



CHRISTIAN SCHOOLS
INTERNATIONAL

CSI Insurance Plan & Trust Fund

UPDATE

Date: May 7, 2007

To: Participating Boards and Participants
Covered by Trustmark

From: Howard Van Mersbergen,
Executive Secretary-Treasurer

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From Howard's Desk

The Trustees continue to work diligently to provide member schools with good benefit coverage at a reasonable cost. We, with the help of our consultants at Mercer Health & Benefits, have negotiated with our insurance carriers in finalizing the insurance renewals for next year in an effort to minimize your cost. We have also looked at how our programs compare to the marketplace from the benefit side and have made some changes to existing plans to make sure our programs are up-to-date. As health care costs continue to rise, we will need to continue adjusting plan design to help manage premium costs.

Our commitment to you is to continue to work hard to provide good benefit plans that are up-to-date and that make the most efficient use of school and employee resources. We appreciate you working with us in this endeavor and continually seek your input. Feel free to contact me by phone at 800-635-8288, ext. 226, or by e-mail at hvanmersbergen@CSOnline.org to share your ideas on ways that we as a group of schools working together can provide for the dedicated staff of our Christian schools.

Premium Rate Changes Effective September 1, 2007

- The Trustees have received and negotiated the 2007–2008 insurance renewals. Based on this information, the Trustees approved new rates to take effect September 1, 2007.
- The specific components of the rate changes are as follows:

Life/Accidental Death & Dismemberment	0%	increase
Optional Life:	0%	increase
Optional Vision:	0%	increase
Long Term Disability:	0%	increase
Dental:	6.8%	overall increase
Health:	16.1%	overall increase

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- 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 the school's location and the demographics (age, gender, etc.) of the school's employees. Although rates are not based on a school's individual experience, schools are divided into four categories based on experience. Schools in the higher experience categories will receive a higher increase than schools in the lower categories. For schools with 10 or fewer employees covered for health care, rates are calculated separately for each age group based on individual demographics. The rates for your school are attached.
- We have enclosed a rate sheet for the Limited Benefit Plan (the plan that provides Life, Accidental Death and Dismemberment, Long-Term Disability and Dental coverage).

Changes in Medical Coverage

The following changes are effective September 1, 2007.

- The prescription drug copay changes from \$15/\$30 (generic/brand) to \$10/\$40 for Plan C, PPO 90, and PPO 80.
- Physical, Speech, Occupational, and other therapies in a physician's office are limited to 60 days (units) per year.
- A \$35 urgent care center copay will be added for the PPO 90 and PPO 80 plans.
- Change Durable Medical Equipment benefit from standard coinsurance after deductible to 50% coinsurance after deductible.
- Change the Skilled Nursing Care/Nursing Care Facility limit from 180 days each calendar year to 45 days each calendar year.
- Change the insured percentage on Skilled Nursing Care and Home Health Care from 100% to subject to deductible and coinsurance for In and Out-of-Network coverage.
- Change physician office visit copay from \$20 to \$25 for the PPO 90 and PPO 80 plans.

Changes in HSA Deductible and Out-of-Pocket Maximum

Federal regulations require that a Health Savings Account be used with a "qualified health plan". To keep the HSA plans qualified, the HSA deductibles and out-of-pocket maximums change effective September 1, 2007, as follows:

Plan	Coverage	Annual Deductible		Out-of-Pocket Maximum	
		Current	Effective 09/01/2007	Current	Effective 09/01/2007
Trustmark HSA 1					
	Single	\$1,050	\$1,100	\$3,050	\$3,100
	Family	\$2,100	\$2,200	\$6,100	\$6,200
Trustmark HSA 2					
	Single	\$2,700	\$2,800	\$3,550	\$3,600
	Family	\$5,450	\$5,600	\$6,600	\$6,700

Change in Optional Life Maximum

Effective January 1, 2008, the maximum amount of optional life coverage you may purchase will change to the lesser of \$250,000 or 5 times your annual salary. Optional life coverage in place on December 31, 2007, will be grandfathered and will not be subject to the maximum of 5 times your annual salary. Amounts purchased after January 1, 2008, will be subject to the new maximum.

CSI Web Site

The Benefits section of the CSI web site is a valuable tool for you. Go to www.CSIonline.org and select Member Resources to see the useful items available. The site contains information on CSI benefits, forms that you may need, and benefit publications including plan books and Updates.

CSI Contact Information

If you have questions about the CSI Insurance Plan call Lois at 800-635-8288 or 616-957-1070, ext. 233.