

2026 Annual Open Enrollment



What's Changing

October 20 – November 7

State Health Benefit Plan Updates



- The medical plan premiums will have an increase of approximately 10%.
- To help medical plan members save more by using Tier 1/Generic prescriptions, the Tier 1 copays will be reduced and the copays for Tiers 2 and 3 will have a slight increase for the HMO and HRA plans.

Voluntary Plan Updates for 2026

- The Identity Theft benefit has plan enhancements, with no change in the monthly employee cost.
- The Dependent Care Flexible Spending Account (FSA) 2026 maximum contribution will be \$7,500. As a reminder, this account is primarily used for child day care expenses.

Need In-Person Assistance?

On-site representatives will be available at each school during open enrollment to assist.

Visit www.wcsbenefits.com for the complete schedule of locations and times.



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SHBP

Enrollment is **strongly encouraged**. If you take no action, your existing medical plan election will carry forward to 2026.

Voluntary Benefits

Enrollment is **strongly encouraged**. However, if you take no action, your existing benefits will continue to 2026. This is a great time to review life insurance beneficiaries, even if you are making no changes.

Exception: FSA Plan
Annual election is required for FSA

Complete Open Enrollment information is located at www.wcsbenefits.com.

Questions?

Contact the Benefits Service Center at **(855) 481-1489**.

Mon – Thurs: 8am to 6pm and Fri: 8am to 5pm



**benefits
service center**