



# Denton ISD Group Health Review and Solution

**Fall 2021**



# 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-ActiveCare 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*

# 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*

# TRS-ActiveCare – Current/Future

- Will begin a regionally 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.

# Pros and Cons for Leaving TRS-ActiveCare

## Pro

- Flexibility in plan design
- Reduced cost of plans
- TRS-ActiveCare rates annual increase
- Denton ISD specific wellness program

## Con

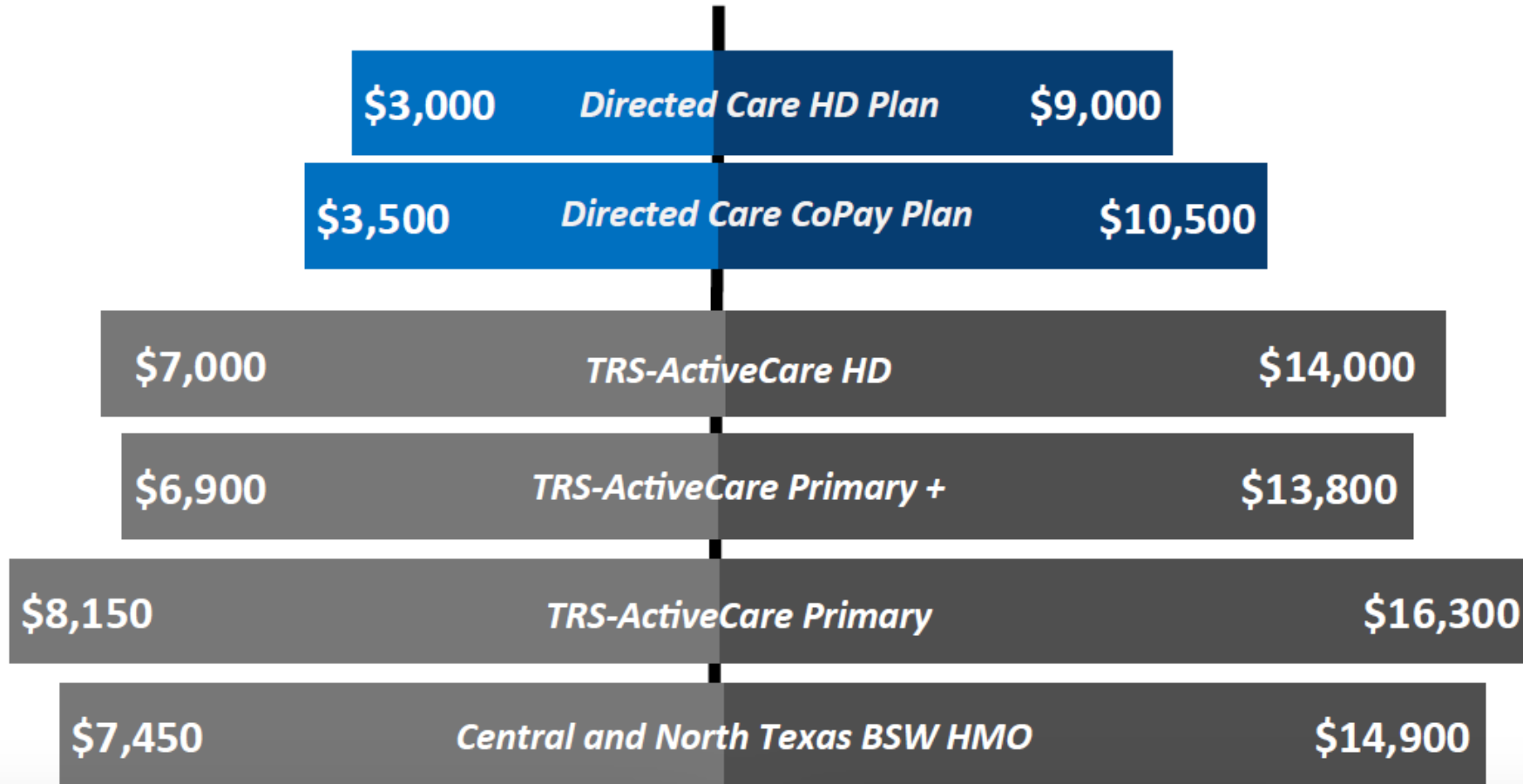
- Cannot rejoin for 5 years
- Rates dependent on Denton ISD claims only
- TRS-ActiveCare retains all financial risk
- TRS-ActiveCare statewide impact of others leaving

