

Lincoln-Way Area Special Education District

Benefits Summary

Paraprofessional Support Staff
January 1, 2026 – December 31, 2026



**Marsh McLennan
Agency**

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Eligibility

HR Contact: Tammy Pitts
Email: tpitts@lwase843.org
Phone: 815-345-9054

HR Contact: Sabina Fritzgerald
Email: sfritzgerald@lwase843.org
Phone: 815-806-4622

Eligibility Requirements

You are eligible to enroll in the benefits described in this summary. Qualified dependents eligible for select benefit coverage include:

- Your legal spouse
- Your child(ren) up to age 26
- Your incapacitated child(ren) whom are unmarried, incapable of self-support due to a mental or physical disability, and is a federal tax dependent.

Waiting Period

All benefit eligible employees electing coverage will be effective on the date of hire.

Qualifying Events

Outside of open enrollment you would need to have a qualifying event to add, drop, or make changes to your benefits. Employees are responsible for notifying Human Resources within 30 days of the qualifying life event to make a change to benefit elections. Qualifying event changes are effective on the date in which the event occurred.

Some examples of qualifying events are:

- Losing existing health coverage
- Losing eligibility for Medicare, Medicaid, or Children's Health Insurance Program (CHIP)
- Turning 26 and losing coverage through a parent's plan
- Getting married or divorced
- Having a baby or adopting a child
- Death in the family

Benefits Microsite

All information regarding the full suite of benefits available through your employment is available on the benefits microsite. You can find the microsite at <https://lwase843.ilschoolinsurancenetwork.org/>

The microsite contains:

- Benefit definitions and explanations
- Educational videos
- Policy plan documents
- Claims forms
- Provider finder guides
- Information about additional services:
 - Maternity Services
 - Tobacco Cessation
 - Travel Resources
 - And many more!

Medical Insurance | BlueCross BlueShield

Health Maintenance Organization (HMO)

HMOs give you access to a network of doctors and hospitals, but restrict services to in-network providers only. HMO participants must choose a contracting medical group and primary care physician (PCP) to provide or coordinate their healthcare services. If you require specialty care, an outpatient procedure, or a hospitalization, you must receive a referral from your PCP. There are no out-of-network benefits.

High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

The HDHP is a PPO plan that provides health care benefits after the applicable deductible has been met. You pay the full cost of services prior to meeting your annual deductible with the exception of preventive care. Once the deductible is met, services will be covered by the plan coinsurance until the annual out-of-pocket maximum is met. If you have other family members on the plan, the overall family deductible must be met before the plan begins to pay. Services are covered at 100% once the out-of-pocket maximum is met.

A Health Savings Account (HSA) is a bank account paired with your HDHP allowing you to set aside money on a tax-free basis to pay your out-of-pocket qualified medical, dental, and vision expenses throughout the year or in the future. You own the money in your HSA account and it is yours to keep – even when you change plans or retire. The funds roll over from year to year to be used when needed.

| Choice of plan options: | HMO BA Plan 3 - B14332 <i>In-Network Benefits Only</i> | HMO BA Plan 4 - B01776 <i>In-Network Benefits Only</i> | HDHP with HSA - 164804 <i>In-Network Benefits Shown</i> |
|--|---|---|--|
| Network | Blue Advantage | Blue Advantage | PPO |
| Deductible | | | |
| Individual | \$0 | \$500 | \$3,500 |
| Family | \$0 | \$1,000 | \$6,750 |
| Coinsurance | 0% | 20% | 20% |
| Out-of-Pocket Max | | | |
| Individual | \$1,500 | \$2,500 | \$6,750 |
| Family | \$3,000 | \$5,000 | \$12,900 <i>Includes Deductible</i> |
| Physician Services | | | |
| Well Adult / Well Child | No Charge | No Charge | No Charge |
| Physician Office | \$30 copay | \$35 copay | Deductible then 10% |
| Specialist Visit | \$50 copay | \$55 copay | Deductible then 10% |
| Emergency Room | \$150 copay | \$150 copay + 20% after deductible | Deductible then 10% |
| Urgent Care | \$30 copay | \$35 copay | Deductible then 10% |
| Prescription Drugs* — Retail | | | |
| Generic / Preferred Brand / Non-Preferred Brand / Specialty | Copays: \$10 / \$25 / \$40 / \$40 | Copays: \$10 / \$50 / \$100 / \$100 | Deductible then 20% |
| Prescription Drugs — Mail Order | | | |
| Generic / Preferred Brand / Non-Preferred Brand | Copays: \$20 / \$50 / \$80 | Copays: \$30 / \$150 / \$300 | Deductible then 20% |
| Prescription Out-of-Pocket Max | | | |
| Individual / Family | \$5,100 / \$10,200 | Included in Medical Out-of-Pocket Max | Included in Medical Out-of-Pocket Max |

