

HCS Benefits

Plan Year 2021

New Employee Enrollment 2021

**30 DAYS AFTER FIRST DAY
OF WORK**

**State Health
Benefits Plan**
(Medical)

**Georgia
Breeze**
(Dental, Vision...)

**Lincoln
Financial**
(Employer Paid)

State Health Benefits Plan (medical/prescriptions)

Enrollment Website: myshbpga.adp.com

State Health Benefits Plan is the state agency which manages medical and prescription benefits. Contact HR to find out your benefit start date. Benefits with SHBP are completely voluntary.

Providers:

- **Anthem** (formerly Blue and Cross Blue Shield of GA)
 - HMO and HRA (Gold/Silver/Bronze) Plans
- **United Healthcare**
 - HMO and High Deductible Plans
- **Kaiser Permanente**
 - HMO Only

*****If you are transferring from another GA Public school district or GA Charter School with SHBP benefits your benefits will transfer to HCS seamlessly.***

Notes:

- Always print your “Confirmation Page”
- You will need to change your password before you can login.
 - Use the “Forget Password”
- If have never logged into the SHBP enrollment website Click “Register Here”
 - **Registration Code SHBP-GA**

*If you do not log in and complete the new employee enrollment process, you will not be automatically enrolled in SHBP benefits.

Open Enrollment Documents

Active Members

[SHBP - Active Members Resource](#)

[SHBP - Active Member Decision Guide 2021](#) (includes phone numbers for all benefits providers)

[SHBP - Active Member Rates - 2021](#)

Retired Member

[SHBP - Retired Members \(Planning To Retire?\)](#)

[SHBP - Retired Member Decision Guide 2021 \(RETIREEES ONLY\)](#)

[SHBP - 2021 Retiree Member Rates](#)

ALWAYS PRINT YOUR CONFIRMATION PAGE

Must Contain a CONFIRMATION NUMBER

Georgia Breeze (flexible benefits: dental, vision, Aflac...)

Enrollment Website: GaBreeze.ga.gov

Georgia Breeze through the State Personnel Administration is the state agency which manages flexible benefits for state workers including multiple school districts. Contact HR to find out your benefit start date.

Benefits Offered Through GA Breeze:

- Dental
- Vision
- Aflac (Critical Illness/Accidents)
- Long Term Care
- Prepaid Legal
- Health Savings Account*
- Dependent Savings Account*
- *Life Insurance (You, Spouse, & Children) *
- *ADD*
- *Short and Long Term Disability*

*with the exceptions of the savings accounts, if you do not complete the open enrollment process, the benefits you have in 2020 will automatically carry over to the 2021 plan year.

Notes:

- Always print your confirmation page after submitting your enrollment.
- You can use the “Forgot Password” option.
- *HCS already provides full time employees with \$50K Life, \$50K ADD, Short and Long Term Disability policies absolutely free through Lincoln Financial.
 - You can choose to have double coverage and elect in these benefits through GA Breeze at your cost.
- *If you had a Health Care or Dependent Care saving account in 2020, **YOU MUST Log In and RE-ENROLL into the saving accounts for 2021.**
- **If you are transferring from another school district with GA Breeze flexible benefits, your benefits will transfer to HCS.*

Open Enrollment Documents

Active Member Enrollment Documents (links)

- [GA Breeze - Active Member You Decide Guide - 2021](#)
- [GA Breeze - Benefit Rates and Rate Calculation - 2021](#)
- [GA Breeze - What's Knew! - 2021](#)
- [GA Breeze - Enrollment FAQs 2021](#)
- [GA Breeze - Benefits At-A-Glance \(with contact numbers\)](#)
- [GA Breeze - Get To Know The Vendors](#)

Retired Members (or retiring soon) – Click on the “You Decide Guide” above and look at pages 16-18.

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Lincoln Financial (free to all fulltime employees)

No Enrollment Necessary: enrollment is automatic when employees are hired.

Hapeville Charter Schools provides all full time employees a set of benefits at no cost to the employee. The benefits are through Lincoln Financial. If an employee needs to access the benefits they need to email HR@hapevillecharter.org.

Benefits Provided Through Lincoln Financial:

- **Employee Assistance Program**
- **\$50,000 Life Insurance (employee only)**
- **\$50,000 ADD (employee only)**
- **Short Term Disability***
 - **60% of weekly salary up to \$500**
 - **Up to 12 weeks**
 - **7 day waiting period**
- **Long Term Disability***
 - **60% of weekly salary up to \$500**
 - **After 12 weeks**
 - **7 day waiting period after 12 weeks of short term disability is over.**

*Disability is based on a doctor's recommendation.

Notes:

- To start a Short or Long Term disability claims, all employee must first complete the "HCS Extended Leave Request form (link below).
- HR will reach out to next of kin to start a Life Insurance or ADD Insurance claim.

Links

- [Employee Assistance Program Flyer \(Lincoln Financial\)](#)
- [HCS - Extended Leave, FMLA, and Disability Form](#)