

# Quick Facts

- The HDHP/HSA and the OAP (PPO) are the same plan, the difference is in how you pay for coverage.
- The HDHP has the same coverage, the same network and the same doctors as the OAP
- Dental is separate coverage and is available to all teachers regardless of the coverage you choose.
- Prescription coverage is available in both plans and is administered by MEDCO/Express Scripts.

# Teacher OAP (PPO) Buy Up

- Teachers can still have OAP (PPO) coverage.
- The cost to teachers for the OAP (PPO) is the difference between the total cost to the Board of Ed for the OAP (PPO) and the total cost to the Board of Ed for the HDHP/HSA.
- The cost to the Board of Ed of the OAP is the total cost of the premium. The cost to the Board of Ed for the HDHP/HSA is the cost of the premium minus the teacher cost share plus the Board of Ed share of the deductible.

# Teacher OAP (PPO) Buy Up page 2

- For Example, single coverage for the OAP (PPO) costs the Board of Ed \$9,365 in total premiums. The cost to the Board of Ed for the HDHP is the cost of the premium (\$7413) minus the teacher cost share of 17% (\$1,260) plus the Board's share of the deductible (\$1,000).
- HDHP cost:  $\$7,413 - \$1,260 + \$1,000 = \$7,153$
- Teachers must pay the difference between the cost of the OAP (PPO), or \$9,365, and the cost of the HDHP, or \$7,153.  $\$9,365 - \$7,153 = \$2,212$

# Family Plan Comparison

## HDHP

- Premium: \$21,459
- Teacher  
Cost Share: **\$3,648**
- Teacher  
Deductible Share: \$2,000
- Total Teacher  
out of pocket: **\$5,648**  
100% coverage after deductible

## OAP

- Premium: \$27,057
- Buy Up  
(Teacher Cost): **\$7246**

### **Additional Costs-**

**Copays:** \$30 office/\$35  
Specialist/\$250 hospital in-  
patient/\$125 emergency/\$50  
urgent care

**Rx:** \$10 generic/\$30  
formulary/\$45 non-formulary

# Two Person Plan Comparison

## HDHP

- Premium: \$17,498
- Teacher  
Cost Share: **\$2,974**
- Teacher  
Deductible Share: \$2,000
- Total teacher  
out of pocket: **\$4,974**  
100% coverage after  
deductible

## OAP

- Premium: \$22,058
- Buy Up  
(Teacher Cost): **\$5,534**

### Additional Costs -

**Copays:** \$30 office/\$35  
Specialist/\$250 hospital in-  
patient/\$125 emergency/\$50  
urgent care

**Rx:** \$10 generic/\$30  
formulary/\$45 non-formulary

# Single Person Plan Comparison

## HDHP

- Premium: \$7,413
- Teacher  
Cost Share: **\$1,260**
- Teacher  
Deductible Share: \$1,000
- Total teacher  
out of pocket: **\$2,260**  
100% coverage after deductible

## OAP

- Premium: \$9,365
  - Buy Up  
(Teacher Cost): **\$2,212**
- Additional Copays:** \$30  
office/\$35 Specialist/\$250  
hospital in-patient/\$125  
emergency/\$50 urgent care
- Rx:** \$10 generic/\$30  
formulary/\$45 non-formulary

# Family Plan Scenario 1

- Total Teacher Cost

- Premium Cost \$3,648
- Deductible Cost \$2,000

- Maximum out of Pocket Cost **\$5,648**

- Total Teacher Cost
- **\$7,246 + copays or**

**\$8,161**

12 office visits:	\$360
2 specialist:	\$70
1 urgent care	\$50
1 inpatient procedure:	\$125
2 Monthly Rx(gnrc):	\$240
4 Formulary Rx:	<u>\$140</u>
	<b>\$915</b>

# Family Plan Scenario 2

- **Total Teacher Cost**

- Premium Cost \$3,648
- Deductible Cost \$0
- Total Cost \$3,648
- Physicals, well-baby visits, etc (zero cost)
- Plus, you own BoE deductible contribution of \$2,000. Roll it into next year and fund your own deductible share.

