



ANNUAL
ENROLLMENT
2016

A quick reference guide



Hi there.

Meet Ben 101,

your fun and friendly benefits
tour guide. Check it out at
katybenefits.org.



Let's break this down.
Let's make this easy.

Choosing coverage is important. That doesn't mean it has to be hard. Use this guide and Ben 101, our new online benefits tour guide, to help decide which health care plan makes sense for you and your family. To refresh your memory about your current coverage, go to katybenefits.org and log on to RedBrick Health. Remember, even if you're happy with what you have now, you must enroll in 2016 benefits. **Your 2015 benefits don't automatically roll over.**



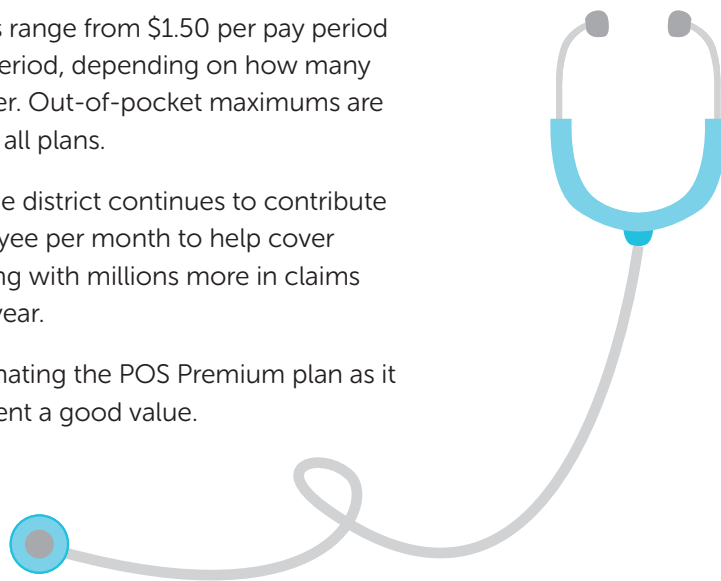
A LOOK AT WHAT'S NEW FOR 2016

MEDICAL PLAN PREMIUM CHANGES

Rising health care costs are driving up premiums for all but our Consumer Basic Limited plan employee-only coverage—that premium drops \$.50 per pay period. The increases for all other Consumer plans range from \$1.50 per pay period to \$21 per pay period, depending on how many people you cover. Out-of-pocket maximums are going up across all plans.

Keep in mind, the district continues to contribute \$385 per employee per month to help cover these costs, along with millions more in claims expenses each year.

We're also eliminating the POS Premium plan as it does not represent a good value.



NEW PHARMACY PROVIDER AND DEDUCTIBLE

For 2016, we're changing pharmacy providers from CVS/caremark to Express Scripts, which has hundreds of participating retail pharmacies all over town, including CVS. Although CVS is no longer an option for 90-day prescriptions, you can now pick them up locally at places like Kroger, HEB, Costco, Randall's, Sam's and Walmart or through Express Scripts mail order. And now there's no deductible for generic drugs, only a \$20 copay. The deductible for brand-name drugs is going up from \$75 to \$200.

There's a new formulary (drug list), which could affect you if you take certain medications. And specialty prescriptions are only available by mail order through Accredo, Express Scripts' specialty pharmacy.

Look for more details on page 12 and for more information coming directly from Express Scripts to help make the transition easier.

FUNNY NAME, GREAT NEW WELLNESS PROGRAM

Replacing RedBrick in 2016, our new wellness partner, Viverae (pronounced vuh-*vair*-ee), offers personalized resources that make it fun and easy to stay in shape and enjoy life—all free to medical plan participants. You can participate in health challenges and fitness programs of all kinds. Through the myViverae website, you can set personal goals, challenge your coworkers to join in, and track your progress on your mobile device—it works with over 100 of the most popular apps and trackers, including Fitbit, Jawbone, Misfit and Garmin.



VOLUNTARY PLAN HIGHLIGHTS

Good news for our voluntary plans. There are no changes to the way the plans work, and only one minor rate increase to talk about: our vision plan rates are going up by less than \$1 per pay period for all levels. On the flip side, the dental indemnity premiums are actually going down slightly—from \$1.05 to \$2.68 per pay period, depending on who you cover.

