



CHRISTIAN SCHOOLS
INTERNATIONAL

CSI Insurance Plan & Trust Fund

UPDATE

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To: CSI Member Schools

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Executive Secretary Treasurer

- Plans Offered by CSI
- Health Plans Offered for 2005/2006
- What is an HSA Plan?
- "Health by Choice" from Priority Health
- Coverage Availability by State
- Change in Prescription Drug Coverage
- Changes in Medical Coverage
- Premium Rate Information
- More CSI Benefit Plans

The Trustees have recently completed a thorough plan design review. This Update explains the changes being made to the plans.

Plans Offered by CSI

We offer plans that provide different levels of coverage to meet your needs:

- The Limited Benefit Plan provides life, accidental death & dismemberment, and long term disability.
- The Full Benefits Plan provides health (including adoption), life, accidental death & dismemberment, and long term disability.

You may add dental, optional life, and vision coverage to either of these plans.

Health Plans Offered for 2005/2006

Plan C, PPO 90, PPO 80, PPO HSA 1, and PPO HSA 2 will be available in all locations. Priority Health's POS, HMO 100 and HMO 80 are available in West Michigan.

Two new plans will be available through Priority Health: A Health Savings Account (HSA) and a Health Reimbursement Account (HRA). Schools may choose either the HSA or HRA, plus two other plans to offer to their employees.

In addition, we will add two new lower-cost medicare supplement plans for retirees; one plan through Trustmark and one plan through Priority Health.

What is an HSA Plan?

An HSA is made up of two parts: a qualifying health plan and a bank account set up by the school for each participant. CSI provides two Trustmark plans that are qualified as HSA plans. Trustmark has a relationship with HSA Bank in Wisconsin to administer the savings accounts; schools may use this bank or choose another administrator. Effective September 1, we will offer one HSA plan through Priority Health. Priority Health's HSA plan is bundled with Mellon Bank to provide both a qualified plan and the participant bank account.

Once the accounts are set up, the school and/or the participant contributes up to the amount of the deductible for each participant; this contribution is deposited into each participant's account. Participants can be reimbursed from their HSA for eligible expenses that apply to the deductible or eligible expenses that are not covered by the health plan. Any funds left in the HSA at the end of the year belong to the participant and keep accumulating until retirement. Earnings on individual accounts accumulate tax-free, and if they are used for qualified medical expenses, they are not taxed. At retirement, participants may continue to use the funds for health expenses. If the funds are used for non-health related expenses, income tax and/or additional taxes may be due.

“Health by Choice” from Priority Health

Health by Choice will again be offered as a way for you to reduce health insurance premiums. Health by Choice, introduced last year by Priority Health, offers a reduction in premium rates in return for more personal involvement in managing your health. A 1% discount is available for individuals who participate in Health by Choice and make these four commitments:

1. Complete the on-line Health Risk Assessment.
2. Comply with preventative health guidelines (physicals, mammograms, etc.).
3. Opt into disease management programs if applicable.
4. Set a personal health goal.

Coverage Availability by State

We offer these coverages in all states: life, accidental death and dismemberment, long term disability, and vision.

Small Group Legislation dictates the specific states in which the CSI Insurance Plan can offer health and dental insurance coverage.

For groups with 50 eligible employees or less, health coverage can be offered in these states:

Arkansas	Iowa	Michigan	Nebraska	Tennessee
Arizona	Illinois	Minnesota	Ohio	Texas
Delaware	Indiana	Missouri	Oklahoma	Virginia
Georgia	Kansas	Mississippi	Pennsylvania	Wisconsin
Idaho	Louisiana	North Carolina	South Carolina	West Virginia

For groups with 51 eligible employees or more, health coverage can be offered in these states:

Alaska	Georgia	Maine	New Hampshire	South Dakota
Arkansas	Hawaii	Michigan	New Jersey	Tennessee
Arizona	Iowa	Minnesota	New Mexico	Texas
California	Idaho	Missouri	Nevada	Utah
Colorado	Illinois	Mississippi	Ohio	Virginia
Connecticut	Indiana	Montana	Oklahoma	Washington
Dist. of Columbia	Kansas	North Carolina	Pennsylvania	Wisconsin
Delaware	Louisiana	North Dakota	Rhode Island	West Virginia
Florida	Massachusetts	Nebraska	South Carolina	Wyoming

Change in Prescription Drug Coverage

Effective September 1, 2005, for the Trustmark plans, the prescription copay amount is changing from \$15/\$30/\$50 to \$15/\$30/\$60 (generic/preferred brand/non-preferred brand).

Effective September 1, 2005, for the Priority Health plans, the prescription copay amount is changing from \$15/\$30/50% (for generic/brand/non-formulary) to \$15/\$30 (for generic/brand).

Changes in Medical Coverage

Plan	Current	Effective 09/01/05
Trustmark PPO 80	<ul style="list-style-type: none"> • \$15 Office Visit Copay • \$300/\$600 Deductible (Out-of-Network Deductible \$1,000/\$2,000) 	<ul style="list-style-type: none"> • \$20 Office Visit Copay • \$400/\$800 Deductible (Out-of-Network Deductible \$1,250/\$2,500)
Trustmark PPO 90	<ul style="list-style-type: none"> • \$15 Office Visit Copay • \$250/\$500 Deductible (Out-of-Network Deductible \$750/\$1,500) 	<ul style="list-style-type: none"> • \$20 Office Visit Copay • \$300/\$600 Deductible (Out-of-Network Deductible \$1,000/\$2,000)
Trustmark Plan C	<ul style="list-style-type: none"> • \$500/\$1,000 Deductible 	<ul style="list-style-type: none"> • \$600/\$1,200 Deductible
Priority Health POS	<ul style="list-style-type: none"> • \$15 Office Visit Copay • No Deductible 	<ul style="list-style-type: none"> • \$20 Office Visit Copay • \$100/\$200 Deductible (Alternate Deductible \$500/\$1,000)
Priority Health HMO100	<ul style="list-style-type: none"> • \$15 Office Visit Copay • No Deductible 	<ul style="list-style-type: none"> • \$20 Office Visit Copay • \$100/\$200 Deductible

Premium Rate Information

For Trustmark Plans C, PPO 80, PPO 90, PPO HSA 1 and PPO HSA 2, premium rates are calculated separately for each school based primarily on your location and the demographics (age and gender) of your employees. If you would like a quote on a Trustmark plan, we will need a census of your employees; contact Lois at 800-635-8288, ext. 233 for details.

Rates for the Priority Health Plans available in West Michigan are on the CSI web site. Go to www.CSIonline.org and select Employee Benefits, United States, CSI Insurance Plan, Premium Rates.

More CSI Benefit Plans

In addition to the CSI Insurance Plan, we offer these benefit plans:

- The CSI Group Payroll Plan provides payroll services through ADP at greatly reduced group rates. Contact Brian at 800-635-8288, ext. 267 for more information.
- The CSI Flexible Benefits Plan is a Section 125 plan that will help you and your employees reduce health care expenses by paying for these expenses with pre-tax dollars. Contact Sharon at 800-635-8288, ext. 228 for more information.
- The Christian School Pension Plan is a defined-benefit pension plan that provides retirement benefits for your employees. Contact Jan at 800-635-8288, ext. 227 for more information.

More information on these plans is available on the CSI web site. Go to www.CSIonline.org and select Employee Benefits, United States.