



YOUR PCS BENEFIT WEEKLY UPDATE

February 8, 2024

BENEFIT NEWS

Are you enrolled in a Flexible Healthcare Spending Account (FSA) for 2024?

See these additional tips on how to manage your account:

Know What Your FSA Covers

Go to <http://www.inspirafinancial.com> to learn more about what your FSA covers and to check for the eligible expenses. Create an account to view your balance and submit claims at any time. The first time you enroll, you will need the number from your debit card.

Changing Your FSA Election

You cannot change your elections during the plan year unless you have a qualifying event. Healthcare FSA may only be dropped or decreased due to these qualifying events: death, divorce, or unpaid leave of absence. You have **31 days** from the qualifying event date to submit an Enrollment and Change Form to Risk Management to make the change.

Not Enrolled in Health Insurance and Using Your Board Credit for FSA

If you subsequently elect medical insurance during annual enrollment or a qualifying event and you were using your board contribution toward a Healthcare FSA plan, you will be responsible for the FSA premiums for the remainder of the current year.

For more information, go to www.pcsb.org/FSA.



Employee Rights and Responsibilities

You can access notices on your rights and responsibilities as an employee. The following information is available on the Risk Management website under [Your Rights & Responsibilities](#). This link provides information on the following: HIPPA (Health Insurance Portability & Accountability Act); COBRA (Consolidated Omnibus Budget Reconciliation Act); FMLA (Family Medical Leave Act); PCS Notice of Privacy; and PCS Special Enrollment.



RETIREMENT NEWS

Retirement Savings Program – Is It Something You Need?

Retirement plans can vary significantly for everyone. Have you given thought to what type of income you can expect when you retire? To help you get ready for your retirement goals, Pinellas County Schools has established a voluntary 403(b) and/or 457(b) plan that allows all eligible employees to participate through payroll reductions.

There are many benefits to contributing to 403(b) and 457(b) plans such as:

1. Contributions deposited into individual accounts
2. Convenience of payroll contributions
3. Higher Annual Contribution limits

Contributions made to a traditional 403(b) or 457(b) account are pre-tax reductions from your paycheck. Therefore, your income tax is reduced for every payroll contribution you make. Any earnings on your deposits are tax-deferred until withdrawn, usually during retirement.

For additional information, [review](#) the list of Authorized Providers and to access the Online Salary Reduction Agreement portal.



WELLNESS NEWS

Last Week to Report Any Missing 2023 Exams on Limeade!

The Limeade year ends on 2/23/2024. Certain 2023 preventative exams including annual physical, well woman's exam, colonoscopy, dental exam, vision exam, skin cancer screening, flu shot or covid vaccine will count for points for this program year. [Check your points!](#) If you are missing any 2023 preventative exams, please email hillca@pcsb.org or pcs.oconnellj@pcsb.org with the exam and the date by **February 16, 2024**. Any 2024 exams will count for the next program year.



District Wide Wellness Webinars

Learn about a variety of wellness topics like mental health and nutrition through the fall Wellness Webinars. Participants can earn PLN credit and Limeade points for attending the live webinar. Participants must register through the link below or by visiting [District Campaigns](#) for the full list of fall webinars. Webinars will be recorded and posted for 1 week after live class. For full list of webinars, recordings, and more details visit the [District Campaigns](#) page.



February Webinars:

February 22 – 5:30pm-6:30pm – *Decluttering Your Life to Reduce Stress* | EAP – [Registration](#)

Employee Assistance Program – Concerned about burnout? Learn what to look for and do!

It's said that if you don't manage stress, it will manage you. Unmanaged and persistent stress can lead to burnout, a state of total mental, emotional, and physical exhaustion and negativity. It can take a toll on your health and affect many areas of your life. When you're burned out at work, you may feel as if you don't care as much as you once did and have trouble focusing. If you're struggling with burnout, know there are steps you can take to recover from it. [Check out the resources](#) we've put together to help prevent and reverse the effects of burnout. Learn about the warning signs of burnout and ways to prevent it, learn to spend time on self-care to how to nurture your well-being,



and discover ways to manage stress and restore your energy. There are a couple of articles from RFL on "[Tips to prevent burnout](#)" and "[How do you recharge](#)". You can also watch a video entitled "[All work & no play: Avoiding Burnout](#)". And remember, the EAP is available 24/7 at 800-848-9392 to assist you with these and other life coping skills.



EMPLOYEE DISCOUNT NEWS

Employee

Discounts

Main employee discount page

Concerts & Events

Discounts

Concerts and other event discounts through Amalie Arena and Yuengling Center

PerkSpot

Travel, theme park tickets, entertainment & local offers

Company Code: PCSB

Tickets at Work

Special offers like discounts on theme park tickets & more!

Company Code: PCS

