

IMPORTANT INFORMATION FOR THE NEW BENEFIT PLAN YEAR SEPTEMBER 1, 2017 – AUGUST 31, 2018

- Arlington ISD Plan year is from September 1 through August 31.
- **The following changes have been made to the TRS Medical Plans:**
 - ❖ Rates for ActiveCare 2, ActiveCare Select and Scott & White HMO increased slightly.
 - ❖ Family Out-of-Pocket Maximums increased for ActiveCare 2, ActiveCare Select and Scott & White HMO.
 - ❖ Emergency Room Copays increased for ActiveCare 2 and ActiveCare Select.
 - ❖ The Preferred Generic Prescription Drug Copay increased on the Scott & White HMO Plan.
- **Wellness Program**
 - ❖ The AISD Wellness Program will still be available to all eligible employees. Any employee enrolled in a TRS ActiveCare medical plan who opts to participate in the Wellness Program, will be eligible for a \$20 reduction in medical premiums each month. Participants have until August 31, 2018 to get 200 points for the 2017-2018 plan year.
- **Dental Insurance**
 - ❖ The Dental PPO deductibles and maximums are being changed from a calendar year, (January to December), to the AISD plan year, (September to August).
- **Vision Insurance**
 - ❖ The vendor for vision insurance is changing from VSP to Davis Vision.
 - ❖ This change brings great benefits and lower premiums.
 - ❖ If you purchase frames or contacts from a Visionworks location they will be absolutely free.
 - ❖ If you opt to use an Independent Provider you will have a \$150 allowance towards the purchase of frames or contacts.
- **Disability Insurance**
 - ❖ The vendor for disability insurance has changed from Aetna to The Hartford.
 - ❖ With this change your premium has been reduced.
 - ❖ You will now have the option to choose a percentage of your salary instead of a flat rate.
 - ❖ The elimination periods are changing to a 14, 30, 60 or 90 day waiting period.
- **457 Retirement Plan**
 - ❖ The vendor for the 457 Retirement Plan is changing. For more information see the 457 link under the Retirement Plan tab on the Benefits website Home page.
- **Health Savings Account (HSA)**
 - ❖ You **MUST** re-elect your HSA contribution amount. If you do not go into the system and make an election you will **not** have a HSA Account in the 2017-2018 plan year.
 - ❖ The maximum annual contribution for the Health Savings Account has changed to \$3,400.
- **Flexible Spending Account (FSA)**
 - ❖ You **MUST** re-elect your FSA contribution amount. If you do not go into the system and make an election you will **not** have a FSA Account in the 2017-2018 plan year.
 - ❖ The maximum annual contribution for the medical Flexible Spending Account has changed to \$2,600.
- **Sick Leave Bank)**
 - ❖ If you are currently a member of the Sick Leave Bank you will now be able to see your membership

enrollment on the Benefits System.

- ❖ If you are not a member but would like to join you will have an opportunity to join as you make your benefit elections on the Benefit system.
- ❖ Your membership will be effective 9/1/2017.

THINGS TO REMEMBER...

- **Declining Medical Coverage** – If you are declining the TRS ActiveCare Medical Plans for yourself or any of your dependents for the first time, you are required to complete the “Declination Process.” This can be done online at www.myaisdbenefits.net.
- **Updating Beneficiary Information** – You can change your beneficiary information anytime, however, Annual Open Enrollment is a good time to ensure your life insurance beneficiaries are correct in the Benefits System.
- **Voluntary Group Life Insurance:** During Open Enrollment you may elect to increase your life insurance by one unit (\$10,000 for you, \$5,000 for your spouse) up to the guaranteed coverage amount without evidence of insurability. Any increases above this will be subject to evidence of insurability.