- **Total Teacher Cost**

- **\$7,246 + copays or \$7,246**
- Physicals, well-baby visits, etc (zero cost)

# Two Person Scenario 1

- **Total Teacher Cost**

- Premium Cost \$2,974
- Deductible Cost \$2,000

- **Maximum out of Pocket Cost \$4,974**

- **Total Teacher Cost**
- **\$5,534 + copays or**

**\$6,174**

8 office visits:	\$240
1 specialist:	\$35
1 urgent care	\$50
1 inpatient	
procedure:	\$125
1 Monthly Rx(gnrc):	\$120
2 Formulary Rx:	<u>\$70</u>
	<b>\$640</b>

## Two Person Scenario 2

- **Total Teacher Cost**

- Premium Cost \$2,974
- Deductible Cost \$0
- Total Cost \$2,974
- Physicals, well-baby visits, etc (zero cost)
- Plus, you own BoE deductible contribution of \$2,000. Roll it into next year and fund your own deductible share.

- **Total Teacher Cost**

- **\$5,534 + copays  
or \$5,534**
- Physicals, well-baby visits, etc (zero cost)

# Single Person Scenario 1

- Total Teacher Cost

- Premium Cost \$1,260

- Deductible Cost \$1,000

- Maximum out of Pocket Cost **\$2,260**

- Total Teacher Cost
- **\$2,212 + copays or**

**\$2,567**

6 office visits:	\$180
1 specialist:	\$35
1 urgent care	\$50
2 generic Rx	\$20
2 Formulary Rx:	<u>\$70</u>
	<b>\$355</b>

# Single Person Scenario 2

- Total Teacher Cost
  - Premium Cost \$1,260
  - Deductible Cost \$0
  - Total Cost \$1,260
  - Physicals, well-baby visits, etc (zero cost)
  - Plus, you own BoE deductible contribution of \$1,000. Roll it into next year and fund your own deductible share.
- Total Teacher Cost
  - \$2,212 + copays or \$2,212
  - Physicals, well-baby visits, etc (zero cost)

# Payroll Forms

- 1. All teachers will be presumed to be on the HDHP unless they opt to buy-up. This is an affirmative action teachers must take. A form will be sent out from payroll allowing you to buy-up
- 2. Teachers will have multiple options for how much is taken out of their check bi-weekly to be deposited in the HSA fund (none, enough to cover teacher share, the federal maximum, etc.). A form will be sent out from payroll allowing you to choose.

# Retiree Health Insurance

- Teachers who retire and are 55 – 64 years old still have the ability to purchase medical insurance at 60% of the total premium (70% if hired after September 1, 2008).
- Coverage is limited to single and employee plus spouse plans
- For those retiring this year, only the OAP (PPO) is available.

# Retiree Health Insurance

## OAP (PPO)

• For those retiring this year:  
Single: Premium  $\$9,365 \times 60\% =$   
**\$5,619**

Employee Plus Spouse:  
Premium  $\$22,058 \times 60\% =$   
**\$13,235**

**For those retiring after July 1, 2014 but before June 30, 2017, the formula remains the same but costs go up as the premium goes up each year.**

## HDHP

- Those teachers retiring after July 1, 2014 but before June 30, 2017 also have the option of taking the HDHP coverage.
- The Board of Ed will not contribute their share of the deductible to retirees.
- Instead, the cost of the premium, for purposes of applying the 60% share, will be reduced by the amount of the BoE share of the deductible
- Teachers are responsible for the whole deductible (\$2,000 or \$4,000)
- For example, using this years premiums:

Single: Premium  $\$7,413 - \$1,000 = \$6,413$   
 $\$6,413 \times 60\% = \$3,848$

Employee Plus Spouse:  
Premium  $\$17,498 - \$2,000 = \$15,498$   
 $\$15,498 \times 60\% = \$9,299$