

2025-2026

McComb School District Benefits Guide



McComb School District offers a comprehensive and valuable benefits program to all eligible employees. Our benefits package is designed to provide security and assistance during a time of need. Please become familiar with the various options and select the best coverage for the upcoming plan year.

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NEED HELP? START HERE:

Campus Benefits Service Hub

Phone: 866.433.7661, opt 5

Email: Mybenefits@CampusBenefits.com

Eligibility

- Generally, full-time employees designated by the Board working 20 or more hours a week
- Specific plan eligibility is listed on the top of each page. Specific employee and dependent eligibility rules are governed by each plan’s policy document/certificate, which is available on your employee benefits website, or by contacting Campus Benefits.

Enrollment

Campus Benefits Open Enrollment: February - March

- New Hire: Benefits enrollment must take place within 30 days of hire date
- Plan Year: April 1 - March 31

When Do Benefits Begin

- The effective date of coverage for benefits depends on your hire date. Typically, benefits will begin on the date of hire. For all benefits, you must be actively at work on the effective date of coverage.

Changes

- Employee benefit elections are allowed as a new hire and during the annual open enrollment period.
- The selected benefits will remain in effect throughout the plan year.
- A qualifying life event allows eligible changes to benefit elections throughout the plan year.
- For Campus Benefits all qualifying life events must be submitted within 30 days of the event date.
- For BCBS Medical Plans all qualifying life events must be submitted within 60 days.



SERVICE HUB/ SUPPORT CENTER

Campus Benefits is your dedicated advocate for your dental, vision and MetLife Legal plans.

When to contact the Campus Benefits Service Hub?

- Portability/Conversion
- Benefits Education
- Qualified Life Event Changes
- Claims
- Card Requests
- Benefit Questions
- COBRA Information

Need Help with a Claim?

1. Contact Campus Benefits via Phone or Email
2. Work with Campus Benefits' claims specialist to complete the necessary paperwork
3. Submit the Necessary Paperwork to Campus Benefits

The Campus Benefits team understands claims processes and leverages the necessary carrier relationships to expedite the paperwork efficiently and ensures claims are not delayed due to improper paperwork completion.

Frequently Asked Questions (FAQs):

Q: When must a qualifying life event change be made?

A: For the included voluntary benefits, please notify Campus Benefits within 30 days of the life event date.

Q: Am I required to contact Campus Benefits to file a claim?

A: No. However, in our experience the number one reason for claim denial or delay is due to incomplete or inaccurate paperwork. By working with Campus Benefits' claim specialist, we can advocate on your behalf.

Q: How can I access my dental card or vision card quickly?

A: Your group dental and vision plan information is available at:

<https://www.mccombbenefits.com/>



Phone: 866.433.7661, Opt 5

Email: mybenefits@campusbenefits.com

Website: <https://www.mccombbenefits.com/>

BENEFITS PORTAL!



What can you find on the Benefits Portal?

- Plan Highlight Sheets
- Policy Documents and Certificates
- Claim Forms
- Links to Carrier Websites

What can the Service Hub assist you with?

- Claims
- Card Requests
- Benefit Questions
- Qualified Life Events

Campus Benefits is your dedicated contact for your dental, vision, and MetLife Legal plans.

CAMPUS BENEFITS ENROLLMENT INSTRUCTIONS

Company Identifier: MSD2023

Website: <https://www.mccombbenefits.com/>

1 Visit <https://www.mccombbenefits.com/>



2 Select "Campus Connect" to log in

3 Existing User Login

1. Enter your username
2. Enter your password
3. Click "LOGIN"
4. Click on the "Start Benefits" button and begin the enrollment process

New User Registration

1. On Login page click on "Register as a new user" and enter information below
 - First Name
 - Last Name
 - Company Identifier:
 - PIN: Last 4 Digits of SSN
 - Birthdate
2. Click "Next"
3. Username: Work email address or one you have provided to HR when you were hired
4. Password: Must be at least 6 characters and contain a symbol and a number
5. Click on "Register"
6. On the next page, it will show your selected Username. Click on "Login"
7. Enter Username and Password
8. Click "Start Benefits" to begin the enrollment

Frequently Asked Questions

What is my username?

