



**CHRISTIAN SCHOOLS
INTERNATIONAL**

CSI Insurance Plan & Trust Fund

UPDATE

Date: February 18, 2008

To: Member Schools and Participants

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Executive Secretary Treasurer

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

Plans Offered in the 2008/2009 Plan Year

The selection of health plans available through CSI will not change. Plan C, PPO 90, PPO 80, PPO HSA 1, and PPO HSA 2 will be available in all locations. Priority Health POS, HMO 100, HMO 80, HSA, and HRA are available in West Michigan.

For Trustmark, schools may choose the PPO HSA 1 or PPO HSA 2, plus one other plan. For Priority Health, schools may choose the HSA or HRA, plus two other plans to offer to their employees. If participating in the Health by Choice Incentive (HBCI) plan, the school may choose the HSA plan and one of the HBCI plans.

Deductibles and Out-of-Pocket Maximums

The following plans have deductibles and out-of-pocket maximums that change effective September 1, 2008, as follows:

Priority Health		Annual Deductible		Out-of-Pocket Maximum	
Plan	Coverage	Current	Effective 09/01/2008	Current	Effective 09/01/2008
Priority Health POS	In-Network				
	Single	\$100	\$250	\$100+copays	\$250+copays
	Family	\$200	\$500	\$200+copays	\$500+copays
	Alternate				
	Single	\$500	\$1,000	\$1,500	\$2,000
	Family	\$1,000	\$2,000	\$3,000	\$4,000
PH HMO 100					
	Single	\$100	\$250	\$100+copays	\$250+copays
	Family	\$200	\$500	\$200+copays	\$500+copays
PH HMO 80					
	Single	\$250	\$500	\$1,050	\$1,300
	Family	\$500	\$1,000	\$2,900	\$3,400

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Trustmark		Annual Deductible		Out-of-Pocket Maximum	
Plan	Coverage	Current	Effective 09/01/2008	Current	Effective 09/01/2008
Trustmark PPO 80	In-Network				
	Single	\$400	\$500	\$2,400	\$2,500
	Family	\$800	\$1,000	\$4,800	\$5,000
	Out-of-Network				
	Single	\$1,250	\$1,500	\$5,250	\$5,500
	Family	\$2,500	\$3,000	\$10,500	\$11,000
Trustmark PPO 90	In-Network				
	Single	\$300	\$400	\$1,800	\$1,900
	Family	\$600	\$800	\$3,600	\$3,800
	Out-of-Network				
	Single	\$1,000	\$1,250	\$5,500	\$5,750
	Family	\$2,000	\$2,500	\$11,000	\$11,500
Trustmark HSA 2	In-Network				
	Single	\$2,800	\$2,900	\$3,600	\$5,600
	Family	\$5,600	\$5,800	\$6,700	\$11,200
	Out-of-Network				
	Single	\$2,800	\$2,900	\$3,600	\$8,300
	Family	\$5,600	\$5,800	\$6,700	\$16,600

Coverage for Oral Contraceptives

The prescription drug benefit for all plans will be enhanced to include oral contraceptives effective September 1, 2008.

Dental Coverage Enhancement

Delta Dental is enhancing dental coverage for participants with certain heart conditions to help them avoid infective endocarditis, a deadly heart infection. The enhanced benefit includes coverage of up to four teeth cleanings per plan year (instead of the typical two) for individuals with heart conditions that place them at high or moderate risk for developing infective endocarditis. Talk with your dentist to determine whether you qualify for this benefit.

Optional Vision Coverage

The current vision benefit through Vision Service Plan (VSP) covers exams, lenses and frames every 12 months. Effective September 1, exams and lenses will be covered every 12 months and frames will be covered every 24 months.

Optional Life Coverage

Employee coverage is available up to \$250,000 and spouse coverage is available up to \$50,000 (additional spouse coverage up to \$250,000 with evidence of good health). By maintaining a minimum of \$10,000 in optional life coverage, you may increase your coverage annually at September 1 without evidence of good health. Optional child life coverage is available as well as optional AD&D coverage.

The maximum amount of optional life coverage you may purchase is the lesser of \$250,000 or 5 times your annual salary. Optional life coverage in place on or before December 31, 2007, is grandfathered and is not subject to the maximum of 5 times your annual salary.

September 1 Enrollment and Rates

Enrollment materials and rates for 2008–2009 will be sent to schools in early May.

HSA Contribution Limit Change

Contributions to your HSA are no longer tied to the amount of your deductible. The annual contribution limit for participants with single coverage is \$2,900 and for participants with family coverage, the limit is \$5,800.

What are HSA and HRA Plans?

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. Priority Health's HSA plan is bundled with your choice of several banks to provide both a qualified plan and the participant bank account.

Once the accounts are set up, the school and/or the participant may contribute up to the amount of the annual limit 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.

CSI also offers an HRA plan through Priority Health. Employers allocate funds to each participant and those funds are used to reimburse the participant for health care expenses that are subject to the deductible. Any funds remaining at the end of the year belong to the employer who chooses whether or not to roll them over to the next plan year.

HSA Deductible—A Word of Caution

Several schools have inquired about using our HSA plans and self-funding a portion of the deductible rather than funding the employee's HSA account (in effect, creating a deductible reimbursement plan). Self-funding occurs when a school reimburses employees directly for certain health care expenses incurred by the employee or dependents. If you are considering self-funding, we encourage your school to seek legal counsel. Your school will need to develop a Plan Document and distribute copies to participants. Your school may be required to file annual reports with the Department of Labor. The plan will be subject to non-discrimination testing and your school will also be required to adhere to privacy regulations.

Contact Information for CSI

If you have questions, contact the CSI Benefits Office at 800-635-8288 or 616-957-1070, extension 233. Benefits information is also available on the CSI web site by selecting Member Resources at www.CSionline.org.