

## BENEFITS BLAST EMAIL: May National Awareness Month

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**May National Month** observations include Correct Posture Month, National Mental Health Month, and Better Sleep Month, just to name a few.

### *In observance of Correct Posture Month...*

Advantages of good posture are:

- Extra height - up to 3 inches of our natural body height can be lost with poor posture. With good posture, we can regain our full height.
- Fatigue Prevention - good posture means the body is using muscles more efficiently, meaning less energy is being spent keeping the body in position.
- Prevention of strains, back ache and muscular pain
- Prevention of secondary complications such as arthritis and impairment of circulatory and digestive systems.

### ***Reminders/announcements:***

- **VRS Hybrid Retirement Plan participants** - The deadline for changing Voluntary Contributions for third quarter deductions is June 15th.
- **Payroll change reminders** - Employees wishing to update tax withholdings or direct deposit accounts must complete new forms (see attached). Deadline for submitting changes to the payroll office for all months except June and July is the 10th. **Changes for June and July payrolls are due no later than June 5th.**
- **Non-returning employees** - For employees that participate in a tax-sheltered annuity and terminate employment at the end of the contract year, the final salary reduction will take place on the May payroll.
- **Employees who experience a qualified life event change** including loss of health coverage by a dependent, change in marital status or birth of a child are eligible for a Special Enrollment Period that allows changes to the health plan outside of open enrollment. A new election is allowed within 30 days of experiencing a life event and must be submitted through the Plansource online enrollment system. ***Employees wishing to add newborn or adopted children to the health insurance plan have 30 days from the birth or adoption to make the election.***
- **Flexible Spending accounts** - For employees electing an FSA, funds can be accessed using a prepaid benefits card at point of sale, or request to have the funds directly deposited to your bank account via online or mobile app. ***The run-out period to turn in expenses after the end of the plan year is 2 months. The Run-Out Period ends on February 28 each year.***

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