- Work email address OR
- Email address you provided to HR when hired OR
- Email address you used to previously change your username

What is my password?

To create or reset a forgotten password follow the steps on the login page using tips below.

- Password must be at least 6 characters
- It must contain a symbol and a number
- Using uppercase, numbers and symbols greatly improves security

Need Help? Start Here:

mybenefits@campusbenefits.com
866.433.7661 opt 5

Login Information

Username: _____

Password: _____

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What is Dental Insurance? A health and wellness plan designed to pay a portion of dental costs associated with preventive, basic, some major dental care, as well as orthodontia.

Eligibility: Eligible full-time employees as designated by the Board of Education (Eligibility page), spouse and dependent children up to age 26

- **Coverage through MetLife**
- Provider directory: www.metlife.com/dental (**Network: PDP Plus**)
- Orthodontia available for adults and children up to age 26 (subject to lifetime max)
- Claims must be submitted within 90 days of date of service
- Exams and cleanings are allowed 2 times each calendar year and do not have to be separated by 6 months
- **You can go to any provider on both plans but will receive a higher benefit for going to an In-Network provider**
- *The chart below is a sample of covered services. Please see the Plan Certificate on your Employee Benefits website for a detailed listing of services in their entirety.*

Coinsurance	High Plan	Low Plan
Preventive	100%	100%
Basic	80%	80%
Major	50%	N/A
Orthodontics	50%	N/A
Calendar Year Maximum	\$2,250	\$1,000
Orthodontia Maximum (Lifetime)	\$2,500	N/A
Deductible	\$50 Individual/\$150 Family (Waived for Preventive)	
Allowance	90th UCR	
Waiting Period	None	

Dental Benefits Quick Summary
Preventive
Exams (2 times in calendar year)
Cleanings (2 times in 1 calendar year)
Full Mouth X-Rays (1 time in 5 calendar years)
Bitewing X-Rays (1 time in 12 months)
Periapical X-Rays
Basic
Amalgam Fillings (1 replacement per surface in 24 months)
Oral Surgery: Simple Extractions
Resin Composite Fillings
General Services; Emergency Palliative Treatment
Major (High Plan Only)
Root Canals (1 per tooth lifetime)
Periodontal Maintenance (2 perio treatments in 1 calendar yr)
Crown Buildups; Fixed Bridge; Dentures (1 in 84 months)
Immediate Temporary Dentures/ Complete Partial (1 replacement in 12 months)
Implant Services & Repairs (1 per tooth position in 84 months)

12 Month Rates	High Plan	Low Plan	9 Month Rates	High Plan	Low Plan
Employee	\$33.04	\$19.58	Employee	\$44.05	\$26.11
Employee + 1	\$63.49	\$38.09	Employee + 1	\$84.65	\$50.79
Family	\$114.07	\$68.27	Family	\$152.09	\$91.03

What is Vision Insurance? A health and wellness plan designed to reduce your costs for routine preventive eye care including eye exams and prescription eyewear (eyeglasses and contact lenses).

Eligibility: Eligible full-time employees as designated by the Board of Education (Eligibility page), spouse and dependent children up to age 26

- **Coverage through MetLife** - Provider directory: www.metlife.com/vision (**Network: Superior Vision**)
- *The chart below is a sample of covered in-network services. Please see the Plan Certificate on your Employee Benefits website for a detailed listing of services, as well as out-of-network allowances in their entirety.*