# Maximum Out-of-Pocket Cost

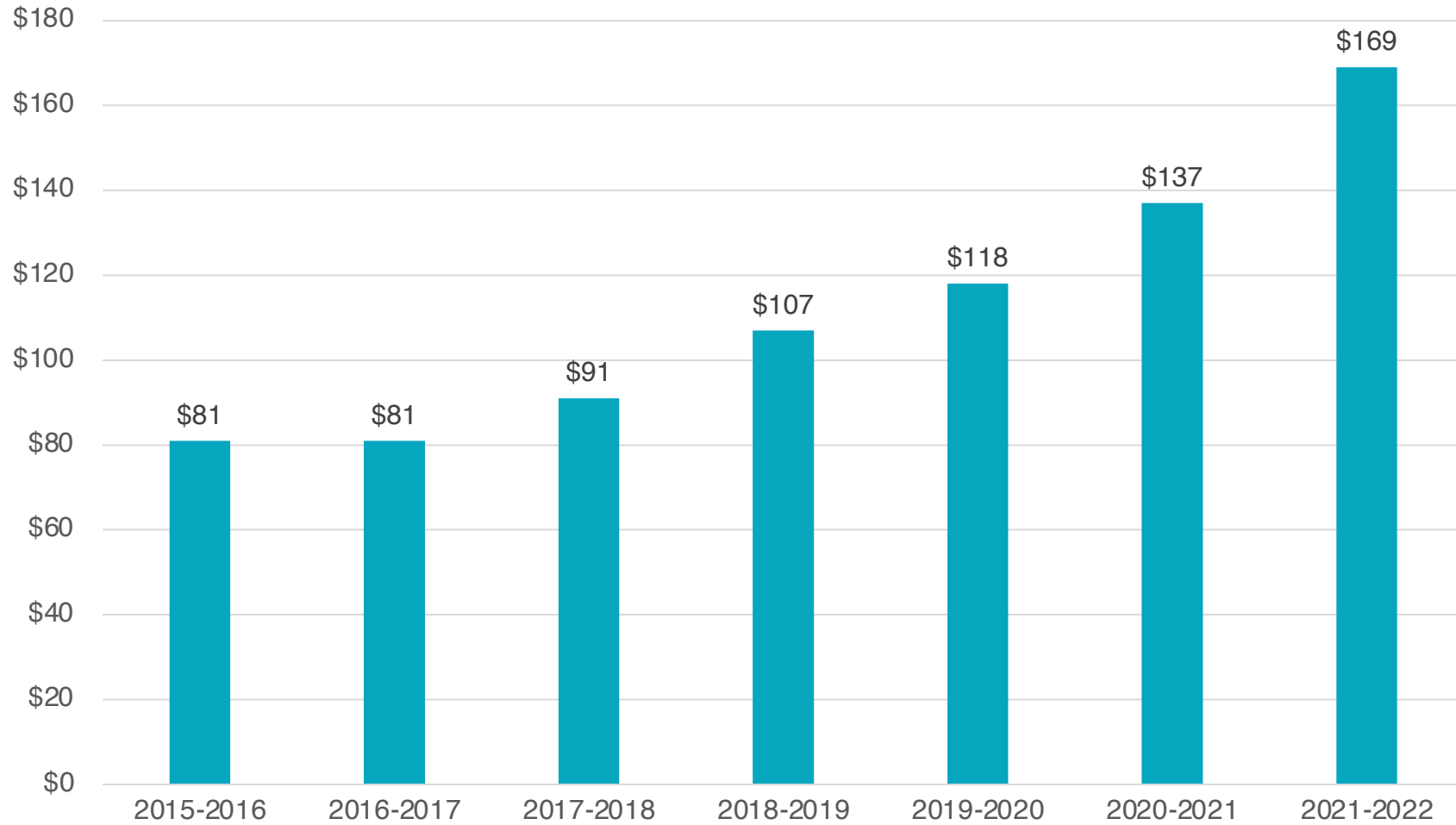
## 2021-22

Cost for Individuals

Cost for Families

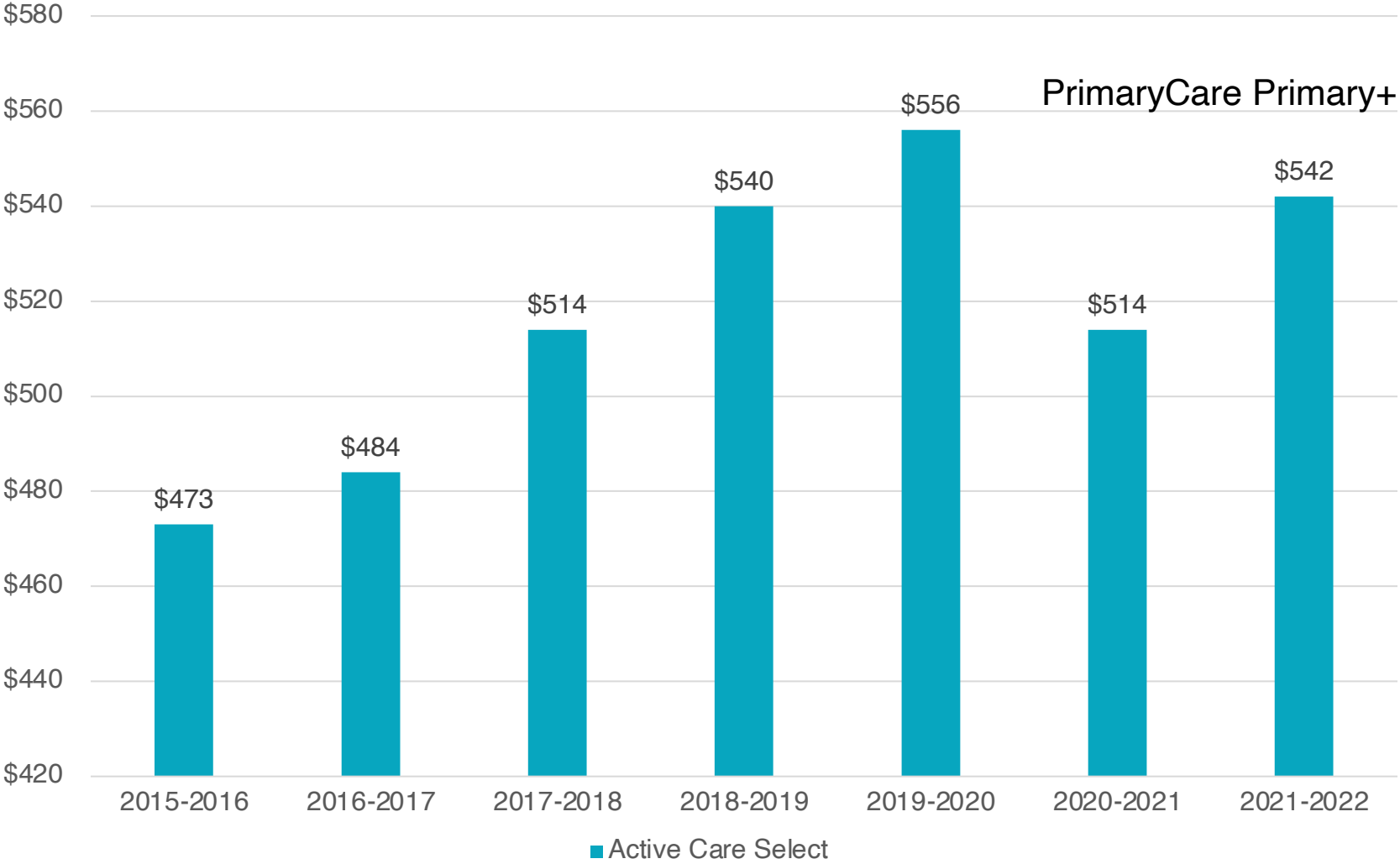


## TRS ActiveCare HD Annual Rate Employee