VALUE OPTIONS IS NOW BEACON HEALTH STRATEGIES

Value Options, the company that administers our employee assistance program (EAP) and provides free, confidential professional counseling, is now Beacon Health Strategies. Only the name has changed. You still count on them for online tools, specialists, assistance during traumatic life events, and legal and financial guidance.

THE AFFORDABLE CARE ACT

The Affordable Care Act requires everyone to have health care coverage that meets minimum guidelines for affordability and value. If you don't, you may have to pay a fee on your federal tax return.

Katy ISD offers health plans that meet the guidelines for value and affordability. If you're eligible for benefits, you can simply enroll or continue in any Katy ISD health care plan to avoid the fee and enjoy the generous contributions Katy ISD makes on your behalf. Keep in mind that if you're eligible for Katy ISD health plans, it's likely you won't be eligible for any of the subsidies otherwise available in the federal Health Insurance Marketplace.

For complete details about the Affordable Care Act and how it affects you, go to healthcare.gov.

The Affordable Care Act rates health plans based on their actuarial value (the percentage of expenses paid for by the plan). Plans are distinguished by metal levels, from bronze to platinum.

Here's how Katy ISD's coverage options are rated.

Katy ISD medical plan option	Metal level
Consumer Basic Limited and Choice	Silver
Consumer Plus Limited and Choice	Gold

AFFORDABLE CARE ACT ACCOUNTABILITY

For tax purposes, the IRS requires us—and you—to verify and report your medical plan eligibility, coverage selection and covered dependents' tax ID number. You should receive your Form 1095-C with this information in early 2016.

ENROLLMENT OPTIONS

Be sure to check out the Benefits Outlook website at katybenefits.org as you consider your coverage for 2016. The site is designed to make it easy to find friendly, helpful answers and information about all of your Katy ISD benefits, along with tips and tools for staying healthy.

Then, when you're ready, you can complete your 2016 enrollment online or by phone. Just go to katybenefits.org to get started.

Remember, benefits don't roll over automatically. You have to enroll every year during open enrollment even if you want to keep the same options. Otherwise, your coverage ends December 31, 2015. **If you don't enroll, you won't be covered starting January 1, 2016.**

Benefits run on a different schedule.

If you enroll during annual enrollment, your 2016 coverage begins January 1 and ends December 31. It's one of the few things that don't start and stop with the school year.



TAKE A CLOSER LOOK AT PROVIDER NETWORKS

Pay a little more to have more options.
Or don't. It's up to you. Here's help
making your selection.

CONSUMER PLAN NETWORK OPTIONS



The Consumer plans have two provider networks to choose from:
Limited and Choice.

Limited network highlights

- Choose any primary care physician in the Aetna network.
- You're "limited" to Memorial Hermann hospitals and facilities for inpatient or outpatient hospital care.
- You must choose from specialists in the 12 designated categories, plus oncologists and hematologists who have admitting privileges and can arrange for hospital procedures at a Memorial Hermann hospital.
- Outside of these designated specialties, you're free to choose any physicians in the Aetna network.

Choice network highlights

- Choose any primary care physician in the Aetna network.
- Choose from two tiers of hospitals and specialists in the 12 designated categories.
- Tier I hospitals and specialists cost you less because they're designated as the most efficient providers based on quality of service and cost of care.
- Outside of these designated specialties, you're free to choose any physicians in the Aetna network.



THE 12 DESIGNATED SPECIALTIES

Cardiology	Neurology	Otolaryngology
Cardiothoracic surgery	Neurosurgery	Plastic surgery
Gastroenterology	Obstetrics & Gynecology	Urology
General surgery	Orthopedics	Vascular surgery

Limited network members must also choose oncologists and hematologists who have admitting privileges and can arrange for hospital procedures at a Memorial Hermann hospital.

For a complete list of network hospitals in Tier I and Tier II, please go to katybenefits.org/networks.

FIND THE PLAN THAT WORKS BEST FOR YOU

You have several choices. Compare and save.

CONSUMER BASIC AND PLUS

You have two Consumer plan options to choose from. These options give you great flexibility, allowing you to control how you spend your health care dollars. The main differences between the two options are the premium rates and your potential out-of-pocket costs.

It's a tradeoff, basically. If you choose a Consumer Basic option, your premiums (what comes out of your paycheck) are lower, but your annual deductibles and coinsurance percentages are higher. With a Consumer Plus option, you pay slightly higher premiums, but your annual deductibles and coinsurance percentages are lower.