Vision Benefits Quick Summary (In-Network)	High Plan	Low Plan
Exam	\$10 Copay	
Contact Lens Fit and Follow-Up	\$10 Copay (Standard)	
Retinal Imaging	Up to \$39 Copay	
Lasik or PRK	40 - 50% Savings off the national average price of traditional LASIK	
Frames (The balance allowance is not available at Walmart, Sam's or Costco)	\$10 Copay (Included in Lens Copay) \$175 Allowance + 20% off Balance	\$10 Copay (Included in Lens Copay) \$130 Allowance + 20% off Balance
Lenses and Lens Options		
Single/Lined Bifocal & Trifocal/Lenticular	\$10 Copay	
Standard Progressive Lens	Up to \$55 Copay	
UV Coating	Up to \$12 Copay	
Standard Polycarbonate	Up to \$40 Copay (Adults); Cover in full for Children up to age 18	
Tint (Solid & Gradient)	Up to a \$15 to \$18 Copay	
Standard Scratch Resistant	Up to \$15 - \$30 Copay	
Standard Anti-Reflective Coating	Up to \$50 - \$120 Copay	
Contact Lenses		
Elective Contacts	\$175 Allowance	\$130 Allowance
Medically Necessary Contacts	Covered in Full	
Frequencies		
Exams/Lenses or Contact Lenses/Frames	Every 12 Months (Date of Service)	
2nd Pair Benefit	Each covered person can get one of the options below: <ul style="list-style-type: none">• 2 pairs of prescription eyeglasses• 1 pair of prescription eyeglasses and an allowance toward contacts• Double the contact lens allowance	N/A

12 Month Rates	High Plan	Low Plan	9 Month Rates	High Plan	Low Plan
Employee	\$10.44	\$7.94	Employee	\$13.92	\$10.59
Employee + Spouse	\$21.34	\$16.23	Employee + Spouse	\$28.45	\$21.64
Employee + Child(ren)	\$18.82	\$14.31	Employee + Child(ren)	\$25.09	\$19.08
Family	\$29.25	\$22.25	Family	\$39.00	\$29.67

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DENTAL/VISION PLAN RESOURCES

DENTAL PLAN



Understanding Your Dental Benefits Plan

You can utilize an in or out of network dentist.

- If you receive in-network services, you will be responsible for any applicable deductibles, cost sharing, negotiated charges* after benefit maximums are met, and costs for non-covered services.
- If you receive out-of-network services, you will be responsible for any applicable deductibles, cost sharing, charges in excess of the benefit maximum, charges in excess of the negotiated fee schedule amount or R&C Fee**, and charges for non-covered services.

*Plan benefits for in-network covered services are based on a percentage of the Negotiated fee – the Fee that participating dentists have agreed to accept as payment in full for covered services, subject to any deductibles, copayments, cost sharing and benefit maximums. Negotiated fees are subject to change.

**Plan benefits for out-of-network services are based on a percentage of the Reasonable and Customary (R&C) charge. If you choose a dentist who does not participate in the network, your out-of-pocket expenses may be greater.

You can take advantage of the online capabilities of MetLife MyBenefits.

- Check the status of claims
- Locate participating dental / vision providers
- Access MetLife's Oral Health History
- Elect to view your Explanation of Benefits

VISION PLAN



DID YOU KNOW?

Network: Superior Vision

Your vision plan allows you to visit any licensed vision specialist and receive coverage.
Just remember your benefits go further when you go in-network.

- You can price shop your lens & frame providers. Take your prescription from your out of network provider to an in-network provider to receive the most benefit from your vision plan.
- Visit www.metlife.com/vision for a listing of in-network providers.
- You can access additional plan information on your benefits website: <https://www.mccombbenefits.com/>
- Track your claims and plan usage by registering for a MetLife My Benefit Account.

LEGAL PLAN



What is a Legal Plan? A plan which provides valuable legal and financial educational resources for a variety of life events and needs.

Eligibility: Eligible full-time employees as designated by the Board (Eligibility page), spouse & dependent* children up to age 26

- **Coverage through MetLife**
- Elder Care extends to parents and in-laws
- Visit <https://www.legalplans.com/why-enroll> or call 800.821.6400 for additional information
- Non-Members & Members create an account and select Employer for plan information (creating an account doesn't enroll you in plans)
- *Additional plan information available on your Employee Benefits Website (<https://www.mccombbenefits.com/>)*

