



# Denton ISD TRS-ActiveCare Executive Summary Workshop Presentation

## Fall 2021



# Senate Bill 1444

*2021 (87th Legislative Session) - Senate Bill 1444 passed*

- Cannot offer alternate plans alongside TRS-ActiveCare plans for a plan year “on or beginning” after September 1, 2022
- Districts can choose to leave TRS-ActiveCare starting 9/1/2022
  - Notify by December 31, 2021 – 9 months in advance
  - Must remain out for 5 years
  - Can decide by 12/31 of each year
- If not participating or rejoining, must remain in TRS-ActiveCare for 5 years

*TRS-ActiveCare – Current/Future*

# Historical TRS-ActiveCare

## 77th Texas Legislature passed HB 3343 (Texas School Employee Uniform Group HC Program)

- Bill required districts less than 500 employees to join effective 9/1/2002
- Districts that were self-funded (or pool) could elect not to participate
- Contribution - State \$900 per year / District min \$1,800 per year

## TRS-ActiveCare

- Most Texas school districts participate
- Approximately 425,000 employee members

***Texas Administrative Code 41.30 - Entities that participate in TRS-ActiveCare may not discontinue participation (no alternative under Chapter 1579 IC)***

# District of Innovation (DOI)

*Texas Administrative Code 41.30 - Entities that participate in TRS-Active Care may not discontinue participation (no alternative under Chapter 1579 IC)*

- Amendment to District Innovation Plan (DOI)
  - Preclusion from providing alternative coverage (Chapter 1579 IC)
  - Strategy “Increased local control of the group health plan to allow the District to be responsive to employee and community needs”
- Starting in 2019-20 districts started offering additional plans alongside TRS-ActiveCare
- Estimated that over 200 district are offering additional plans for 2021-22

***2021 (87th Legislative Session) - Senate Bill 1444 passed***

# TRS-ActiveCare – Current/Future

- Will begin a state region rating process
  - Preview of process – late November 2021
- Limited claims information now available
  - Can request twice each year for the past 36 months
- TRS must deliver a study on “alternative methods to deliver benefits” by August 31, 2022, to Legislative groups
- TRS-ActiveCare rates increased between 5.5% – 8.1% for 2021-22
- Financial condition of TRS-ActiveCare is not known, requested \$386 Million Dollars from ESSR funding

# Planning

- Texas School Health Benefit Program
  - Existing Plans High Deductible and PPO Directed Care
- TRS Discussion with Katrina Daniels Chief Healthcare Officer
- PCGUS Directed Care Plans currently offered in Texas
- Denton ISD sponsored clinic
- Baylor Scott & White (narrow network, potential self-funded plans)
- Future discussions – Cooks Hospital, United Health Care, Blue Cross Blue Shield

# Discussion

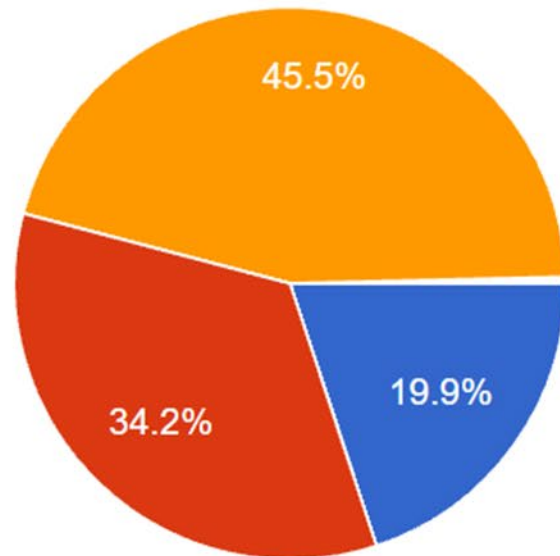
- District Leadership Townhall – September 22
- District Wide Survey – September 22
  - 251 questions 80% about affordability
- District Wide Townhall September 29
- District Wide Townhall October 6



# Survey

Should Denton ISD continue to participate in TRS ActiveCare insurance or seek our own options for Health Insurance?

