

Open Enrollment FAQ

Q: When is the latest I can make changes to my benefit elections during open enrollment?

A: Open enrollment closes at 11:59 p.m. on Wednesday, November 24, 2021. You cannot make elections after this time.

Q: Will my benefits continue if I do not make any elections during open enrollment?

A: Any current benefits you are enrolled in will rollover to 2022 except for Flexible Spending Account (FSA). You must make an election during this year's open enrollment period if you wish to participate in FSA in 2022. If you do not wish to make any changes to your benefit elections, you do not need to take any action during the open enrollment period.

Q: Voluntary Life and/or AD&D are not showing up under my new elections. Why not?

A: Voluntary Life and/or AD&D are not open enrollment elections. You can apply at any time. If you wish to apply for additional coverage, please contact HRDirect@neorsd.org.

Q: Short-Term Disability is not showing up under my new elections. Why not?

A: Short-Term Disability is not an open enrollment election. All full and part-time benefit eligible employees are automatically eligible for this benefit after the 90th day of employment.

Q: Do I need to submit proof of other credible coverage if I was enrolled in the Healthcare Buyout in 2021?

A: No, you only need to submit proof of other credible coverage if you are a new enrollee to the healthcare buyout for 2022.

Q: If I skip through Group Life and AD&D will I not be enrolled for 2022?

A: Every full-time regular employee receives Group Life and AD&D. You only need to make elections if you want to update your beneficiaries.

Q: Can I make changes to VOYA and/or Ohio Deferred Compensation through open enrollment?

A: No, you must contact VOYA or Ohio Deferred Compensation directly if you want to start/stop/change your contributions. You can find their contact information in the 2022 Benefits Guide.