

# SJCSD Well-Being: Earn the Lowest Premium!

## Health Risk Assessment & Biometric Screening Program



**Program Dates: January 1 - November 15, 2025**

### Program Details:

The Health Risk Assessment (HRA) & Biometric Screening Program is two steps: an online HRA (questionnaire) and a biometric screening (no fasting required). The screening can **ONLY** be completed at one of our Marathon Health Wellness Centers: O'Connell Wellness Center, Nease Wellness Center, or Pedro Menendez Wellness Center. All results are private, confidential, and not shared with St. Johns County School District.

### Program Guidelines:

- Participation occurs *every other year*, depending on birth year: beginning January 1, 2025, employees born in an **ODD** year (e.g., 1967) and covered under the medical plan can complete the program before the deadline to earn the lowest premium for their plan.
- Open to all active employees and spouses (regardless of age) enrolled in the SJCSD medical plan AND SJCSD retirees and their covered spouses (only under age 65), on the medical plan.
  - Covered spouses participate following the covered EMPLOYEE'S birth year, regardless of the spouse's birth year (e.g., the employee's birth year is 1967, but the spouse's birth year is 1970).
  - This program does not apply to enrolled-dependent children regardless of age.*
  - If enrolled in "FAMILY WITH 2" coverage, both parties follow the **HUSBAND'S** birth year.
  - Same-sex "FAMILY WITH 2" covered employees follow the earlier **birth month**. For example, if one birth month is July (July 1967) and other birth month is February (February 1970), both follow the **birth year** of the person born in February (EVEN year, in this example).
- Employees hired **after** June 1, 2025, are NOT expected (nor are their spouses) to participate, even if born in an ODD year. Those newer hires wait until the next odd year (in this case, 2027).

### Required Program Steps:

- Log in to your own Marathon Health account by visiting the website at [my.marathon-health.com](https://my.marathon-health.com). *Employees and spouses have separate logins and accounts.*
- Select the **"Incentives"** tab and scroll to the bottom, under **"Goals"**, to view and complete the **two** program steps that must be completed by **November 15, 2025**, to earn the lowest premium for 2026 and 2027.
  - Schedule your appointment by selecting "Complete your Biometric Screening". Then, click through the following prompts:
    - "Go to Schedule" → select the "member" → "Preventative" → "Biometric Wellness Screen" → "Next"
    - Select your preferred Wellness Center location → appointment time → "Confirm Appointment"
  - Take the Health Risk Assessment Questionnaire. After answering the questions
    - Select "Complete the Health Risk Assessment". Then, select "Send to My Health Record"

Still have questions after logging in? For portal or points questions, email [sjcsdwellness@marathon.health](mailto:sjcsdwellness@marathon.health)

For additional information, scan the below QR code to access the Marathon Health HRA Portal Guide



### Premium surcharge information:

- Surcharge assessed per pay period for 2 years, effective January 1, 2026, through December 31, 2027
  - SINGLE COVERAGE (Employee-only participation): \$10 surcharge per pay period
  - FAMILY COVERAGE (Employee & Spouse participation): \$10 OR \$20 surcharge per pay period
    - \$10 if one completes but the other does not OR \$20 if neither completes the program

HOSPITAL PLAN 1 (Standard)	Lowest Premium earned when completing the program	Without completing the Program
Employee Only	\$68.16	\$78.16
Family with 2* (Children)	\$154.74 (\$77.37 per employee)	\$164.74 (\$87.37 per employee)
Family w/2 Single**	\$136.32 (\$68.16 per employee)	\$146.32 (\$78.16 per employee)
Employee & Family	\$287.20	\$297.20 or \$307.20 if one or both spouses do not complete
HOSPITAL PLAN 2 (Buy-Up Plan)		
Employee Only	\$83.45	\$93.45
Family with 2* (Children)	\$227.14 (\$113.57 per employee)	\$237.14 (\$123.57 per employee)
Family w/2 Single**	\$166.90 (\$83.45 per employee)	\$176.90 (\$93.45 per employee)
Employee & Family	\$360.19	\$370.19 or \$380.19 if one or both spouses do not complete

### Exemptions:

Exemptions for the HRA & Biometric Screening Program will be considered on a case-by-case basis for extreme, extenuating circumstances.

Exemption requests need to be submitted via the current SJCSD HRA & Screening Exemption Request Link; provided here:

<https://survey.alchemer.com/s3/7983141/SJCSD-2025-HRA-Screening-Exemption-Request>

Requests must be received by November 1, 2025. If you have previously submitted an exemption request in past years, exemptions do not carry over, so you will need to submit a new request this year, if applicable.