



## **IASA, IASB, IASBO to offer members comprehensive health insurance**

The IASA, the Illinois Association of School Boards (IASB) and the Illinois Association of School Business Officials (IASBO) have developed the Illinois Schools Employee Benefits Consortium (ISEBC) that includes a proprietary fully insured, comprehensive group health insurance plan that will offer member school districts the opportunity to provide employees health benefits at affordable prices.

“This plan offers our member districts greater purchasing power and more stability in premium increases,” said IASA Executive Director Dr. Brent Clark in announcing the initiative. “This is a unique opportunity for IASA member school districts to join together and form an alliance to purchase their employee benefits and receive a premium discounting previously available only to the largest employers.

“We are extremely pleased to be able to offer this unique service to our members at a time when school districts and employees are in need of cost-saving options that provide quality care,” Clark added.

IASB Executive Director Roger Eddy said the partnership is the best way to do business in this economic climate.

"This represents an opportunity for school districts to take advantage of a joint purchasing power related to one of the most significant costs associated with employee benefits," Eddy said. "It is most certainly the type of collaboration that makes sense. In fact, this type of collaboration is one of the expectations laid out by the Classrooms First Commission. We are pleased to join the IASA and IASBO to offer this opportunity to our members."

IASBO Executive Director Dr. Michael Jacoby noted the advantages for school districts struggling to balance their budgets.

“As healthcare costs continue to rise, districts truly need a program like this,” Jacoby said. “It gives them the flexibility and options they need to better balance their budgets.”

United Health Care and Health Alliance will be the ISEBC network options. Please note Blue Cross Blue Shield of Illinois may be offered as a standalone group (please see contact information below for more details). The customizable benefits package of the ISEBC includes:

- ❖ **Flexibility with Deductibles:** A district has the option to completely customize their own plan or choose a Preferred Provider Organization (PPO) with deductible amounts of \$500, \$1,000, \$2,000 or \$3,000, or a Health Savings Account (HSA) with deductibles of \$1,500, \$2,500 or \$5,000, giving employees complete flexibility based on their needs. For districts that self-insure a portion of the deductible, this plan will accommodate that option, too. As many as six health plan options can be selected per district.
- ❖ **Flexibility with Coverage:** Our group plan offers not only single and family coverage, but also employee-and-spouse-only coverage or employee-and-child/children-only coverage.
- ❖ **Life Insurance Coverage:** Each employee may have \$10,000 of life insurance with matching \$10,000 accidental death & dismemberment coverage. Districts may elect to increase the amount of coverage for all employees up to three times the employee's Base Annual Earnings, up to a maximum of \$250,000, making for one of the least expensive but most beneficial benefits an employer can provide.
- ❖ **Short-Term Disability (STD) and Long-Term Disability (LTD) Coverage:** Our group plan offers both STD and LTD benefits, including the fact that the carrier will ensure that specialized resources and support remain in place to help the employee return to work as soon as safely possible.
- ❖ **Dental Coverage:** Our group plan offers a "passive" PPO dental option that provides the savings of a PPO plan with the freedom to see any dentist. The plan provides a \$1,500 annual maximum and a \$1,500 lifetime orthodontic maximum for children.
- ❖ **Vision Care Coverage:** Our group plan includes standard vision coverage in all medical plan options, with routine eye exams covered and co-pays and discounts on materials. In addition, a district may elect to offer one of two more robust vision plans tailored for employees.
- ❖ **Out-of-State Coverage:** extensive national and international health care network.
- ❖ **Early Retirement Option:** Any active employee within an ISEBC school district and is at least age 55 is eligible to stay on a plan until they reach Medicare age.
- ❖ **No-Balance Billing:** All of the PPO options have a \$20, \$25 or \$30 co-pay and "no balance billing" – The in-network provider agreement to accept claim payment as payment in full for their services.
- ❖ **Other Specialized Services:** Coverage also includes routine exams, "well-child" services, chiropractic care, outpatient services and prescription drugs.
- ❖ **Cafeteria Plan:** Our group plan allows your district to set up a "Cafeteria Plan" that fits the needs of your employees and allows them to have online access to their Flexible Spending Account (FSA) 24/7 and gives each employee their own debit card.
- ❖ **COBRA Administration:** In keeping with the Consolidated Omnibus Budget Reconciliation Act (COBRA), ISEBC will offer employees and their families the opportunity to purchase continuation of coverage under certain circumstances when they leave employment.

- ❖ **Health Care Reform Compliance:** There are countless regulations covering health care reform legislation. ISEBC will help you meet your compliance obligations by keeping you up to date on the reform regulations that affect your employee benefit programs and tax implications.

**Another feature of the ISEBC program that is different from some health insurance pools or consortiums is that there is no exit fee if a school district decides to withdraw from the program.**

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