

**PLEASANT VALLEY COMMUNITY
SCHOOL DISTRICT**

HEALTH INSURANCE

**CONVERSION TO IOWA SCHOOLS
EMPLOYEE BENEFITS
ASSOCIATION (ISEBA)**

The District will become part of ISEBA (Iowa Schools Employee Benefits Association) as of April 1, 2017.

Why?

Immediate cost savings

- The employee premium for family health insurance deducted from those employees paychecks with family coverage would have been \$167.00 per month if we stayed self-funded with Wellmark. With the conversion to ISEBA, the monthly employee premium for family insurance will be \$129.84. That is a savings to the employee of \$37.16 per month.**

How are these savings achieved?

The District will move from being fully self-funded to partially self-funded (also known as fully self-insured and partially self-insured).

The benefits, network and deductible & maximum out of pocket amounts for employees do not change from what we have now for employees.

Potential long-term benefit of being in a larger pool.

How does this change affect employees?

- The employee will get two EOB's (Explanation of Benefits) for most claims.
- As part of the partial self-funding arrangement, the District is funding the higher deductibles and maximum out-of-pocket amounts for each family/covered life.
- EOB # 1 will be from Wellmark and reflects the higher deductibles and maximum out-of-pocket amounts.
- EOB # 2 will be from Advantage Administrators, which reflects the employees deductible and maximum out-of-pocket amounts, which are the same as they are now and will show what the employee actually owes for each claim.
- It is recommended that both EOB's be saved.

- **On or before April 1, 2017, you should receive a new insurance card (save your old Wellmark card until you receive your new card – destroy your old card after you receive your new card).**
- **After you receive your new card, you should present it to your medical providers (including pharmacies) the first time that you visit them after you receive the new card.**

- **For those participating in the District's Flexible Benefits Plan who participate in automatic reimbursement, it is very highly recommended that you shut off the automatic reimbursement feature of the flexible benefit plan in order to avoid possibly being double reimbursed for claims due to the partial self-funding arrangement.**
- **We must have a request in writing (e-mail or letter) from the employee requesting that their automatic reimbursement for flexible benefits be terminated. This must be received before 04/01/2017 in order for it to be terminated before the new insurance takes effect. That request should be sent to Lorrie Long.**

- These changes do not affect the district's dental plan.

- **ISEBA/Advantage Administrators representative**
- **Questions**