*BlueCross BlueShield reserves the right to update their drug list quarterly. Prescription drugs may change tiers or may no longer be covered on their drug list. If a drug you are using is no longer covered on their drug list, please call BlueCross BlueShield customer service number located on the back of your medical ID card.

To find a BCBS Medical Provider, visit www.bcbsil.com/find-a-doctor-or-hospital or Call Customer Service toll-free: (HMO: 800-892-2803; PPO: 800-828-3116)

Health Savings Account (HSA)

2026 HSA Contributions

| IRS Max Contribution: | Employee Only | Family |
|---|---------------|---------|
| Max HSA Contribution | \$4,400 | \$8,750 |
| Catch-up Contribution (Age 55 and Older) | \$1,000 | |

Using your HSA on qualified expenses

You can use the money in your HSA to pay for qualified medical, dental and vision expenses permitted under federal tax law. Examples include, but are not limited to:

Medical Expenses

- Acupuncture
- Chiropractic care
- Fertility treatments
- Diagnostic services
- And more

Dental Expenses

- Cavities
- Crowns
- Dentures
- Orthodontia
- And more

Vision Expenses

- Vision exams
- Contacts
- Eye glasses
- Laser eye surgery
- And more

For a full list of qualified medical expenses go to www.irs.gov and search Section 213d.

Advantages to having a Health Savings Account (HSA)

- Triple tax savings benefit as contributions are not taxed going into the account, while they sit there earning interest or when they're taken out for a qualified medical expense
- You pay less in premium for this plan
- Unused funds rollover each year with no maximum on how much you can save and accumulate over time
- The account is portable so you never have to worry about losing the money in the account should you change between plans, retire or even seek employment elsewhere
- Your HSA can be viewed as a second means of savings for your retirement
- You control your healthcare spending and choose when to use your HSA dollars and when to save them
- You become a more informed participant in your healthcare and healthcare spending

Value Added Benefits | BlueCross BlueShield

BlueAccess for Members (BAM): www.bcbsil.com

BAM is a secure member website that gives you immediate access to your health care and benefit information. Check claim status, find in-network providers, use the hospital comparison tool, print medical or dental ID cards, and more.

To access BlueAccess Mobile download the app.

Virtual Visits—MDLIVE (HDHP Members Only)

MDLIVE's telehealth program provides enrolled members with access to non-emergency medical care without ever leaving the couch. Visit a doctor virtually, 24 hours a day, 7 days a week, for a variety of ailments and symptoms. Log on to MDLIVE.com/bcbsil or call **888.676.4204** today for additional info on this benefit.

Maternity Care Program: 888.421.7781

Personalized support provided by Obstetrical nurses.

24/7 Nurseline: 800.299.0274 (HDHP Members Only)

General health info and guidance for specific conditions from fevers to bee stings from a registered nurse.

Blue365 Discounts

Log into your BCBS member portal and click on Wellness. Look for the Blue365 Member Discount Program and click Visit Blue365.

Well on Target Member Wellness Program

Access health and wellness resources that can help you manage your health. Resources include health assessments, self-directed courses and health coaching.

Mail Order Prescriptions: 833.715.0942

Through Express Scripts express-scripts.com/rx, mail order prescriptions may save time and money.

Specialty Pharmacy Program: 833.721.1619

Through Accredo accredo.com, you can order and manage your specialty drug prescriptions.

Tips to Save Money

Preventive/Wellness Exams Covered at 100%

- Preventive care is one physical exam per year per enrolled member.
- Females get an annual well-woman exam covered at 100% in addition to their annual physical exam.
- No out-of-pocket costs apply - these exams are fully covered *as long as your physician codes them as preventive*.