Only



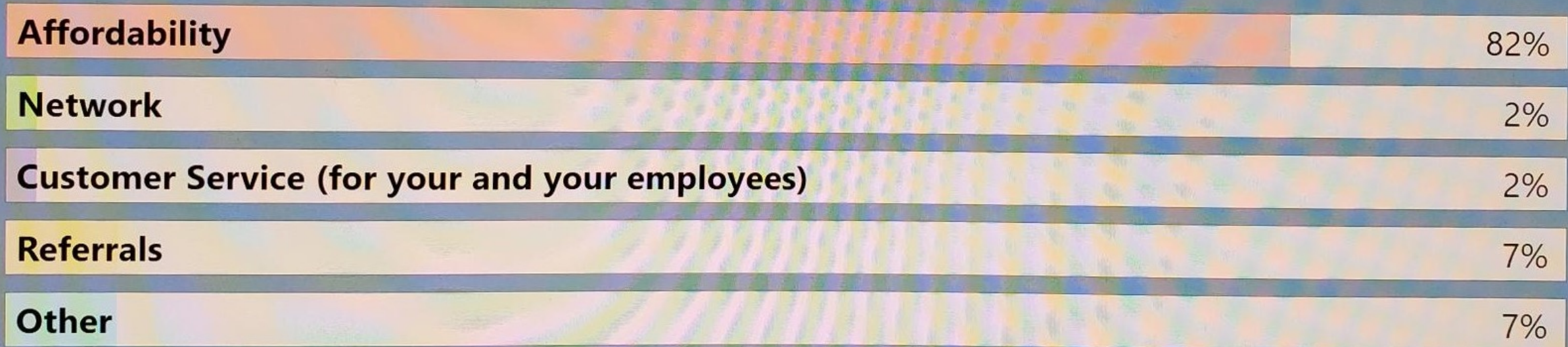


# TRS ActiveCare Select PPO Annual Rate Employee Only



# What are your main frustrations with TRS-ActiveCare?

Poll Results (single answer required):