527 responses



- Yes Continue in TRS ActiveCare Insurance
- No Discontinue offering TRS ActiveCare Insurance and Offer other Medical plans
- Undecided on the topic
- No
- I think these are two questions. How about choose one or the other?



# Pros and Cons for Leaving TRS-ActiveCare

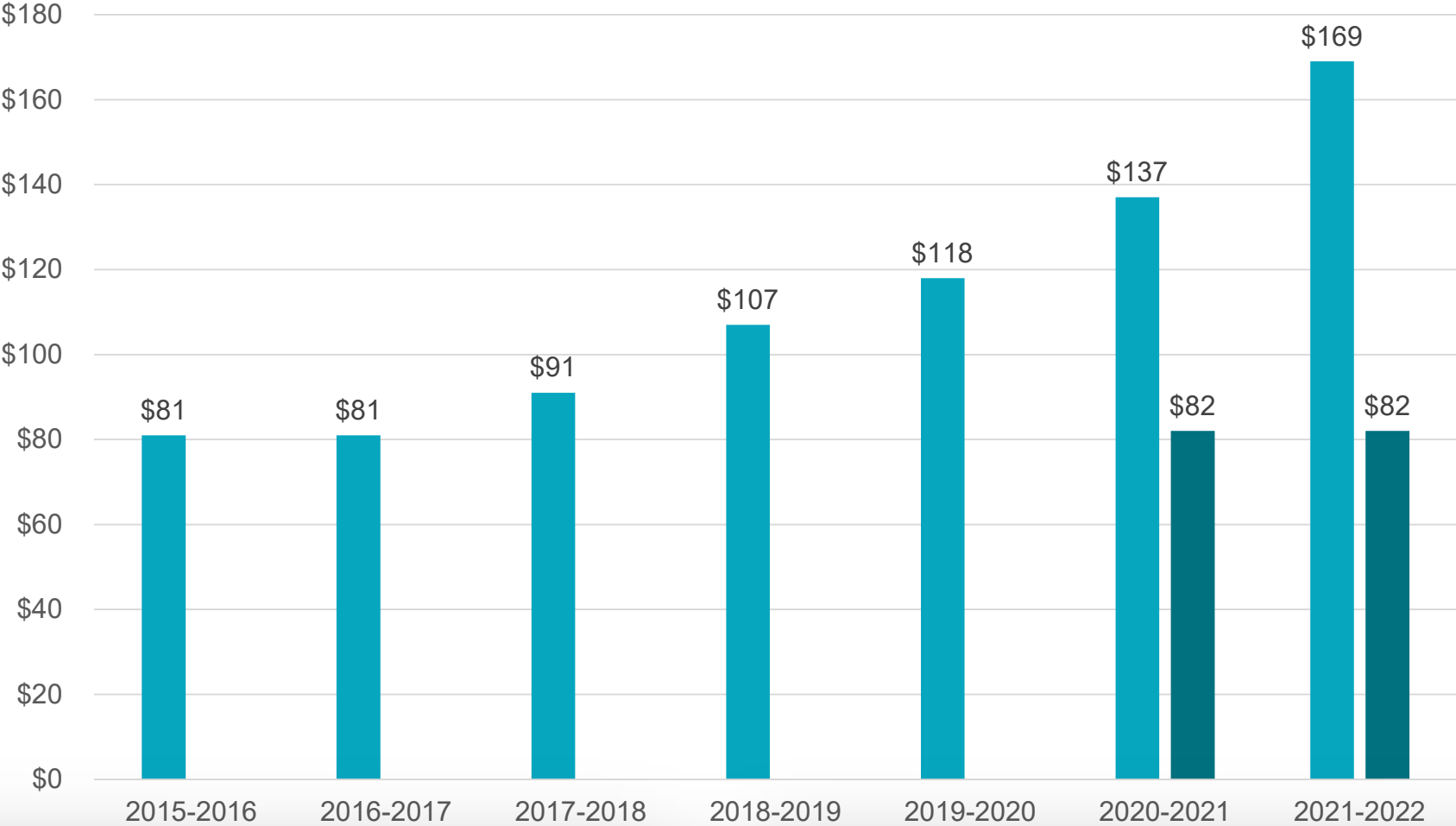
## Pro

- Flexibility in plan design
- Reduced cost of plans due to accessibility of data
- TRS-ActiveCare rates annual increase
- Denton ISD specific wellness program
- Service Specific to Denton ISD Employees