Prescription Drugs

- Ask your doctor if there's a generic version of any medication you're currently taking or being prescribed.
- Take advantage of the Prescription Savings Programs at major retailers.
- Ask about free samples from your doctor and/or manufacturer rebates.

High Cost Scans, X-Rays & Tests

- MRI, PET scans, CT scans, etc. are less costly at in-network free-standing imaging centers than at hospitals.
- When possible, compare cost options prior to scheduling your necessary services.

Emergency Room Alternatives

The ER is a costly experience for issues that aren't true emergencies. Below are alternatives that can offer quick care at a more affordable cost.

- Doctor's office: for non-life threatening symptoms, call and let them know your symptoms require immediate attention.
- Convenient Care Clinics: use when you don't have a primary doctor or can't get an appointment. Good for fever, sore throat/strep, coughs/congestion, sports physicals, UTIs, etc. Visit cvs.com or walgreens.com to find a clinic near you.
- Urgent Care: less costly than the ER and can treat sprains/strains, minor breaks, mild asthma, minor infections, rashes, small cuts, burns, etc.

Dental Insurance | BlueCross BlueShield

Dental Preferred Provider Organization (DPPO)

The DPPO allows the flexibility to use any dentist, in or out-of-network. Staying in-network will allow your annual maximum to last longer. If you visit a dentist out-of-network, you may be responsible for paying the bill at the time of service and receiving reimbursement later.

Dental coverage focuses on preventive and diagnostic procedures in an effort to avoid more expensive services associated with dental disease and surgery. The type of service or procedure received determines the amount of coverage for each visit. Each type of service fits into a class of services according to complexity and cost. We recommend you request a predetermination of benefits for major services.

Preventive:

- Annual cleanings
- Bitewing X-rays
- Space maintainers
- And more

Basic:

- Fillings
- Root canals
- Oral Surgery
- And more

Major:

- Dentures
- Bridges
- Inlays, Onlays, Crowns
- And more

| Choice of plan options: | DPPO 1000 - 270728 <i>In-Network / Out-of-Network</i> | |
|-------------------------|--|---------|
| Network Name | BlueCare Dental | |
| Individual Deductible | \$25 per calendar year | |
| Family Deductible | \$25 per person per calendar year (maximum \$75) | |
| Preventive Coinsurance | 100% | 100% |
| Basic Coinsurance | 80% | 80% |
| Major Coinsurance | 50% | 50% |
| Annual Plan Maximum | \$1,000 | \$1,000 |
| Orthodontia | Not Covered | |
| Orthodontia Age Limit | Not Covered | |
| Orthodontia Maximum | Not Covered | |

Enhanced Dental Benefit

Provides additional dental benefits to members with specific medical conditions such as cardiovascular disease, diabetes or pregnancy. These services apply towards your annual maximum.

Benefit for one of the following:

- Scaling and Root Planning
- Periodontal Maintenance
- One Additional Cleaning

To Find a Dental Provider, Visit www.bcbsil.com/find-care/providers-in-your-network/find-a-dentist or Call Customer Service toll-free at 800-367-6401

Vision Insurance | VSP

Vision insurance helps offset the costs of routine eye exams and also helps pay for vision correction eye wear, like eyeglasses and contacts, that may be prescribed by an eye-care provider.

By accessing in-network vision providers, you're able to reap the true benefit of vision insurance coverage. You're eligible for an eye exam and lenses or contact lenses every 12 months and frames every 24 months. If you visit a vision provider out-of-network, you will be responsible for paying the bill at the time of service and receiving reimbursement later.

| Vision Plan Details: | Frequency* | In-Network | Out-of-Network |
|--|--------------------|--|-------------------------|
| Network | VSP Choice Network | | |
| Eye Exam | Every 12 months | \$0 WellVision Exam Copay Up to \$60 Contacts Exam Copay | \$45 max reimbursement |
| Lenses » Single vision » Bifocal » Trifocal » Lenticular » Polycarbonate for children | Every 12 months | \$25 copay | Reimbursement varies |
| Frames | Every 24 months | \$175 allowance (\$195 for featured brands) + 20% off balance over allowance | \$70 max reimbursement |
| Elective Contacts** | Every 12 months | \$175 allowance | \$105 max reimbursement |

*Vision benefit frequencies are based on the date of service within the policy year.

**Contacts and glasses are not covered by the plan in the same calendar year. Discounts may apply if additional materials are purchased.

