

IMPORTANT INFORMATION FOR THE NEW BENEFIT PLAN YEAR SEPTEMBER 1, 2019 – AUGUST 31, 2020

- Arlington ISD Plan year is from September 1 through August 31.
- **The following changes have been made to the TRS Medical Plans:**
 - ❖ Rates for the ActiveCare Medical plans are increasing.
 - ❖ Rates for the Scott & White HMO plan are decreasing.
 - ❖ In-network and Out-of-Network out-of-pocket maximums have increased slightly for the ActiveCare Medical plans.
 - ❖ The Prescription Drug copay for the ActiveCare Medical plans has changed.
 - ❖ The individual and family deductible and out-of-pocket maximums have decreased for the Scott & White HMO plan.
 - ❖ ActiveCare 2 is still a closed plan. Only participants presently enrolled in ActiveCare 2 are eligible to remain in this plan for 2019-2020. No new enrollments will be allowed.
- **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 \$40 reduction in medical premiums each month. Participants have until August 31, 2020 to get 200 points for the 2019-2020 plan year.
 - ❖ The Wellness Vendor's name has changed from Simplywell to Virgin Pulse.
- **Dental Insurance**
 - ❖ This High PPO Plan year maximum is changing from \$1,500 to \$2,000.
 - ❖ Dental rates are increasing slightly.
- **Health Savings Account (HECU)**
 - ❖ 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 2019-2020 plan year.
 - ❖ The maximum annual contribution for the Health Savings Account has changed to \$3,500 individual coverage and \$7,000 family coverage.
- **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 an FSA Account in the 2019-2020 plan year.
 - ❖ The maximum annual contribution for the medical Flexible Spending Account has changed to \$2,700.

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.