WE GET YOU STARTED WITH A HEALTHFUND

The district contributes annually to a HealthFund for all employees enrolled in a medical plan. You use this money to pay for covered medical expenses like office visits, lab work and tests, and to help you meet your deductible. The contributions are prorated and depend on when you sign up for coverage, and you can earn an extra \$50 for your HealthFund by taking an online health assessment.

Any unused funds roll over to the next year, so you can build a nest egg for future health care expenses, as long as you stay enrolled in a Katy ISD medical plan.

If you're enrolled in a health care flexible spending account (FSA), your HealthFund pays for eligible medical expenses first. When your HealthFund is exhausted, your health care FSA funds kick in. Dental and vision expenses are the exceptions; you can use your health care FSA for those regardless of the status of your HealthFund.



To see more details about your plan options, including out-of-network and Choice network Tier II costs, visit katybenefits.org/compare. Prescription coverage is the same for all Consumer plans. See page 12.

Consumer Basic ✓

HealthFund ¹	
\$400	employee only
\$650	employee + spouse employee + child(ren)
\$900	employee + family

When you get care in-network, you pay²

Annual deductible	
\$2,250 individual	\$4,500 family
Doctor visits	
Free preventive care	25% primary care and specialist
Out-of-pocket max	
\$5,500 individual	\$11,000 family

From each paycheck, you pay

if you select the Limited network		if you select the Choice network	
\$46		\$54	
\$230		\$256	
\$159		\$178	
\$308		\$344	

Consumer Plus +

HealthFund ¹	
\$650	employee only
\$900	employee + spouse employee + child(ren)
\$1,150	employee + family

When you get care in-network, you pay²

Annual deductible	
\$1,750 individual	\$3,500 family
Doctor visits	
Free preventive care	20% primary care and specialist
Out-of-pocket max	
\$4,500 individual	\$9,000 family

From each paycheck, you pay

if you select the Limited network		if you select the Choice network	
\$61		\$78	
\$256		\$319	
\$180		\$225	
\$340		\$426	

Based on 24 paychecks per year



¹ \$50 added if you complete a health assessment
² Tier 1 providers

REVIEW YOUR PRESCRIPTION DRUG BENEFITS

Express Scripts is our new pharmacy provider for 2016.

Short-term prescriptions

For short-term prescriptions, take your prescription and your ID card to a participating pharmacy. If you're getting a generic drug, you pay a \$20 copay. For brand-name drugs, after you meet your annual \$200 per-person prescription drug deductible, you pay the lesser of the actual drug cost or a copay for each prescription, up to a 30-day supply.

Mail or retail partner pharmacies for maintenance medications

Save money by purchasing 90-day supplies of your maintenance medications through the Express Scripts mail service or at a local retail partner. These include Kroger, HEB, Costco, Randall's, Sam's and Walmart. You can place your order online, by phone or by mail. Ask your physician for a 30- or 60-day prescription for your initial fill(s) and a second prescription for a 90-day supply and refills for up to one year, if appropriate, so you can take advantage of these savings.

No-cost prescriptions for high blood pressure, high cholesterol, asthma and diabetes

Generic drugs for high blood pressure, high cholesterol, asthma or diabetes (including injectable insulin) remain available at no cost to you, as long as you're enrolled in a Katy ISD medical plan and purchase 90-day supplies through the Express Scripts mail service or a local retail partner.

Specialty drug prescriptions

For specialty drugs, which are only available in a 30-day supply, use the Express Scripts specialty mail-order pharmacy, Accredo.

Please note:
CVS is no longer an option
for 90-day prescriptions,
nor is Walgreens.

Prescription deductibles

Generic	No deductible
Brand name	\$200 individual

Prescription drugs—30-day retail

Generic	\$20
Preferred brand	\$40
Non-preferred	\$80

Prescription drugs—90-day mail or retail

Generic	\$40
Preferred brand	\$100
Non-preferred	\$200



MAKE YOUR PLAN YOURS WITH VOLUNTARY OPTIONS.

Add on the extras that make sense for you and your family.

There are lots of ways you can customize your plan with voluntary options for added financial protection to meet your individual needs.



