

# SOCORRO ISD 2026 HEALTH BENEFITS

The Socorro Independent School District is dedicated to offering excellent health benefits to employees to support their overall health and well-being. Due to increasing healthcare and pharmacy expenses and the unsuccessful passage of Prop A, changes to current health insurance options are necessary. To continue providing high-quality comprehensive care while responsibly managing our resources, the following important changes will take effect for the Socorro ISD health plan benefits for the 2026 calendar plan year:

- The Premium healthcare option will be discontinued to provide better and more affordable coverage for all employees.
- Monthly premiums for the Co-Pay Plan (formerly the Base Plan) and the Consumer Driven Plan (formerly the Consumer Driven Health Plan) will increase to ensure continued access to quality care, despite rising healthcare costs.
- SISD will contribute \$655 monthly to the CDP Plan, which will be deducted from the employee's monthly premium. This is a \$100 increase from the district's contribution in 2025.
- SISD will deposit \$1,200 – a \$400 increase from 2025 – into employees' HSAs under the CDP, which can be used for qualified medical expenses such as doctor visits and to help meet the deductible.

## WHAT ARE SISD'S HEALTH PLAN OPTIONS?

Choose from two main types of plans through Aetna: **the Consumer Driven Plan (CDP) with Health Savings Account and the Co-Pay plan.**

### CONSUMER DRIVEN PLAN (CDP) WITH HEALTH SAVINGS ACCOUNT (HSA)

Plan has a higher deductible but a lower monthly healthcare premium. It includes an HSA to help manage healthcare costs.



### CO-PAY PLAN

Employees with regular medical needs can benefit from the Co-Pay plan. Participants will pay lower out-of-pocket expenses until they reach their annual deductible.

CONSUMER DRIVEN PLAN WITH HSA		
Level of Coverage	District Monthly Contribution	Employee Monthly Cost
Employee Only	\$644.31	\$0.00
Employee & Spouse	\$655.00	\$404.92
Employee & Child(ren)	\$655.00	\$260.38
Employee & Family	\$655.00	\$838.52

CO-PAY PLAN		
Level of Coverage	District Monthly Contribution	Employee Monthly Cost
Employee Only	\$555.00	\$282.02
Employee & Spouse	\$555.00	\$928.65
Employee & Child(ren)	\$555.00	\$726.53
Employee & Family	\$555.00	\$1,535.92



## HOW TO ENROLL

During open enrollment, from November 10th through December 10, you can enroll on-site with a Benefits Advisor, online, or through the First Financial Enrollment Assistance Center (EAC) at 1-855 765-4473 option #5. The EAC will be open Monday through Friday from 8 a.m. to 7 p.m., and on

Saturday, Nov. 15, and Saturday, Nov. 25, from 10 a.m. to 3 p.m. (not available on holidays - Nov. 11, 27 and 28)

To complete the enrollment online visit <http://ffbenefits.ffga.com/socorroisd/how-to-enroll>.



For more information about the 2026 Employee Health Benefits Plan, scan the QR code or visit: [www.sisd.net/2026healthbenefits](http://www.sisd.net/2026healthbenefits)



### Need Help?

#### Call the Hotline

First Financial Enrollment Assistance Center (EAC) at 1-855 765-4473 (option #5).



#### Contact SISD Human Resources

If you have questions, send an email to the SISD HR Benefits team at [benefits@sisd.net](mailto:benefits@sisd.net)