OPEN ENROLLMENT
Navigating the shift to SISC

Question & Answer
with SDTA President Edith Salvatore

FAQ

Do I have to do Open Enrollment?

YES. The entire District is moving from CalPERS to SISC and you must enroll with SISC for benefits during this fall’s Open Enrollment period.

Do I have to meet with American Fidelity to complete my Open Enrollment?

YES. An email went out from “SUDS Human Resources” on September 16 with a lot of information, and more will be coming out. The 9/16 email included a link to the American Fidelity scheduler. You can use that link to sign up for appointments. We are hopeful that virtual appointments will be available soon.

How much do health benefits cost?

That same 9/16 email from Human Resources included documents describing the various plans offered and the costs for each plan. Your District provides that the Plan pays for the full premium for a single, two-party, or family coverage up to the cost of the most expensive HMO option offered for all full-time Siscatagion bargain unit. The only plan that will require an out-of-pocket payment for full-time employees is the Anthem PPO ($6/$10/$14 per month).

Do I have to do Open Enrollment?

Unlike with CalPERS, SISC offers three significant benefits as a result of your participation in Open Enrollment:

1. You will be able to complete your Open Enrollment paperwork in person at the American Fidelity Representatives (AF) office.
2. You will be able to complete the application form and provide documents to continue taking the cash back option moving forward.
3. Once the Open Enrollment period is over, the District Benefits department, with support from American Fidelity, will move the electronic files of your documents to SISC’s database, where it will stay until that person is no longer covered as your dependent. American Fidelity will not maintain a copy of your records.

What happens to my documents once my enrollment is complete?

American Fidelity will not take your documents – if you bring originals OR copies of the documents (first page of tax filing/marriage certificate, birth certificate for spouse/domestic partner/child/dependent) to the AF rep, they will scan the document. If you have electronic copies of the documents, you will be given a link to upload that document directly to the American Fidelity system.

What if I decline benefits and take “cash back”?

If you are a part-time employee, the District covers the same percentage of your premium. If you are an SDTA bargaining unit employee, American Fidelity offers, you will be given a link that will allow you to upload that document directly to the American Fidelity system.

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