* Child marital status impacts benefit eligibility

	Low Plan Quick Summary	High Plan Quick Summary		
Money Matters	<ul style="list-style-type: none">• Identity Theft Defense• Negotiations with Creditors• Promissory Notes• Debt Collection Defense• Tax Collection Defense	<ul style="list-style-type: none">• Identity Theft Defense• Negotiations with Creditors• Promissory Notes• Debt Collection Defense• Tax Collection Defense	<ul style="list-style-type: none">• Personal Bankruptcy• LifeStages Identity Management• Tax Audit Representation• Financial Education Workshops	
Home & Real Estate	<ul style="list-style-type: none">• Deeds• Mortgages• Foreclosure• Tenant Negotiations• Eviction Defense• Security Deposit Assistance	<ul style="list-style-type: none">• Deeds• Mortgages• Foreclosure• Tenant Negotiations• Eviction Defense• Security Deposit Assistance	<ul style="list-style-type: none">• Sale or Purchase (Primary or Vacation Home)• Refinancing & Home Equity• Property Tax Assessments• Boundary & Title Disputes• Zoning Applications	
Estate Planning	<ul style="list-style-type: none">• Simple and Complex Wills• Healthcare Proxies• Living Wills• Codicils• Powers of Attorney (Healthcare, Financial, Childcare, Immigration)	<ul style="list-style-type: none">• Simple and Complex Wills• Healthcare Proxies• Living Wills• Codicils• Powers of Attorney (Healthcare, Financial, Childcare, Immigration)	<ul style="list-style-type: none">• Revocable & Irrevocable Trusts	
Family & Personal	<ul style="list-style-type: none">• Guardianship• Conservatorship• Name Change• Review of ANY Personal Legal Document• School Hearings• Demand Letters• Affidavits• Personal Property Issues• Garnishment Defense• Domestic Violence Protection	<ul style="list-style-type: none">• Guardianship• Conservatorship• Name Change• Review of ANY Personal Legal Document• School Hearings• Demand Letters• Affidavits• Personal Property Issues• Garnishment Defense• Domestic Violence Protection	<ul style="list-style-type: none">• Juvenile Court Defense (Including Criminal Matters)• Parental Responsibility Matters• Review of Immigration Documents• Prenuptial Agreement• Adoption	
Civil Lawsuits	<ul style="list-style-type: none">• Disputes over Consumer Goods & Services• Administrative Hearings• Incompetency Defense	<ul style="list-style-type: none">• Disputes over Consumer Goods & Services• Administrative Hearings• Incompetency Defense	<ul style="list-style-type: none">• Civil Litigation Defense & Mediation• Small Claims Assistance• Pet Liabilities	
Elder Care Issues	Consultation & Document review for issues related to your (or spouses) parents: <ul style="list-style-type: none">• Medicare• Medicaid• Prescription Plans• Nursing Home Agreements• Leases• Promissory Notes• Deeds• Wills• Power of Attorney	Consultation & Document review for issues related to your (or spouses) parents: <ul style="list-style-type: none">• Medicare• Medicaid• Prescription Plans• Nursing Home Agreements• Leases• Promissory Notes• Deeds• Wills• Power of Attorney	Rates (Includes spouse and children)	
			12 Month Low Plan	12 Month High Plan
			\$8.00	\$16.50
			9 Month Low Plan	9 Month High Plan
			\$10.67	\$22.00
Vehicle & Driving	<ul style="list-style-type: none">• Repossession• Defense of Traffic Tickets• Driving Privileges Restoration• License Suspension due to DUI	<ul style="list-style-type: none">• Repossession• Defense of Traffic Tickets• Driving Privileges Restoration• License Suspension due to DUI	NO COPAY	

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NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

NOTES

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Visit
<https://www.mcombbenefits.com/>



The Service Hub Helps With:

- Portability/Conversion
- Benefits Education
- Claims
- Qualified Life Event Changes
- Card Requests
- Benefit Questions
- COBRA Information

Phone: 866.433.7661, Opt 5

Email: mybenefits@campusbenefits.com

Benefits website address: <https://www.mcombbenefits.com/>

The 2025-2026 Benefits Enrollment Guide is provided for illustrative purposes only. Actual benefits, services, premiums, claims processes and all other features and plan designs for coverage offered is governed exclusively by the insurance contract and associated Summary Plan Description (SPD). In case of discrepancies between this document and the insurance contract and SPD, the contract and SPD will prevail. We reserve the right to change, modify, revise, amend or terminate these plan offerings at any time. Updates, changes and notices are all located at www.mcombbenefits.com. These should be reviewed fully prior to electing any benefits.