



2022-2023 Academic Year  
**MANAGEMENT  
ACTIVE EMPLOYEE**  
Benefits Health Plan Information Brochure

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Scanable with  
Smartphone camera



# Table of Contents

This table of contents has been provided to you for two purposes:

1. To provide you and overview of the document's contents and organization.
2. To allow you to go directly to a specific section of your brochure.

<b>Page No.</b>	<b>Description</b>
<b>01</b>	<a href="#"><u>Focus on Benefits / Plan Changes</u></a>
<b>02</b>	<a href="#"><u>Who Is Eligible &amp; Who You Can Cover</u></a>
<b>03</b>	<a href="#"><u>Rules for Changes / Coordination of Benefits</u></a>
<b>04</b>	<a href="#"><u>Telephone Appointments / Life Insurance Coverage</u></a>
<b>05</b>	<a href="#"><u>Medical HMO Coverage</u></a>
<b>06</b>	<a href="#"><u>Medical HMO Prescription Coverage</u></a>
<b>07</b>	<a href="#"><u>Medical PPO Coverage</u></a>
<b>08</b>	<a href="#"><u>Medical PPO Prescription Coverage</u></a>
<b>09</b>	<a href="#"><u>Dental PPO Coverage</u></a>
<b>10</b>	<a href="#"><u>Dental HMO Coverage</u></a>
<b>11</b>	<a href="#"><u>Vision Coverage</u></a>
<b>12</b>	<a href="#"><u>Rates Summary</u></a>
<b>13</b>	<a href="#"><u>Flexible Spending Account</u></a>
<b>14</b>	<a href="#"><u>Voluntary Benefits</u></a>
<b>15</b>	<a href="#"><u>Employee Assistance Programs / Wellness Resources &amp; Discounts</u></a>
<b>16</b>	<a href="#"><u>Key Terms</u></a>
<b>17</b>	<a href="#"><u>Plan Notices and Documents</u></a>
<b>Back Cover</b>	<a href="#"><u>Provider Directory</u></a>

# Focus on Benefits

We at the Santa Ana Unified School District believe you are our most important asset. Helping you and your family achieve and maintain good health - physical, emotional, and financial - is the reason we offer you this comprehensive health benefits program.



This school year we are pleased to announce no changes to your plan coverages and minimal changes to your plan cost. However, even though your plans have not changed significantly, you may have different needs than last year.

Open Enrollment is your one-time each year to review your existing elections and make changes to your plans. Add or drop dependents, change plans, or enroll in flexible spending accounts with American Fidelity each year.

## Plan Changes

Here are some medical and dental plan highlights for the 2022-2023 academic year.

### Medical Plan Changes



Blue Shield  
Access+  
HMO

Rate update

No changes to medical coverage.

Members still receive VSP vision coverage.

Members still receive Express Scripts pharmacy coverage.



Blue Shield  
Spectrum  
PPO

Rate update

No changes to medical coverage.

Members still receive VSP vision coverage.

Members still receive Express Scripts pharmacy coverage.



Blue Shield  
Trio ACO  
HMO

Rate update

No changes to medical coverage.

Members still receive VSP vision coverage.

Members still receive Express Scripts pharmacy coverage.



Kaiser  
Permanente  
HMO

Rate update

No changes to medical coverage.

Members still receive VSP vision coverage.

\*Refer to the Rates Summary on page 12.

### Dental Plan Changes



Delta Care  
USA  
DHMO

Rate update

No changes to dental coverage.



Delta Dental  
Incentive  
DPPO

Rate update

No changes to dental coverage.



Delta Dental  
Network DPPO

Rate update

No changes to dental coverage.

While we have made every effort to make sure that this guide is comprehensive, it cannot provide a complete description of all benefit provisions. For detailed information about our plans, you should refer to your plan benefits booklets provided by your insurance provider or summary plan descriptions that are available on our website, [www.sausd.us/benefits](http://www.sausd.us/benefits). The plan benefits booklets provided by your insurance provider determine how all benefits are paid.

The benefits explained in this summary are effective  
July 1, 2022 through June 30, 2023

# Who Is Eligible

## Full-Time Employees

You are eligible to participate in our benefits program if you are an active permanent or probationary Management employee on a contract full-time

(See Article 15 of the CBA for more details)

This is only a summary of the eligibility criteria and is not intended to modify or surpass the requirement of the plan documents and/or the Union contract, and the plan documents/Union contract will govern in the event of any conflict between this summary and the plan documents/Union contract.

