

The background of the slide features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes create a dynamic, modern feel. The text is centered in a clean, sans-serif font.

# Impact of 2023 Health Insurance Rates set by ARBenefits a.k.a. Employee Benefits Division (EBD)

# Employee Benefits Division (EBD) Announcement

- No wellness discounts for 2023.
- No longer required to get a wellness checkup for discounts on premiums.
  - Wellness checkup is still 100% paid in full by insurance.
  - Wellness checkup is still a good practice.
- Release of 2023 Health Insurance Rates to Public School Employees (PSEs).
  - Good for most; bad for FSPS and NWA PSEs.

# FSPS v. Most AR Districts in 2022

<b>Monthly District Cost (in dollars)</b>			
<b>Health Insurance Packages</b>	<b>FSPS</b>	<b>Most AR</b>	<b>Extra</b>
<b><u>Premium Plan</u></b>			
Employee only	250.00	168.52	81.48
Employee & spouse	250.00	168.52	81.48
Employee & children	250.00	168.52	81.48
Employee & family	250.00	168.52	81.48
<b><u>Classic Plan</u></b>			
Employee only	250.00	168.52	81.48
Employee & spouse	250.00	168.52	81.48
Employee & children	250.00	168.52	81.48
Employee & family	250.00	168.52	81.48
<b><u>Basic Plan</u></b>			
Employee only	229.78	168.52	61.26
Employee & spouse	250.00	168.52	81.48
Employee & children	250.00	168.52	81.48
Employee & family	250.00	168.52	81.48

# FSPS v. Most AR Districts in 2022

Monthly Employee Cost (in dollars)			
Health Insurance Packages	FSPS	Most AR	Savings
<b><u>Premium Plan</u></b>			
Employee only	151.98	233.46	81.48
Employee & spouse	799.72	881.20	81.48
Employee & children	439.06	520.54	81.48
Employee & family	801.96	883.44	81.48
<b><u>Classic Plan</u></b>			
Employee only	14.54	96.02	81.48
Employee & spouse	323.14	404.62	81.48
Employee & children	126.94	208.42	81.48
Employee & family	326.84	408.32	81.48
<b><u>Basic Plan</u></b>			
Employee only	0.00	61.26	61.26
Employee & spouse	241.30	322.78	81.48
Employee & children	90.38	171.86	81.48
Employee & family	244.14	325.62	81.48

# Fort Smith Public Schools

<b>Monthly District Cost (in dollars)</b>			
<b>Health Insurance Packages</b>	<b>2022</b>	<b>2023</b>	<b>Increase</b>
<b><u>Premium Plan</u></b>			
Employee only	250.00	300.00	50.00
Employee & spouse	250.00	300.00	50.00
Employee & children	250.00	300.00	50.00
Employee & family	250.00	300.00	50.00
<b><u>Classic Plan</u></b>			
Employee only	250.00	300.00	50.00
Employee & spouse	250.00	300.00	50.00
Employee & children	250.00	300.00	50.00
Employee & family	250.00	300.00	50.00
<b><u>Basic Plan</u></b>			
Employee only	229.78	300.00	70.22
Employee & spouse	250.00	300.00	50.00
Employee & children	250.00	300.00	50.00
Employee & family	250.00	300.00	50.00

# Most Arkansas School District

<b>Monthly District Cost (in dollars)</b>			
<b>Health Insurance Packages</b>	<b>2022</b>	<b>2023</b>	<b>Increase</b>
<b><u>Premium Plan</u></b>			
Employee only	168.52	300.00	131.48
Employee & spouse	168.52	300.00	131.48
Employee & children	168.52	300.00	131.48
Employee & family	168.52	300.00	131.48
<b><u>Classic Plan</u></b>			
Employee only	168.52	300.00	131.48
Employee & spouse	168.52	300.00	131.48
Employee & children	168.52	300.00	131.48
Employee & family	168.52	300.00	131.48
<b><u>Basic Plan</u></b>			
Employee only	168.52	300.00	131.48
Employee & spouse	168.52	300.00	131.48
Employee & children	168.52	300.00	131.48
Employee & family	168.52	300.00	131.48

# Fort Smith Public Schools

<b>Monthly Employee Cost (in dollars)</b>				
<b>Health Insurance Packages</b>	<b>1,720 Enrolled</b>	<b>2022</b>	<b>2023</b>	<b>Increase</b>
<b><u>Premium Plan</u></b>	<b>672</b>			
Employee only	542	151.98	221.10	69.12
Employee & spouse	5	799.72	806.66	6.94
Employee & children	111	439.06	496.95	57.89
Employee & family	14	801.96	848.74	46.78
<b><u>Classic Plan</u></b>	<b>978</b>			
Employee only	545	14.54	94.83	80.29
Employee & spouse	62	323.14	386.95	63.81
Employee & children	260	126.94	215.40	88.46
Employee & family	111	326.84	414.77	87.93
<b><u>Basic Plan</u></b>	<b>70</b>			
Employee only	55	-	54.31	54.31
Employee & spouse	4	241.30	291.61	50.31
Employee & children	8	90.38	161.38	71.00
Employee & family	3	244.14	306.68	62.54

# Most Arkansas School Districts

<b>Monthly Employee Cost (in dollars)</b>			
<b>Health Insurance Packages</b>	<b>2022</b>	<b>2023</b>	<b>Increase</b>
<b><u>Premium Plan</u></b>			
Employee only	233.46	221.10	(12.36)
Employee & spouse	881.20	806.66	(74.54)
Employee & children	520.54	496.95	(23.59)
Employee & family	883.44	848.74	(34.70)
<b><u>Classic Plan</u></b>			
Employee only	96.02	94.83	(1.19)
Employee & spouse	404.62	386.95	(17.67)
Employee & children	208.42	215.40	6.98
Employee & family	408.32	414.77	6.45
<b><u>Basic Plan</u></b>			
Employee only	61.26	54.31	(6.95)
Employee & spouse	322.78	291.61	(31.17)
Employee & children	171.86	161.38	(10.48)
Employee & family	325.62	306.68	(18.94)



Additional Revenue in FY23	
Foundation Funding (FF) Increase	\$64
Added FF Revenue in FY23 (rounded)	<b>\$884,000</b>

Additional Cost in FY23	
FSPS Participants (86.52%)	1,720
Added District Cost - Monthly	\$50
Added District Cost in FY23	<b>\$516,000</b>

Excess Revenue Applied to Certified Salary Schedule in FY23	
Additional Revenue in FY23	\$884,000
Additional District Cost in FY23	\$516,000
Excess Revenue in FY23	<b>\$368,000</b>

**Excess Revenue was added to FY23 Salary Schedules**

# Fort Smith Public Schools

## Employee Benefits Announcement

No premium increases for 2023 for dental or vision insurance!

<b>Monthly Employee Cost (in dollars)</b>	
<b>Insurance Packages</b>	<b>2023</b>
<b><u>Dental Plan</u></b>	
Employee only	-
Employee & spouse	35.66
Employee & children	29.22
Employee & family	74.94
<b><u>Vision Plan</u></b>	
Employee only	-
Employee & spouse	5.30
Employee & children	6.24
Employee & family	11.58