

Executive Summary

April 28, 2020

Employee Medical Insurance Workshop

Board Goal:

Growth & Management ... In pursuit of excellence, we will:

- Provide Leadership and/or oversight to ensure District meets all fiscal, legal and regulatory requirements.
- Demonstrate effective and efficient management of district resources.

Culture & Climate...In pursuit of excellence, we will

- Promote health, wellness and emotional well-being

Purpose of Report

This report is to present to the Board of Trustees, for their review and discussion, an update of the TRS medical plan changes for 2020-2021, as well as new medical plans provided by Texas Schools Health Benefits Program (TSHBP) for their consideration.

Objectives

Review of plan benefits on an annual basis to keep the Board apprised of rate and benefit changes that are being made for the upcoming year along with new opportunities within the medical benefits marketplace.

Operational Impact

Current TRS Medical Plan Options & Changes:

At its February 21, 2020 meeting, the TRS Board selected Blue Cross Blue Shield of Texas (BCBSTX's) to serve as the new health plan administrator for TRS medical benefits. The contract will take effect Sept. 1, 2020.

Blue Cross Blue Shield of Texas previously administered the program at its start in 2004 through 2014 when Aetna won the contract.

The TRS Board approved the benefit and rate changes during their April 16-17, 2020 Board Meeting.

2020-2021 TRS Medical plan Options:

- ActiveCare 1-HD
- ActiveCare 2
- ActiveCare Primary (New plan)
- ActiveCare Primary + (New plan)
- Baylor Scott and White HMO

Financial Benefit Services on behalf of Denton ISD, medical benefit opportunities through Texas Schools Health Benefits Program.

2020-2021 TSHBP Options:

- Texas Schools Health Benefit Copay
- Texas Schools Health Benefit High Deductible
- Both with 2-year rate guarantee

Denton ISD Open Enrollment is scheduled for July 1 – August 23, 2020. The District contribution will remain at \$260 per eligible employee per month.

Results

Offering Denton ISD employees with options for their healthcare coverage for the 2020-20221 plan year.