## When Your Coverage Will Begin

Any **Open Enrollment** elections will begin July 1. Open Enrollment is a window of opportunity, is usually two weeks long, and held near the end of the school year.

Open Enrollment announcements will be sent via email and postcard.

The plans you choose as a **New Employee** will give you coverage starting on the first day of the following month from your start date. For example, if your start date is on August 14th your coverage will begin on September 1st.

You have 30-days from your start date to enroll or decline in your benefits.

If you add a **New Family Member** their coverage will begin on the first day of the following month, except for newborn children. Newborn children will be added to your benefits effective their date of birth.

You have 30-days from your marriage or your newborn's birth date to enroll your new family member.

## You Can Cover...

Your **Spouse** (the person you are legally married to under State law) including a same-sex spouse. A copy of the County issued marriage certificate is required to add your spouse.

**Domestic Partners** with proof of a Declaration of Domestic Partnership filed with the California State Secretary. Any premiums paid for by SAUSD for your domestic partner will be deducted on an after-tax basis.

**Children** including your Domestic Partner's children, adopted children, and/or stepchildren.

Any child over the age of 26 only if they are handicapped and proof of their handicap is provided to our office before they turn 19 years old. (See Article 11.2.6 of the C.B.A. for more details)

Any child named in a Qualified Medical Child Support Order (Q.M.C.S.O.), as defined by law.

Your children must be under 26 years old. They do not have to live with you or be enrolled in school. They can be married and living on their own.

## Reduced-Time Employees

Management employees who voluntarily reduce their contract to less than full-time may receive benefits only if they pay for the difference of their reduced contract.

## You Can Enroll During...

**Open Enrollment** is usually held sometime in April or May and is the one-time each year you can make changes to your benefits without a qualifying event.

Make sure to notify our office right away if you have a **Qualifying Event** and need to make a change to your benefits.

Qualifying events include, but are not limited to, the birth or adoption of a baby or child, loss of other coverage, your eligibility for new coverage, a marriage, or a divorce. You have 30-days to make your changes.

## You Cannot Cover...

Family members who are not eligible to be enrolled under your SAUSD health insurance plan include, but are not limited to, your **Parents, Grandparents or Siblings**.

# Rules for Changes

Other than Open Enrollment you can only make changes to your benefits if you have a “**qualified event**” or a “**special enrollment**”. If you have a “**qualified event**” and are eligible to make a change to your benefits you will be required to submit proof of that change or evidence of prior coverage.

There are four basic types of qualifying events. The following are examples and not a full list.

## Loss of Health Coverage

If you lose your current coverage, including job-based, individual, and/or a student plan.

**(Coverage cannot be lost due to non-payment of premiums)**

If you are no longer eligible for Medicare, Medicaid, or C.H.I.P.

When you turn 26 years old and lose your coverage through your parent’s plan.

## Changes in Household

Like getting married or a divorce.

Having a baby or adoption of a child.

Experiencing a death in your family.

## Changes in Residence

If you move to a different ZIP Code or County that affects your access to network providers.

## Other Qualifying Events

Changes in your income, such as going from full-time to part-time employment, that affects the coverage you qualify for.

A change in eligibility for Medicare or Medicaid.

A court order, including a Qualified Medical child Support Order (Q.M.C.S.O.).

## Two rules apply when making changes to your benefits during the year:

1. Any change you make must be consistent with the change in status, **AND**
2. You must notify our office and make the change before or **within 30-days** of the date the event occurs.

You are responsible for notifying our office of your dependent(s) that become **ineligible** due to a divorce or if they become an overage dependent before or within 30-days of the event. Failure to do so may jeopardize your dependent’s right to COBRA Continuation Coverage.

## Coordination of Medical Benefits

Coordination of medical benefits is available to benefit-eligible married employees of the Santa Ana Unified School District. Coordination of benefits does not apply to dental coverage.

### Coordinating Medical Benefits

#### How It Works

One employee from the married couple waives their medical benefits and their spouse elects medical coverage for them and their dependents.

#### What’s the Incentive

No medical premium is paid by either employee. Your medical premium is waived, and the District will pay your medical plan cost.

### Dual Coverage

#### How It Works

Both employees of the married couple elect coverage. One pays the higher rate, such as family or two-party, the other employee pays the single medical rate.

#### What’s the Incentive

Copayments and medical services are covered at 100%. If you are enrolled in the Blue Shield Spectrum PPO, you have to meet both your medical and prescription deductibles before any services are covered at 100%.