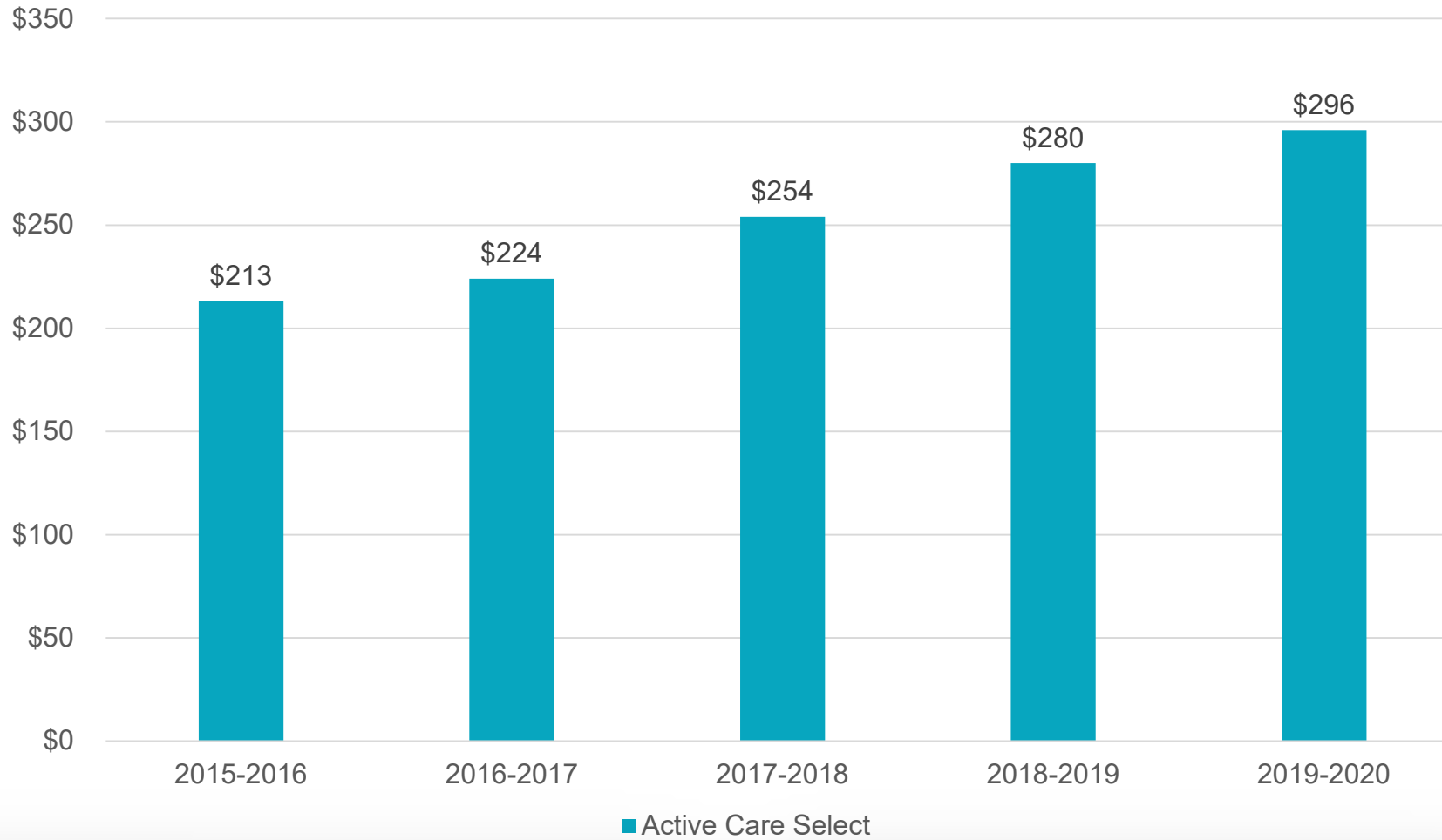
## Con

- Cannot rejoin for 5 years
- Rates dependent on Denton ISD claims only
- TRS-ActiveCare retains all financial risk
