Seguin ISD

2026-2027 Benefits Summary Sheet

Welcome!

We're glad you're here. This snapshot gives you a quick look at the benefits available to you as part of our team. From health coverage to financial wellness and everything in between, we're committed to supporting you every step of the way.

TRS Active-Care Primary

Tier	Total Cost	Employer Contribution	Employee Cost
Employee	$499.00	$417.00	$82.00
Employee & Spouse	$1,348.00	$417.00	$931.00
Employee & Children	$849.00	$417.00	$432.00
Employee & Family	$1,697.00	$417.00	$1,280.00

TRS Active-Care Primary+

Tier	Total Cost	Employer Contribution	Employee Cost
Employee	$586.00	$417.00	$169.00
Employee & Spouse	$1,524.00	$417.00	$1,107.00
Employee & Children	$997.00	$417.00	$580.00
Employee & Family	$1,934.00	$417.00	$1,517.00

TRS Active-Care HD

Tier	Total Cost	Employer Contribution	Employee Cost
Employee	$515.00	$417.00	$98.00
Employee & Spouse	$1,391.00	$417.00	$974.00
Employee & Children	$876.00	$417.00	$459.00
Employee & Family	$1,751.00	$417.00	$1,334.00

www.mybenefitshub.com/SeguinISD

Enrollment Dates:

Jul 13th-Aug 13th

Onsite (Central Office):

Jul 13th, 14th & 15th

Aug 4th, 5th, & 6th

**8AM-4PM*

***BCBS will be onsite July 14th 9AM-2PM*

Login:

To access your enrollment site, THEbenefitsHUB, go to www.mybenefitshub.com/SeguinISD. *Enter your Last Name, Date of Birth and Last Four (4) of your Social Security Number.*

Verification:

- THEbenefitsHUB checks behind the scenes to confirm employment status.
- Once confirmed, the Additional Security Verification page will list the contact options from your profile.
- Select either Text, Email, Call, or Ask Admin options to get a code to complete the final verification step.
- Enter the code that you receive and click Verify.

You can now complete your benefits enrollment!

Have questions?

Call (830) 606-5100

Monday-Friday, 8 a.m.-5 p.m. CST

2026-2027 Benefits Summary

HIP/Accident • The Hartford

Pays a lump sum benefit for hospitalization and intensive care direct to the employee. Includes a full accident policy providing coverage for an accident.

Dental • Guardian

Coverage for preventative, basic, major and ortho services. Low and High options available. Orthodontia is included on the High Plan.

Vision • Guardian

Provides a Low or High Plan Option coverage for routine eye examinations and greatly offsets the cost of glasses, contacts, and vision correction.

Group Life • MetLife

Employees of the district can purchase up to $200,000 group term life insurance on themselves, $50,000 on their spouse and $10,000 on their children during the 2026-2027 Open Enrollment Period or during an individual's New Hire Period. Medical Evidence of Insurability may apply.

Texas Life • Life Insurance

Portable, permanent life insurance for employees, their spouses and dependents. Employees can keep the coverage upon termination or retirement from SISD.

Disability • The Hartford

Plan includes both short and long-term disability coverage. Plan is designed to protect up to 66% of your gross SISD income.

Telemedicine • 1800 MD

Around the clock access to physicians via phone, email, or video. One low monthly cost that covers employee and all eligible dependents.

Legal • MetLife

NEW Cost-effective legal insurance with unlimited in-network consultations for wills/estate planning, buying/selling a home, identity theft, traffic tickets, and more.

Critical Illness • The Hartford

Benefit that helps cover expenses that are not covered by medical. Pays a lump sum benefit if the insured is diagnosed with a covered illness. Annual benefit of $50 per calendar year for taking one of the eligible screening/preventative measures.

Cancer • TransAmerica

Plan offers benefits to help cover the costs associated with cancer treatment, including hospital stays and outpatient services. Includes an annual cancer screening benefit, which pays up to $50 once per year.

FSA • National Benefits Services

A Flexible Spending Account allows you to pay for eligible healthcare expenses with a pre-loaded debit card. You choose the amount to set aside from your paycheck every plan year, based on your employer's annual plan limit. FSA maximum is $3400 and the Dependent Care FSA is $7500 per household if filing jointly OR $3750 if filing single. You MUST elect your monthly contribution each year as elections will not roll over from year to year.

HSA • HSA Bank

A health savings account designed to use with current or future expenses that are not paid by the health plan. There is no "use it or lose it" – the funds will be saved for the next year. Only available with a high-deductible Medical Plan.

Medical Transport • MASA

Medical Transport Solutions covers emergency transportation to and from appropriate medical facilities by covering the out-of-pocket costs that are not covered by insurance. It can include ground ambulance, air ambulance and helicopter, depending on the plan.

Pet Insurance • MetLife (Non-Payroll Deduction)

NEW MetLife Pet Insurance is available to employees and is paid directly to MetLife, not through payroll deduction. Coverage helps with eligible veterinary expenses for accidents and illnesses. To enroll, call 1-800-GET-MET8 or visit metlife.com/getpetquote.