

**ECISD MEDICAL PLAN
RECOMMENDED PLAN CHANGES
2016**

Benefit Changes

- Options I & III – Increase Annual Out-of-Pocket for Individual coverage from \$6,450 to \$6,550 (IRS regulations)
- Options I & III – Increase Annual Out-of-Pocket for Family coverage from \$12,900 to \$13,100 (IRS regulations)
- Option I – Set Out-of Network Annual Out-of-Pocket for Individual and Family coverage at Unlimited
- Option I – Increase Specialty Drug Maximum Co-pay from \$125 to \$1,800 per fill until the Annual Out-of-Pocket is reached. Plan participants currently taking Specialty Drug prescriptions will be “grandfathered” under the current benefit for those specific drugs.

Contribution Changes (Per Month)

- Increase District contribution for all plans from \$335 to \$345 (for Option III HSA participants, \$25 of the District contribution will continue to go to their HSA account)
- Option I – Increase Employee contribution for Employee Only coverage by \$5
- Options I & III – Increase Employee contribution for Dependent coverage by \$10

Employee Contribution Rates (Per Month)

Option I	2015	2016
Employee Only	60	65
Employee & Child	243	258
Employee & Children	291	306
Employee & Spouse	380	395
Employee & Family	452	467

Option III	2015	2016
Employee Only	0	0
Employee & Child	168	178
Employee & Children	205	215
Employee & Spouse	270	280
Employee & Family	328	338