- TRS-ActiveCare statewide impact of others leaving
- Security of Statewide plan

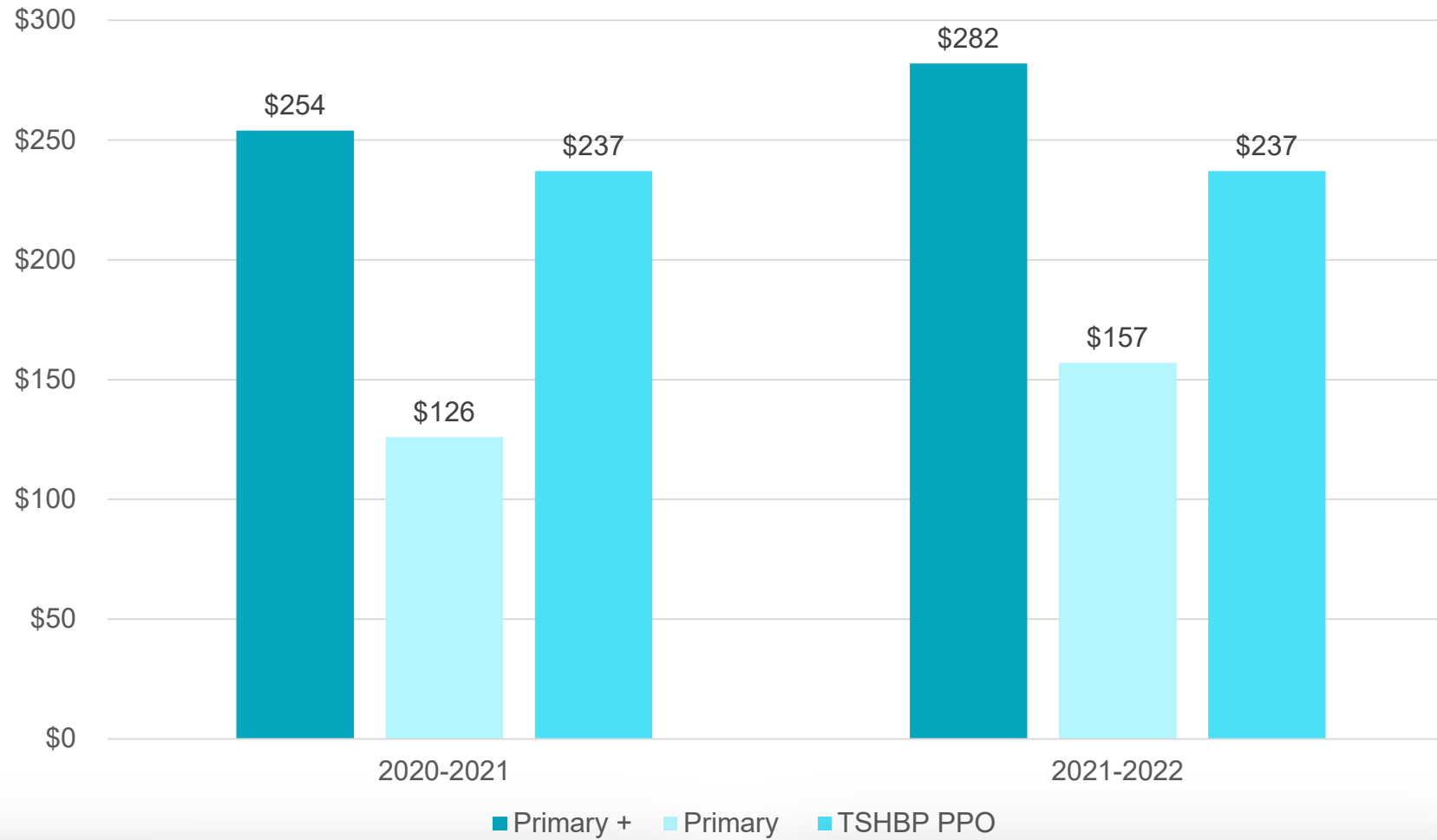
TRS Active Care HD & TSHBP HD Monthly Premium Rate  
Employee Only