Primary Eye Care

VSP's most robust medical eye care plan, providing treatment and services for all vision-related medical conditions such as dry eye, cataracts, pink eye, eye injury, and foreign body removal and diseases.

Included in the Primary EyeCare benefit:

- Covered-in-full retinal screening for members with diabetes, even if you don't show signs of diabetic eye disease.
- Additional medical eye exams to monitor and track diabetic eye disease, glaucoma and/or AMD.
- Additional medical eye exams and other services for non-chronic conditions.

Important Notes

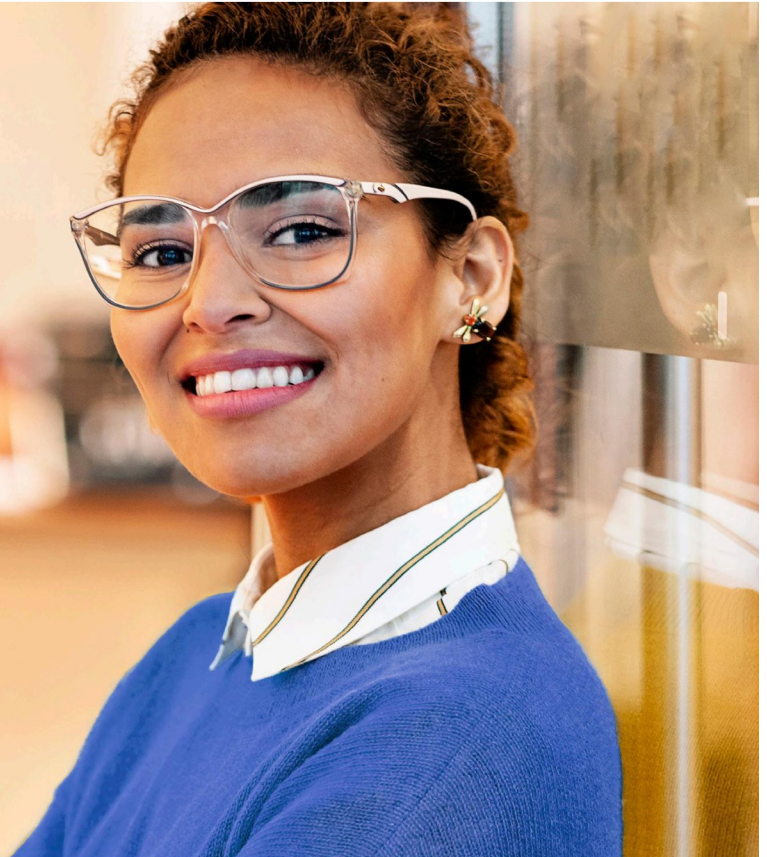
- To Find a VSP Vision Provider, visit www.vsp.com/eye-doctor or Call Customer Service toll-free at **800-877-7195**
- Vision ID cards are not required for service as providers are able to locate you in their system. If you would like an ID card, you can login to your account to print your Member ID card.
- Vision discounts are available through the HMO medical plan. The VSP vision plan is optional and is paid for 100% by the employee.
- For additional discounts on materials and services, visit <https://www.vsp.com/offers/special-offers>

HMO Vision Care Program



BlueCross BlueShield
of Illinois

Check Out Your HMO Vision Care Program



What Are My Vision Care Benefits?

Benefits for covered members include*:

- Coverage for one eye examination every 12 months for the cost of your wellness services copayment
- Coverage for one standard contact lens evaluation and fitting every 12 months, when performed on the same day as your eye examination

Remember: When you visit an in-network provider, your copayment or other share of the cost is due on the day of your visit.

For more details about what your plan at Blue Cross and Blue Shield of Illinois covers, please call the Customer Care Center at 855-362-5539.

Do I Need a Referral?

You don't need a referral. Simply visit any in-network provider and show your medical ID card to access your vision care benefits and discounts.

Do I Need a Vision ID Card?

As long as you have your medical ID card from BCBSIL, you do not need a separate vision ID card.



Search for an in-network provider by visiting [bcbsil.com](https://www.bcbsil.com). Log in or sign up for **Blue Access for MembersSM** and choose **Find Care**, then **Vision**. Follow the prompts to find an in-network vision provider.

