

SALADO I.S.D. EMPLOYEE BENEFITS

GROUP HEALTH INSURANCE: Salado ISD will participate in the TRS-Active Care Group for the 2007/08 school year. Employees may choose one of five health plans; three Blue Cross/Blue Shield plans, First Care or Scott & White Health Plan. All five plans include a prescription drug benefit. No dental is included in the group health plans. The new plans and rates will be effective September 1.

Employees who are active contributing members of the Teacher Retirement System and work 10 or more hours each week are eligible for TRS-ActiveCare insurance. Retirees are not eligible to participate in the TRS-Active Care group plans.

*Each insurance participant will receive **\$266 per month** toward TRS-ActiveCare insurance.

2007-2008 TRS ACTIVECARE PLANS

	BC/BS ActiveCare 1		BC/BS ActiveCare 2		BC/BS ActiveCare 3		FIRSTCARE		Scott & White	
	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost	Total Cost	*Maximum Employee Cost
Employee Only	\$ 266.00	\$ -	\$ 354.00	\$ 88.00	\$ 477.00	\$ 211.00	\$ 359.00	\$ 93.00	\$ 351.48	\$ 85.48
Employee & Spouse	\$ 606.00	\$ 340.00	\$ 806.00	\$ 540.00	\$ 1,085.00	\$ 819.00	\$ 890.00	\$ 624.00	\$ 827.76	\$ 561.76
Employee & Children	\$ 424.00	\$ 158.00	\$ 564.00	\$ 298.00	\$ 760.00	\$ 494.00	\$ 571.00	\$ 305.00	\$ 555.28	\$ 289.28
Employee & Family	\$ 667.00	\$ 401.00	\$ 886.00	\$ 620.00	\$ 1,193.00	\$ 927.00	\$ 893.00	\$ 627.00	\$ 862.10	\$ 596.10

TRS-Active Care enrollment applications, schedule of benefits and premium information may be obtained from the Business Office.

Website for TRS-Active Care:

<http://www.trs.state.tx.us/TRS-ActiveCare/index.htm>

ALTERNATE BENEFIT:

Employees **not participating** in TRS Group Health Insurance are eligible for **\$150 per month** (\$1800 per year) benefit spending credit. This credit can be applied toward supplemental insurance (Dental, Vision, Cancer or Heart/Stroke), Group Term Life (up to \$50,000 max) or tax-deferred contribution into a qualified §457 or §403(b) retirement plan.