## TRS ActiveCare Select PPO Monthly Premium Rate Employee Only



## TRS Active Care Primary, Primary + and TSHBP PPO Monthly Premium Rate Employee Only



# Maximum Out-of-Pocket Cost

## 2021-22

### Cost for Individuals

### Cost for Families

TSHBP HD Annual Premium \$984

TSHBP HD Annual Premium \$12,384

**\$3,000**

*Directed Care HD Plan*

**\$9,000**

**\$3,500**

*Directed Care CoPay Plan*

**\$10,500**

TRS HD Annual Premium \$2028

TRS HD Annual Premium \$14,220

**\$7,000**

*TRS-ActiveCare HD*

**\$14,000**

**\$6,900**

*TRS-ActiveCare Primary +*

**\$13,800**

**\$8,150**

*TRS-ActiveCare Primary*

**\$16,300**

**\$7,450**

*Central and North Texas BSW HMO*

**\$14,900**

# TRS Quick Poll

Districts stated in a TRS Quick Poll said that their main frustrations with TRS ActiveCare were:

## What are your main frustrations with TRS-ActiveCare?

Poll Results (single answer required):

Affordability	82%
Network	2%
Customer Service (for your and your employees)	2%
Referrals	7%
Other	7%

# TSHBP Plan Offerings 2022-23

## TSHBP Current Plans

- ✓ High Deductible (HD)
- ✓ CoPay Plan
- ✓ No change / Embedded Deductible
- ✓ In and out of Network Benefits
- ✓ PPO Physician, Specialist, and Ancillary
- ✓ Directed Care – Hospital Services

## TSHBP New Plans (Additional)

- ✓ Aetna High Deductible (HD)
- ✓ Aetna Signature Plan
- ✓ In Network Benefits
- ✓ PPO Physician and Hospitals
- ✓ Comparable to TRS-ActiveCare