Basic Life/AD&D | BlueCross BlueShield

Basic Life Insurance is provided at no cost to you in order to ease the financial burden on your loved ones should you pass away. Accidental Death and Dismemberment (AD&D) provides an additional benefit to your beneficiary should you suffer loss of life due to a covered accident; AD&D will also pay a benefit to you should you suffer loss of limb, sight, or vision due to a covered accident.

| | Basic Life | Accidental Death & Dismemberment |
|----------------|-----------------------|----------------------------------|
| Benefit Amount | \$30,000 per Employee | \$30,000 per Employee |

Voluntary Life/AD&D | BlueCross BlueShield

Voluntary Term Life/AD&D allows you to purchase additional coverage. You may also elect voluntary life coverage for your spouse and/or dependent child(ren). AD&D coverage is not available for spouses and/or child(ren). An employee's maximum benefit election cannot exceed 5x their basic annual earnings. A spouse's maximum election cannot exceed 50% of the employee election. The cost of the benefit is 100% paid for by you. Age of participant and the amount of insurance you elect determines the premium you'll pay.

EOI is required if electing over the guaranteed issue amount or if electing after initial eligibility. EOI forms must be submitted within 30 days of election.

| | Employee | Spouse | Child(ren) |
|-------------------------|---|--|--|
| Coverage Increments | \$25,000 | \$10,000 | Birth to 15 days: \$0 15 days to 6 months: \$500 6 months to age 26: \$5,000 |
| Maximum Benefit Amount | \$100,000, not to exceed 5x annual earnings | \$50,000, not to exceed 50% of employee election | \$5,000 |
| Guaranteed Issue Amount | \$100,000, not to exceed 3x annual earnings | \$20,000 | \$5,000 |

IMPORTANT REMINDER: Be sure your beneficiary information is up-to-date!

To update your beneficiary information, reach out to your Human Resources Representative. You can update your beneficiary at anytime throughout the year.

Flexible Spending Account (FSA)

Plan Year: January 1 to December 31

Flexible Spending Accounts (FSA) allow you to set aside money on a pre-tax basis to pay for qualified medical expenses and/or dependent care expenses you may incur throughout the year. The money you put into your FSA is done so on a pre-tax basis. This means you are lowering your taxable income and also not paying taxes when the money is used for qualified expenses.

Health Care FSA—Not eligible for members contributing to a HSA account

You may contribute up to \$3,400 per plan year to pay for qualified expenses for yourself and eligible family members. Funds in this account can be used to cover eligible expenses on your tax dependents, even if they are not enrolled in your health care plan. Your contribution cannot be changed mid-plan year unless you experience a qualifying life event. Eligible expenses include medical and dental plan deductibles and copays (if applicable), orthodontia expenses not covered by your dental plan, prescription drugs, prescription eye glasses and contact lenses, Lasik eye surgery and much more.

Dependent Care FSA

You may contribute up to \$7,500 per plan year to pay for qualified eligible dependent care expenses. Funds in this account are saved on a tax-free basis.

FSAs have a use-it-or-lose-it provision, so be conservative when electing how much to contribute. The Health Care FSA and Dependent Care FSA may have grace periods or allow rollover amounts. Please confirm with your HR representative.

Employee Assistance Program (EAP)

The EAP, provided by AllOne Health, offers caring and professional assistance for a broad range of concerns including stress management, depression and anxiety, relationship or family conflicts, workplace conflicts, legal or financial difficulties, and drug or alcohol abuse. Services are confidential - neither your employer nor co-workers have knowledge of your request for help. EAP services are available 24 hours a day, seven days a week for you and your eligible dependents. There is no cost, it's just there for you when you need it.

For more information call (800) 451-1834

Additionally, you can visit allonehealth.com/portal and login with the following account credentials for more information:

Member Portal and App Code: LIN500

Possible reasons to call can include:

- Stress and depression
- Life transitions
- Grief and loss
- Parenting and child care
- Elder care referrals
- Domestic violence
- Workplace conflict
- Work/life balance
- Addiction and recovery
- Financial issues
- Legal assistance
- And more

Travel Resource Services

Travel Resource Services, provided by Assist America, is a 24-hour emergency and information service that helps you access emergency assistance when you are traveling 100 or more miles away from home. The multilingual emergency assistance professionals will help you with your struggles to make sure you, your family and friends receive the best service when traveling.