# Options

- TSHBP - HD Gold Plan Current
- TSHBP CoPay Plan Current
- *TSHBP HD - AETNA* *New*
- *TSHBP Primary Plan – AETNA* *New*

# 2022-2023 Comparison

Plan Highlights			New	New
	TSHBP - HD Gold Plan	TSHBP CoPay Plan	TSHBP HD - AETNA Plan	TSHBP Primary Plan - AETNA
Coverage	Rates (2021-22)		TRSAC (2021-22)	Average of Primary and + (2021-22)
Employee Only	\$342.00	\$497.00	\$429.00	\$480.00
Employee/Child	\$651.00	\$795.00	\$772.00	\$815.00
Employee/Spouse	\$972.00	\$1,251.00	\$1,209.00	\$1,255.00
Employee/Family	\$1,292.00	\$1,550.00	\$1,445.00	\$1,540.00
Coverage	Guaranteed Rates (2022-23)		Guarantee Rates (Not to Exceed) 5% & 8%	
<b>Employee Only</b>	<b>\$363.00</b>	<b>\$425.00</b>	<b>\$450.00</b>	<b>\$504.00</b>
<b>Employee/Child</b>	<b>\$686.00</b>	<b>\$785.00</b>	<b>\$834.00</b>	<b>\$880.00</b>
<b>Employee/Spouse</b>	<b>\$1,016.00</b>	<b>\$1,178.00</b>	<b>\$1,306.00</b>	<b>\$1,355.00</b>
<b>Employee/Family</b>	<b>\$1,333.00</b>	<b>\$1,516.00</b>	<b>\$1,561.00</b>	<b>\$1,663.00</b>
Coverage	Rate Change		In-Network Only	In-Network Only
Employee Only	\$21.00	-\$72.00	\$21.00	\$24.00
Employee/Child	\$35.00	-\$10.00	\$62.00	\$65.00
Employee/Spouse	\$44.00	-\$73.00	\$97.00	\$100.00
Employee/Family	\$41.00	-\$34.00	\$116.00	\$123.00

# 2022-2023 Insurance Rates

Plan Highlights	TSHBP - HD Gold Plan	TSHBP CoPay Plan	New	New
			TSHBP HD - AETNA Plan	TSHBP Primary Plan - AETNA
Coverage	Guaranteed Rates (2022-23)		Guarantee Rates (Not to Exceed) 5% & 8% of current TRS	
Employee Only	\$363.00	\$425.00	\$450.00	\$504.00
Employee/Child	\$686.00	\$785.00	\$834.00	\$880.00
Employee/Spouse	\$1,016.00	\$1,178.00	\$1,306.00	\$1,355.00
Employee/Family	\$1,333.00	\$1,516.00	\$1,561.00	\$1,663.00

# 2022-2023 Comparison

	TRS-ActiveCare HD	TSHBP HD Aetna	TSHBP HD Gold
<b>Plan Features</b>	<b>In-Network</b>	<b>In-Network</b>	<b>In-Network</b>
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
<b>Doctor Visits</b>			
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
<b>Care Facilities</b>			
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%
<b>Prescription Drug Benefits</b>			
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

# 2022-2023 Comparison

	TRS-ActiveCare Primary	TRS-ActiveCare Primary+	TSHBP Primary Aetna	TSHBP CoPay
<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
<b>Ind/Fam Out of Pocket</b>	<b>\$8,150/\$16,300</b>	<b>\$6,900/\$13,800</b>	<b>\$7,500/\$15,000</b>	<b>\$3,500/\$10,500</b>
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

# Denton ISD - Plan

Health Plans

Move forward with a Directed Care/PPO Model option

District  
Sponsored Clinics

Continue working toward district sponsored clinic options

Wellness  
Initiatives

Incorporate opportunities for employees to engage in activities that maintains great health

Purchasing  
Power

Goal to use Denton ISD Health Claims data to maintain the best plans & cost value

Continue

Continue to monitor & develop long term options (5 Year Plan) for Denton ISD



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## Next

- **District Survey – 9/22**
- **Town Hall Discussion 9/29, 10/6**
- **Data Review**
- ***Board Workshop 10/26***
- ***Board Recommendation 11/16***

# Questions and Comments