*Identical Eligibility as TRS-ActiveCare*

### Specialty Drug Program Required

TSHBP HD and CoPay - no guarantee  
Aetna HD and Aetna Signature - guaranteed

### Care Coordinator

TSHBP HD and CoPay - mandatory  
Aetna HD and Aetna Signature - optional



**NEW**

	TRS-ActiveCare High Deductible	TSHBP Aetna HD	TSHBP High Deductible (current)
Plan Features	In-Network	In-Network	In-Network
Individual/Family Deductible	\$3,000/\$6,000	\$3,000/\$6,000	\$3,000/\$9,000
Coinsurance	You pay 30% after deductible	You pay 30% after deductible	None - Plan Pays 100% after deductible
Ind/Fam Out of Pocket	\$7,000/\$14,000	\$7,000/\$14,000	\$3,000/\$9,000
Network	BCBS Of Texas	Aetna	HealthSmart
PCP Required	No	No	No
PCP Referral to Specialist	No	No	No
Doctor Visits			
Preventive Care	Yes - \$0 copay	Yes - \$0 copay	Yes - \$0 copay
Primary Care	You pay 30% after deductible	You pay 30% after deductible	Deductible, then Plan pays 100%
Specialist	You pay 30% after deductible	You pay 30% after deductible	Deductible, then Plan pays 100%
Virtual Health	\$30 per consultation	\$30 per consultation	\$30 per consultation
Care Facilities			
Urgent Care	You pay 30% after deductible	You pay 30% after deductible	Deductible, then Plan pays 100%
Emergency Care	You pay 30% after deductible	You pay 30% after deductible	Deductible, then Plan pays 100%
Outpatient Surgery	You pay 30% after deductible	You pay 30% after deductible	Deductible, then Plan pays 100%
Prescription Drug Benefits			
Drug Deductible	Integrated with medical	Integrated with medical	Integrated with medical
Days Supply	30-Day Supply / 90-Day Supply	30-Day Supply / 90-Day Supply	30-Day Supply / 90-Day Supply
Generics	You pay 20% after deductible; \$0 for certain generics	You pay 20% after deductible; \$0 for certain generics	Deductible, then Plan pays 100%
Preferred Brand	You pay 25% after deductible	You pay 25% after deductible	Deductible, then Plan pays 100%
Non-preferred Brand	You pay 50% after deductible	You pay 50% after deductible	Deductible, then Plan pays 100%
Specialty	You pay 20% after deductible	Full Coverage - PAP Required	Limited - PAP Required

	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TSHBP Aetna Signature	TSHBP CoPay (Current)
<b>Plan Features</b>				
Individual/Family Deductible	\$2,500/\$5,000	\$1,200/\$3,600	\$2,000/\$4,000	\$3,500/\$10,500
Coinsurance	You pay 30% after deductible	You pay 20% after deductible	You pay 25% after deductible	None - Plan Pays 100% after deductible
Ind/Fam Out of Pocket	\$8,150/\$16,300	\$6,900/\$13,800	\$7,500/\$15,000	\$3,500/\$10,500
Network	BCBS Of Texas	BCBS of Texas	Aetna	HealthSmart
PCP Required	Yes	Yes	No	No
PCP Referral to Specialist	Yes	Yes	No	No
<b>Doctor Visits</b>				
Preventive Care	Yes - \$0 Copay	Yes - \$0 Copay	Yes - \$0 Copay	Yes - \$0 copay
Primary Care	\$30 copay	\$30 copay	\$30 copay	\$35 copay
Specialist	\$70 copay	\$70 copay	\$70 copay	\$35 copay
Virtual Health	\$0 per consultation	\$0 per consultation	\$0 per consultation	\$0 per consultation
<b>Care Facilities</b>				
Urgent Care	\$50 copay	\$50 copay	\$50 copay	\$50 copay
Emergency Care	You pay 30% after deductible	You pay 20% after deductible	You pay 25% after deductible	\$500 copay
Outpatient Surgery	You pay 30% after deductible	You pay 20% after deductible	You pay 25% after deductible	\$500 copay
<b>Prescription Drug Benefits</b>				
Drug Deductible	Integrated with medical	\$200 brand deductible	\$500 brand deductible	No deductible
Days Supply	30-Day Supply / 90-Day Supply	30-Day Supply / 90-Day Supply	30-Day Supply / 90-Day Supply	30-Day Supply / 90-Day Supply
Generics	\$15/\$45 copay	\$15/\$45 copay	\$15/\$45 copay	\$0 at selected pharmacies; others \$10/\$20 copay
Preferred Brand	You pay 30% after deductible	You pay 25% after deductible	You pay 25% after deductible	\$35 copay or 50% copay (max \$100)
Non-preferred Brand	You pay 50% after deductible	You pay 50% after deductible	You pay 50% after deductible	\$70 copay or 50% copay (max \$200)
Specialty	You pay 30% after deductible	You pay 20% after deductible	Full Coverage - PAP Required	Limited - PAP Required

