



2026 ENROLLMENT

WHAT'S NEW IN 2026

- ✓ New Benefits Administration System
- ✓ New Medical Plans
- ✓ New vendor for HSA and FSA
- ✓ Increased Health FSA Rollover to \$680
- ✓ Increased Health Savings Account Contributions
- ✓ Annual increase in HSA & HSA Employer Contribution \$500
- ✓ New vendor for Life and Disability
- ✓ New vendor for Permanent Life Insurance
- ✓ New vendor for accident, critical illness, & hospital indemnity

IMPORTANT!

This year's open enrollment is your opportunity to review your benefits and choose the options that work best for you and your family.

Open enrollment is mandatory, and all employees are required to review and confirm their 2026–2027 benefit elections.



Enrollment Dates:
03/23/2026 – 04/03/2026

Benefits Website:
<https://vanguard.benevibe.co>

HOW CAN I ENROLL?

During this open enrollment period, you will have three convenient ways to complete your elections:

-  Meet with a licensed benefits counselor on campus (03/25 – 04/02)
-  Use the online self-service system at symetra.benselect.com/vanguardacademy
-  Call our dedicated benefits call center at 1-877-221-6228 Monday through Friday, 8am to 5pm CST

IMPORTANT TIPS BEFORE YOU BEGIN ENROLLMENT

WHAT INFORMATION TO HAVE READY FOR YOUR ENROLLMENT:

- Social Security numbers AND date of births for all of your dependents you would like to cover on your elected benefits.
- Update your information: home address, phone numbers, email, and beneficiaries.
- Questions about available benefits

VISIT THE VANGUARD ACADEMY EMPLOYEE BENEFITS WEBSITE

URL: <https://vanguard.benevibe.co>

Our new and enhanced benefits website will include all benefit plan details, how to find a provider, and a built in AI assistant (Violet) to help guide you through your benefit needs and questions!

NEED ASSISTANCE OR HAVE QUESTIONS?

Call our Benefits Support Center at 1-877-221-6228

Monday – Friday 8:00am – 5:00pm CST

**All calls are recorded for quality assurance purposes*

ONLINE ENROLLMENT

To complete your enrollment online, please go to:

symetra.benselect.com/vanguardacademy

Username: your full SSN or your Vanguard EID

Password: Last 4 digits of your SSN, followed by the last 2 digits of your birth year

ENROLLMENT DATES WITH LICENSED BENEFIT COUNSELORS ON SITE

- ✓ **Rembrandt Elementary – Library**
03/25 & 03/26 from 7:20am – 5:00pm
- ✓ **Rembrandt Secondary – Library**
03/25 & 03/26 from 7:20am – 5:00pm
- ✓ **Beethoven Elementary – PLC Room**
03/27 & 03/30 from 7:20am – 5:00pm
- ✓ **Beethoven Secondary – Lecture Hall**
03/27 & 30 from 7:20am – 5:00pm
- ✓ **Mozart Elementary – Library**
03/31 from 7:20am – 5:00pm
- ✓ **Mozart Secondary – Library**
03/31 from 7:20am – 5:00pm
- ✓ **Van Gogh Elementary – Lecture Hall**
04/01 from 7:20am – 5:00pm
- ✓ **Van Gogh Secondary – Lecture Hall**
04/01 from 7:20am – 5:00pm
- ✓ **Monet Elementary – Conference Room**
04/02 from 7:20am – 12:00pm
- ✓ **Picasso Elementary – Library**
04/02 from 7:20am – 5:00pm
- ✓ **Central Office – Edinburg Conference Room**
04/02 from 1:00pm – 6:00pm