

2025/2026 New Employee Benefits

Congratulations and welcome to Harlandale ISD. As a new employee of the Harlandale District, you will be eligible for insurance benefits effective on the first day of the month following your hire date.

Information on the benefits provided by Harlandale ISD will be presented to you during New Employee Orientation, which is scheduled for July 30, 2025. Carrier information, plan details, and cost is available 24/7 through the benefits app and on the District's web page → Menu → Human Resources → HISD Benefits.

Insurance Product:

Medical
Dental
Vision
Disability
GAP
Cancer
Critical Illness
Hospital Indemnity
Accident
Supplemental Life with AD&D
Permanent Life
Flexible Spending Account (FSA)
Identity Theft
Emergent Transport
Urgent Care

Carrier:

HISD's Self-Funded Medical Plan
Metlife
Avesis
The Hartford
Voya Protect
Allstate
Voya
Voya
Voya
Voya
CHUBB
Proficient Benefit Solutions
Safety Nets
MASA
Next Level Prime

You will be able to access the online enrollment portal once you receive your invitation to enroll via the email address on file. You will have 30 days from the date of your hire to enroll and make any changes to your benefit selections. Deductions will be withdrawn beginning the first payroll cycle, starting in September.

If you fail to enroll or finalize your elections within the 30-day new hire period, all insurance benefits will be waived and you will not have the option to enroll in benefits until open enrollment in the Fall, and those coverages elected will then become effective on January 1st of the coming year.

If you currently hold coverage through a previous employer and wish to delay the coverage effective date with Harlandale ISD, you must contact the Employee Benefits Department in order to process a qualifying life event due to loss of coverage. Proof of prior coverage that indicates a coverage termination date will be required in order to process a qualifying life event, and must be received by the Employee Benefits Department within 30 days of the date coverage was/will be terminated.