You have 30-days from the date you start working or get married to sign-up. If you miss the 30-day window, you may sign-up during SAUSD’s Open Enrollment held in the Spring (usually April or May) each year.

# Telephone Appointments

## Blue Shield Members

Heal™ and Teladoc™ let you see a doctor at a time and place that is best for you.

Heal™ is only available for Blue Shield PPO members in Los Angeles, Orange County, San Francisco, Oakland, Berkeley, San Diego, and the Peninsula to San Jose.

The cost for Heal™ is the same as your plan's Copay and Teladoc™ has a \$5 Copay for both HMO and PPO members.



8 a.m. to 8 p.m. daily  
Phone: (844) 644-4325



Phone: (800) 835-2362  
[www.teladoc.com/bsc](http://www.teladoc.com/bsc)  
Smartphone app also available

## Kaiser Permanente Members

Get care from a doctor where they are. If you have a minor health condition or need a follow-up, you may be able to talk to a doctor by video or phone.

You need an in-person appointment and need to register on [kp.org](http://kp.org) before you can receive a video or phone appointment.



## Kaiser Member Services

Monday through Friday  
7 a.m. to 7 p.m.  
Phone: (833) KP4CARE (574-2273)

# Life Insurance Coverage

If you have loved ones who depend on your income for support, having life and accidental death insurance can help protect your family's financial security.

All SAUSD employees are automatically enrolled in the no-cost, basic life insurance program provided by The Standard. Basic life insurance pays your designated.

beneficiaries a lump sum if you pass away. The cost of the coverage is paid in-full by SAUSD.



**Coverage Amount**  
**\$100,000**

### Beneficiary Reminder

Make sure you have named a beneficiary for your SAUSD life insurance benefit by completing our life insurance form.

For your convenience, all of SAUSD benefits related forms can be found on the Forms page of our website, [www.sausd.us/benefits](http://www.sausd.us/benefits).

# Medical HMO Coverage

Medical coverage provides you with benefits that keep you healthy like Preventive care screenings and access to urgent care. It also provides important financial protection if you have a serious medical condition. The following chart shows the medical HMO plans offered to SAUSD employees.

## Blue Shield Trio ACO HMO

Same coverage as Access+ HMO  
Smaller Blue Shield HMO Network  
Lower Employee Cost

versus

## Blue Shield Access+ HMO

Same coverage as Trio ACO HMO  
Full Blue Shield HMO Network  
Higher Employee Cost

## Blue Shield Trio ACO HMO

## Blue Shield Access+ HMO

## Kaiser Permanente HMO

### Rates for Management Employees

	Hired Before and After July 1, 2020	Hired Before July 1, 2020	Hired After July 1, 2020	Hired Before July 1, 2020	Hired After July 1, 2020
<b>Single</b> Cost for Employee only	\$26.94 per month	\$79.16 per month	\$211.09 per month	\$58.39 per month	\$58.39 per month
<b>Two-Party</b> Cost for Employee +1 dependent	\$55.00 per month	\$164.24 per month	\$483.16 per month	\$110.32 per month	\$110.32 per month
<b>Family</b> Cost for Employee +2 or more dependents	\$162.55 per month	\$235.88 per month	\$729.12 per month	\$162.55 per month	\$162.55 per month

### Coverage Summary

<b>Calendar Year Deductible</b>	None	None
<b>Calendar Year Out-of-Pocket Maximum</b>	\$2,000 per person \$4,000 per family	\$1,500 per person \$3,000 per family
<b>Lifetime Benefit Maximum</b>	Unlimited	Unlimited
<b>Office Visits</b>		
Primary Provider	\$20 copay	\$20 copay
Specialist Office Visit	\$20 copay When you are referred by your primary provider	\$20 copay
	Trio \$20 copay / Access+ \$30 copay When you self-refer with your provider group	
Preventive Services	Plan pays 100%	Plan pays 100%
Chiropractic Care	\$10 Up to 30 visits per year	Not Covered
Labs and X-rays	Plan pays 100%	Plan pays 100%
<b>Hospitalization</b>		
Inpatient	\$250 copay Per admission	\$250 copay Per admission
Outpatient Surgery	Plan pays 100%	\$20 copay Per procedure
<b>Emergency Services</b>		
Urgent Care	\$20 copay	\$20 copay
Emergency Room	\$150 copay Waived if admitted	\$150 copay Waived if admitted

# Medical HMO Prescription Coverage

If you enroll in any of our medical plans you and your dependents will receive prescription coverage. The following chart shows the prescription coverage offered with our medical HMO plans.

