

Mark your calendars for Open Enrollment



October 5 -19, 2026

Benefit elections will be effective January 1, 2027.



For instructions on how to access Employee Center as well as other important Open Enrollment information visit: www.neisd.net/openenrollment

Computer labs will be available on the following dates:

Oct 8 2-7 PM	CLC Room 113	8750 Tesoro Dr.
Oct 13 2-7 PM	CLC Room 113	8750 Tesoro Dr.
Oct 15 2-7 PM	CLC Room 113	8750 Tesoro Dr.



Important Updates and Key Changes for 2027

- No changes to Health and Vision premiums - Dental premiums slightly decreasing.
- **Blue Choice Low PPO will end December 31, 2026 and replaced with Blue Essentials HMO beginning January 01, 2027.**
- Various changes to Deductibles and Out-of-Pocket maximums across all plans - [click here](#) for Plan Comparisons.
- GLP-1 injectables will no longer be approved for Weight Loss across all plans - (GLP-1's continue to be covered for other clinical diagnosis across all plans).
- HSA IRS allowable annual contribution limits will increase to \$4,500 for Individual and \$9,000 for Family.
- Well on Target has been re-branded and is now Go Wellbeing. - Stay active by using Life Speak (formally Wellbeats)

About Blue Essentials HMO

As part of our commitment to providing competitive benefit options, **our current Low PPO plan is transitioning to an HMO plan for the upcoming 2027 plan year.**

We know the term “HMO” sometimes carries an outdated reputation - leading to misconceptions about long wait times, rigid restrictions, and having to get a referral for absolutely everything - but you may find that this HMO may be best overall plan option for you and your Family.

Click the link below for FAQs and information regarding the new **NEISD Blue Essentials HMO** plan option

[BCBS - BLUE ESSENTIALS HMO](#)

PRIMARY CARE PHYSICIAN ELECTION WINDOW - IMPORTANT

IF you elect the Blue Essentials HMO Plan - beginning November 17, 2026 and thru January 17, 2027 you must choose a PCP by calling BCBS at 1-877-299-2377 or one will be assigned to you and any plan dependents. If you are not satisfied with your Primary Care Physician, you can change your PCP through Blue Access for Members account or by calling BCBS customer service.

Check What Providers are in the Blue Essentials HMO Network

For help selecting a Primary Care Physician (PCP) or
to see if your current provider is in the HMO Network:

**Contact BCBSTX Customer Services for assistance at 1-877-299-2377 or visit
Blue Essentials HMO Provider Network, type in your providers name to see if they are
part of Blue Essentials HMO**



Other Important Notes for Open Enrollment:

Annual tobacco declaration

All employees who are currently enrolled in or plan to enroll in a health plan through NEISD are required to complete a tobacco declaration during Open Enrollment; this applies whether you are a tobacco user or a non-tobacco user. Beginning in January 2027, an automatic surcharge of \$30 per month will be applied to all employees who certify they are tobacco users or who fail to complete their declaration during Open Enrollment. The tobacco surcharge applies only to the employee, not to the employee's dependents.

FSA - Flexible Spending Accounts (Health & Dependent Care)

You must re-enroll each year. Your 2026 FSA election will not roll over into 2027. If you fail to make your Open Enrollment elections, you will not have this benefit in 2027.

Disability is purchased as an "annual" disability benefit amount. The eligible minimum and maximum election amounts are located and will appear on the Disability enrollment screen sections during Open Enrollment.

Catastrophic Sick Leave Bank (CSLB) – current members will be prompted to "keep the same plan" in the Employee Center. You will not be required to donate another three (3) local sick days. You will only be required to re-donate if you were awarded CSLB days in the 2025-2026 school year.

The Standard Cancer Plan will be guaranteed issue (no medical questions required) during the 2026 Open Enrollment, effective for the 2027 plan year.

Current CP10 Cancer Plan members – Do not enroll in more than one Cancer plan. If you wish to keep the same CP10 Cancer plan, please make sure you waive The Standard Group Cancer plan.

Group Term Life - Premiums for employee and spouse life insurance will remain the same for 2027. For details regarding enrolling in Group Term Life for you and your dependents please [click here](#).

Whole Life Insurance - To participate in Whole Life Insurance coverage, you must complete a paper application, which you may obtain by contacting the Office of Employee Benefits at (210) 407-0187 or email eb@neisd.net

Open Enrollment and Benefit Elections will only be accessible through Employee Center - Be sure your NEISD login and password credentials are active - contact NEISD help desk for any needed assistance

REMINDER: Email and/or Print Confirmation of your completed open enrollment - once the Open Enrollment ends, no changes can be made to your insurance coverage (without a qualifying event)



**Get Your 2027 NEISD
Employee Benefit Guide:**

CLICK HERE 

Full details at www.neisd.net/Benefits

Thank you and be well,

North East ISD Employee Benefits Team

Contact Benefits Office at 210-407-0187 or email eb@neisd.net



Benefits Enrollment Checklist



Up-to-date information on
Lawson ESS Profile



Social Security Numbers of
Dependents



Supporting Docs for Dependents



Information for Beneficiaries



Completed Tobacco Declaration