



Los Angeles Unified School District
OFFICE OF THE BUSINESS MANAGER
DIVISION OF RISK MANAGEMENT & INSURANCE SERVICES
BENEFITS ADMINISTRATION
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September 2019

2020 Annual Benefits Open Enrollment
October 28, 2019 – November 17, 2019

Dear LAUSD Employee,

The 2020 Annual Benefits Open Enrollment period will begin on Monday, October 28, 2019 and will end on Sunday, November 17, 2019. Each year, the District and the Health Benefits Committee review benefits plans to determine if they are cost-effective and comprehensive while meeting your needs. We are pleased to announce that your existing benefits will continue to be offered by the current plan providers. Below are a few changes taking place for the upcoming 2020 plan year:

NEW FOR 2020

- Effective January 1, 2020, the annual contribution limit for Health Care Flexible Spending Account (FSA) will increase from \$2,500 to \$2,700. Dependent Care FSA will stay the same at the \$5,000 annual limit.
- The LAUSD 457(b) retirement savings plan will be expanded to include a Roth 457(b) option. Unlike the traditional 457(b) plan where contributions are made on a pre-tax basis, Roth 457(b) contributions are made with taxed income with the benefit that you may be able to withdraw from your account tax-free when you retire. As of January 1, 2020, you will have the option of enrolling in a traditional 457(b), Roth 457(b), or both plans. The combined contribution for both plans must not exceed the annual contribution limit.

You do not need to take any action now. Your benefits open enrollment packet will begin arriving in October. The packet will include a cover letter with instructions on how to make plan changes, benefits election worksheet, 2020 Employee Benefits Information, and other helpful materials.

We want to remind you that you have access to a variety of health and wellness programs through your medical plans. The mission of these programs is to enhance your overall health and quality of life by creating opportunities that will contribute to long-term physical, intellectual, and emotional well-being.

If you have questions, please contact Benefits Administration at (213) 241-4262 or visit our website at benefits.lausd.net.

Sincerely,

Janice J. Sawyer
Chief Risk Officer

Visit: <http://benefits.lausd.net> for benefit information and forms
Risk Management and Insurance Services, Benefits Administration
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