Key services include:

- Medical Search and Referral
- Medical Monitoring
- Medical Evacuation/Return Home
- Dependent Children Assistance
- Replacement of Medication and Eyeglasses
- Emergency Travel Arrangements
- Emergency Cash
- Pre-Trip Information
- Interpretation/Translation
- Legal Assistance/Bail
- And More

Download the free Assist America Mobile App and use reference number 01-AA-TRS-12201. You can also set up your account by calling 800-872-1414 or by emailing medservices@assistamerica.com.

Beneficiary Resource Services

BlueCross BlueShield has partnered with Morneau Shepell to provide Beneficiary Resource Services to life insurance policyholders and their beneficiaries. Beneficiary Resource Services helps people:

- Manage any legal issues that may result after the loss of a loved one
- Provide information for those planning or pre-planning a funeral
- Create, modify, and store a last will and testament online
- Cope with and recover from the emotional impact of the loss of a loved one
- Effectively manage the financial consequences

To access these resources, call 800-769-9187 or visit workhealthlife.com (Username: beneficiary).

Carrier Information

Medical HMO BA Plan 3 and 4

| | |
|----------------------|--|
| Carrier | BlueCross BlueShield |
| Website | www.bcbsil.com |
| Phone Number | (800) 892-2803 |
| Network | Blue Advantage |
| Policy Number | B14332 / B01776 |

Dental PPO 1000

| | |
|----------------------|--|
| Carrier | BlueCross BlueShield |
| Website | www.bcbsil.com |
| Phone Number | (800) 367-6401 |
| Network | BlueCare Dental |
| Policy Number | 270728 |

Basic Life and AD&D Insurance

| | |
|---------------------|--|
| Carrier | BlueCross BlueShield |
| Website | www.bcbsil.com/ancillary/employees |
| Phone Number | (800) 367-6401 |

Flexible Spending Account

| | |
|---------------------|--|
| Carrier | Professional Benefit Administrators |
| Website | www.pbaclaims.com |
| Phone Number | (800) 435-5694 |

Employee Assistance Program

| | |
|------------------------------|--|
| Carrier | AllOne Health |
| Website | Allonehealth.com/portal |
| Phone Number | (800) 451-1834 |
| Portal & App Code | LIN500 |

Human Resources Contact Information

| | |
|----------------------|--|
| Contact | Tammy Pitts |
| Email Address | tpitts@lwase843.org |
| Phone Number | (815) 345-9054 |

Medical HDHP with HSA

| | |
|----------------------|--|
| Carrier | BlueCross BlueShield |
| Website | www.bcbsil.com |
| Phone Number | (800) 828-3116 |
| Network | PPO |
| Policy Number | 164804 |

Vision

| | |
|----------------------|--|
| Carrier | VSP |
| Website | www.vsp.com |
| Phone Number | (800) 877-7195 |
| Network | VSP Choice Network |
| Policy Number | 12019596 |

Voluntary Term Life and AD&D Insurance

| | |
|---------------------|--|
| Carrier | BlueCross BlueShield |
| Website | www.bcbsil.com/ancillary/employees |
| Phone Number | (800) 367-6401 |

Travel Resource Services

| | |
|---------------------------------------|--|
| Carrier | Assist America |
| Email | medservices@assistamerica.com |
| Phone Number (US & Canada) | (800) 872-1414 |
| Other Locations (Call Collect) | (609) 986-1234 |

Human Resources Contact Information

| | |
|----------------------|--|
| Contact | Sabina Fritzgerald |
| Email Address | sfritzgerald@lwase843.org |
| Phone Number | (815) 806-4622 |

For additional benefit information, visit <https://lwase843.ilschoolinsurancenetwork.org/>



NOTE: This Benefits Summary is merely intended to provide a brief overview of the Company's employee benefit programs. Employees should review the Company's employee handbook and actual plan documents for the precise terms of such programs. In the event of any inconsistency between this Benefits Summary and such governing documents, the governing documents will control. The Company reserves the sole and absolute discretion and right to interpret, apply, amend, discontinue or terminate, without prior notice, any and all of the benefit programs referenced herein. Voluntary plans are individual policies and are not considered sponsored or endorsed plans by your employer. See a benefit counselor for your customized quote for any additional benefit programs.