



Human Resources

March 30, 2011

Dear EPISD Employees:

It's time to get ready for the Spring 2011-2012 Open Enrollment. The Enrollment Period will be from April 19, 2011 through May 9, 2011. The 2011-2012 Plan Year will cycle EPISD back to the 12 month plan year. Enrollment this spring is not mandatory, unless you are making any changes, adding, or terminating any of the benefits offered through payroll deduction. Anyone that will be enrolling in the Flexible Spending Account (Medical Reimbursement or Dependent Care) will also need to go on-line to enroll.

TRS-ActiveCare has posted the new plan for 2011-2012. Great News, all TRS-AC PPO Options effective September 1, 2011, will cover listed Preventive Care Services at 100% when using a network provider. Please review the changes carefully as the deductibles and out-of-pocket maximums and payment limits have changed. The premium/rates increased on average 9% from the 2011 Plan Year.

The new plan year for 2011-2012 is effective September 1, 2011, and continues through August 31, 2012. On September 1, 2011, all deductibles and expenses that were applied to the out of pocket maximum will reset to zero. Deductions for coverage effective September 1, 2011 will begin to be taken from your paychecks on August 15, 2011.

It is important for you to review all options to find a plan that is best suited to meet your needs. We are confident that you will be able to find a TRS-ActiveCare plan that is right for you.

Where can I learn about the TRS-ActiveCare plans?

There are four plans available: ActiveCare 1-HD, ActiveCare 1, ActiveCare 2, and ActiveCare 3. (The HMO plans are not available in this area.) The EPISD benefits web site at www.episdbenefits.org has been updated to include all the information you will need to get prepared for the 2011-2012 Spring Open Enrollment. Some of the information has not been released by TRS-ActiveCare; so check back frequently. We will update the site with new information and documents as it becomes available.

What will happen to the other EPISD benefit plans, such as dental and vision?

TRS-ActiveCare only covers medical, prescriptions, and mental health care. The District currently offers other basic voluntary benefit plans. EPISD has renewed all the voluntary plans for the 2011-2012 with no premium/rate increases. These plans are:

- Dental plans • Flexible spending accounts, both medical and dependent care
- Health Savings Account
- Vision plans • Optional life insurance for employees and dependents
- Disability/Income Protection insurance, and the • Employee Assistance Program.

Also, the District plans to continue the wellness programs for 2011-2012 Plan Year, such as the on-site employee health resource center and clinics, and on-site exercise classes.

Please visit the Employee Benefit Website for updated information to include premium/rate sheets and information on all the benefit plans offered by EPISD.

Sincerely,

Robert Almanzan, Associate Superintendent, Human Resources