# Sample ISD – Rates – 2022-23

PLAN HIGHLIGHTS	TSHBP High Deductible (HD)	<div>NEW</div> TSHBP Aetna High Deductible (HD)	TSHBP CoPay	<div>NEW</div> TSHBP Aetna Signature
	Anticipated (2022-23)			
Coverage				
Employee Only	\$368.00	\$450.00	\$409.00	\$504.00
Employee/Child	\$693.00	\$834.00	\$791.00	\$880.00
Employee/Spouse	\$1,025.00	\$1,306.00	\$1,160.00	\$1,355.00
Employee/Family	\$1,346.00	\$1,561.00	\$1,531.00	\$1,663.00
Coverage	In-Network Coverage	In-Network Only	In-Network Coverage	In-Network Only
Network	HealthSmart - National	AETNA	HealthSmart - National	AETNA
Plan Deductible Feature	Deductible, then Plan pays 100%	Deductible, then Plan pays 30%	Copayments, then Plan pays 100%	Deductible, then Plan pays 25%
Individual	\$3,000	\$3,000	\$3,500	\$2,000
Coinsurance	None	You pay 30% after deductible	None	You pay 25% after deductible
Maximum Out-of- Pocket	\$3,000	\$7,000	\$3,500	\$7,500
Required - Primary Care Provider (PCP)	No	No	No	No
Required - PCP Referral to Specialist	No	No	No	No

# Sample ISD Option 2022-23

## High Deductible Plans

► Employee Only

High Deductible Plans	Monthly Premium	Deductible	Maximum Out of Pocket
*TRSAC HD	\$472	\$3,000	\$7,000
TSHBP Aetna HD	\$450	\$3,000	\$7,000
TSHBP HD	\$368	\$3,000	\$3,000

*TSHBP HD creates an annual savings of \$1,248 - 28% lower than TRSAC HD*

*\* Modeled with 10% increase in current rates*

# Sample ISD Option 2022-23

## High Deductible Plans

► Employee/Child

High Deductible Plans	Monthly Premium	Deductible	Maximum Out of Pocket
*TRSAC HD	\$849	\$3,000	\$14,000
TSHBP Aetna HD	\$834	\$3,000	\$14,000
TSHBP HD	\$693	\$3,000	\$6,000

*TSHBP HD creates an annual savings of \$1,872 - 23% lower than TRSAC HD*

*\* Modeled with 10% increase in current rates*

# Sample ISD Option 2022-23

## Additional Plans

► Employee Only

Additional Plans	Monthly Premium	Deductible	Maximum Out of Pocket
*TRSAC Primary	\$459	\$2,500	\$8,150
*TRSAC Primary +	\$596	\$1,200	\$6,900
TSHBP Aetna Signature	\$504	\$2,000	\$7,500
TSHBP CoPay	\$409	\$3,500	\$3,500

*TSHBP CoPay creates an annual savings of \$2,244 - 48% lower than TRSAC Primary +*

*\* Modeled with 10% increase in current rates*



# Sample ISD Option 2022-23

## Additional Plans

### ► Employee/Child

Additional Plans	Monthly Premium	Deductible	Maximum Out of Pocket
*TRSAC Primary	\$826	\$2,500	\$16,300
*TRSAC Primary +	\$967	\$1,200	\$13,800
TSHBP Aetna Signature	\$880	\$2,000	\$15,000
TSHBP CoPay	\$791	\$3,500	\$7,000

*TSHBP CoPay creates an annual savings of \$2,112 - 22% lower than TRSAC Primary +*

*\* Modeled with 10% increase in current rates*



# Denton ISD - Plan

Health Plans	Move forward with a Directed Care/PPO Model option
District Sponsored Clinics	Continue working toward the goal of district sponsored clinic
Wellness Initiatives	Incorporate opportunities for employees to engage in activities that encourages great health
Purchasing Power	Goal to use Denton ISD Health Claims data to maintain the best plans & cost value
Continue	Develop long term options (5 Year Plan) for Denton ISD

# Questions and Comments