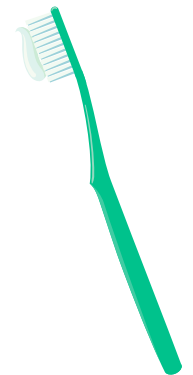
FLEXIBLE SPENDING ACCOUNTS (FSAs)

Set aside pre-tax dollars to pay for eligible medical or dependent day care expenses. You decide ahead of time how much you anticipate spending for the entire calendar year, and that amount is available to you tax-free. You have until March 15, 2017 to use your FSA funds. Keep in mind, you lose any unused health care FSA or dependent day care FSA dollars you haven't used by March 15, 2017.



DENTAL PLANS

Choose between a Dental HMO and a Dental indemnity plan. With the Dental HMO plan, you choose a primary care dentist from UnitedHealthcare network and pay copays for covered services. The Dental indemnity plan from MetLife lets you choose any provider you like, and once meet your deductible, you pay a percentage of covered expenses. Both plans cover preventive care at 100%.



VISION PLAN

The Davis Vision plan covers both in- and out-of-network services, including one eye exam and one pair of corrective lenses (glasses or contacts) per calendar year. In-network services are covered 100%. You file a claim for reimbursement of out-of-network services according to a reimbursement schedule.





LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

Life insurance is paid to your beneficiaries if you die while covered by the plan. AD&D benefits are paid to you or your beneficiary if you have a covered loss that is the direct result of an accident. Katy ISD provides a basic level of coverage for all benefits-eligible employees (\$20,000 each for both life and AD&D for most employees). There's no cost to employees for this coverage. You can also purchase additional coverage for yourself, your spouse and your children.



DISABILITY

You are covered at 66.67% of your annual base salary and can choose from two waiting periods (14 or 90 days).



PERSONAL LEGAL PLAN

This plan provides personal legal guidance on a variety of issues and services, including will preparation, name change, real estate closing and uncontested adoption.



THESE GREAT RESOURCES ARE YOURS FOR FREE.

Take charge of your health.



VIVERAE

Free personalized wellness resources through the MyViverae website, including health challenges, activity tracking, disease management, health coaching, and special programs like Healthy Mom Healthy Baby



DIABETESAMERICA

Complete, personalized diabetes care, from doctor visits, diagnostic testing and lab work to treatment and education, all under one roof



MEMBER PAYMENT ESTIMATOR

Go to Benefits Outlook and click Aetna Navigator to use the Member Payment Estimator to compare cost estimates for more than 550 common services and procedures, from office visits and lab tests to high-tech scans, surgeries and more



24/7 NURSE LINE

For help from a registered nurse day or night, call 866-222-KISD (5473)



EMPLOYEE ASSISTANCE PROGRAM

For free and confidential 24-hour support for all kinds of personal challenges, call 877-694-9281

NOW YOU'RE READY TO ENROLL.

Online enrollment, made easy.

Once you've studied your options and made your selections, it's time to let us know about them.

HERE'S HOW YOU GET THERE:

- 1 Go to katybenefits.org and log in to RedBrick Health.
- 2 Click *Enroll* and follow instructions to enter your benefits elections.
- 3 Check the personalized confirmation statement you receive in the mail in early December.
- 4 Check the numbers and verify that your deductions are correct on your first pay stub in January.

If you need help enrolling, call a Benefits Outlook specialist at 866-222-KISD (5473). English- and Spanish-speaking representatives are available Monday through Friday, 7 a.m. to 7 p.m. CT, except holidays.

ENROLLMENT DATES
November 3–17, 2015

Don't miss the deadline.

Online enrollment ends at 11 p.m. CT and phone enrollment ends at 7 p.m. CT on Tuesday, November 17.



**BENEFITS
OUTLOOK**



DISCLAIMER: This guide provides an overview of your benefits options. The complete provisions of the plans, including legislated benefits, exclusions and limitations, are set forth in the plan documents or insurance contracts. The insurance contracts are available for your review in the Katy ISD Benefits Office. If the information in this guide is not consistent with the plan documents or insurance contracts or state and federal regulations, the plan documents, insurance contracts and state and federal regulations will prevail. This guide is not intended as a contract of employment or a guarantee of current or future employment. This enrollment guide constitutes a Summary of Material Modifications (SMM) to the Katy ISD 2016 Summary Plan Description (SPD). It is meant to supplement and/or replace certain information in the SPD, so retain it for future reference along with your SPD. Please share these materials with your covered family members.