below for information about our benefits and services as well as other vital information regarding your employment with PXU.

If you have any questions, please contact:

Cyndy Nelke, Employee Benefits Coordinator, @ 602-764-1538 [email Cyndy Nelke](#)

Raul Padilla (*hablo español*) Employee Benefits Coordinator, @ 602-764-1548 [email Raul Padilla](#)

2026 Open Enrollment	New Hire Info	Insurance Options
Leaving PXU	Retirement Planning	Leave of Absence
Job Injury	Wellness	EAP
Mandatory Notices	Other Benefits	