

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

- **Dental:** The Standard and Premium dental plans have an enhancement with no changes in employee costs. Preventive and diagnostic services will **not** count towards your annual maximum benefit. This gives you a higher overall benefit amount, allowing the plan to pay more towards your care. New dental ID cards will be provided for 2026.
- **Dependent Care FSA:** For 2026, the Dependent Care Flexible Spending Account (FSA), primarily used for child day care expenses, will have an annual contribution limit of \$7,500 (an increase from \$5,000).
- **Healthcare FSA:** The annual maximum will be \$3,400 for 2026.
- **There are no other voluntary benefits updates for 2026.**

Need In-Person Help with Your Enrollment?

Attend an enrollment session for assistance with questions and enrollment.

Monday, October 20

- Board of Education, PLC Annex Classroom: (Maintenance, Nutrition, Transportation, Thomas County Academy, Pathways, and Renaissance Center): 7:30am – 4:30pm
- Cross Creek Elementary School, Media Center: 7:30am – 4:30pm

Thursday, October 23

- Hand in Hand, Media Center: 7:30am – 4:30pm
- Garrison Pilcher Elementary School, Conference Room: 7:30am – 4:30pm

Friday, October 31

- Thomas County Middle School, Media Center Conference Room: 7:30am – 4:30pm
- Thomas County Central High School, Prep Academy Conference Room: 7:30am – 4:30pm

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Monday, October 20
through Friday, November 7

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, a voluntary 2026 benefits enrollment election is **not required**. If you take no action, your existing benefits will be continued to 2026.

Exception: FSA Plan
Annual election is required for FSA



**benefits
service center**

Questions?

Contact the Benefits
Service Center at
(866) 606-6865.

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

Complete Open Enrollment information
is located at www.tcjacketsbenefits.net.