## Blue Shield Trio ACO HMO

## Blue Shield Access+ HMO

## Kaiser Permanente HMO

Express Scripts\*

Kaiser Pharmacy

### Coverage Summary

<b>Calendar Year Deductible</b>	\$150 per person for brand name Rx	None
<b>Calendar Year Out-of-Pocket Maximum</b>	\$4,600 per person \$9,200 per family	Combined with medical
<b>Pharmacy Copays</b>		
Generic	\$10 copay	\$10 copay
Preferred Brand Name	\$25 copay After Rx deductible of \$150 per person	\$20 copay
Non-Preferred Brand Name	\$40 copay After Tx deductible of \$150 per person	Not Covered
Supply Limit	30 days	30 days
<b>Mail Order Copays</b>		
Generic	\$20 copay	\$20 copay
Preferred Brand Name	\$50 copay After Rx deductible of \$150 per person	\$40 copay
Non-Preferred Brand Name	\$80 copay After Tx deductible of \$150 per person	Not Covered
Supply Limit	90 days	100 days

## \*Express Scripts Advantage Plus Utilization Management Program

Express Scripts uses these strategies to help manage the high-cost and high-utilization of specialty and non-specialty medications.

Employees may be required to participate in the following programs when filling their prescriptions:

### Drug Quantity Management

Drug quantity management is required for medications prescribed “**as needed**” for which the days of supply cannot be inferred from the prescription (**migraine medications, inhalers, creams, ointments**).

### Step-Therapy

Step-therapy is required for most non-specialty drugs, including therapies for **diabetes, high-blood pressure, depression, and ulcers**.

### Prior Authorization

Prior authorization is required for most **specialty drugs**.



# Medical PPO Coverage

Medical coverage provides you with benefits that keep you healthy like Preventive care screenings and access to urgent care. It also provides important financial protection if you have a serious medical condition. The following chart shows the medical PPO plan offered to SAUSD employees.

## Blue Shield Spectrum PPO

### Rates for Management Employees

	Hired Before July 1, 2020	Hired After July 1, 2020
<b>Single</b> Cost for Employee only	\$179.53 <sup>per</sup> month	\$528.21 <sup>per</sup> month
<b>Two-Party</b> Cost for Employee +1 dependent	\$373.13 <sup>per</sup> month	\$1,141.50 <sup>per</sup> month
<b>Family</b> Cost for Employee +2 or more dependents	\$528.82 <sup>per</sup> month	\$1,642.27 <sup>per</sup> month

### Coverage Summary

	In-Network Coverage	Out-of-Network Coverage
<b>Calendar Year Deductible</b>	\$300 per person \$600 per family	\$600 per person \$1,200 per family
<b>Calendar Year Out-of-Pocket Maximum</b>	\$2,800 per person \$5,600 per family	\$4,600 per person \$9,200 per family
<b>Lifetime Benefit Maximum</b>	Unlimited	Unlimited
<b>Office Visits</b>		
Primary Provider	\$20 copay	Plan pays 60%*
Specialist Office Visit	\$20 copay	Plan pays 60%*
Preventive Services	Plan pays 100%	Not Covered
Chiropractic Care	Plan pays 80%* Up to 50 visits per year	Plan pays 60%*
Labs and X-rays	Plan pays 80%*	Plan pays 60%*
<b>Hospitalization</b>		
Inpatient	Plan pays 80%*	Plan pays 60%*
Outpatient Surgery	Plan pays 80%*	Plan pays 60%*
<b>Emergency Services</b>		
Urgent Care	\$20 copay	Plan pays 60%*
Emergency Room	\$150 copay Waived if admitted	\$150 copay Waived if admitted
	+20% physician services fee*	+20% physician services fee*

\*After Deductible

# Medical PPO Prescription Coverage

If you enroll in any of our medical plans you and your dependents will receive prescription coverage. The following chart shows the prescription coverage offered with our medical PPO plan.

## Blue Shield Spectrum PPO

### Express Scripts\*

#### Coverage Summary

	In-Network Coverage	Out-of-Network Coverage
<b>Calendar Year Deductible</b>	\$150 per person For brand name Rx	Not Applicable
<b>Calendar Year Out-of-Pocket Maximum</b>	\$3,800 per person \$7,600 per family	Not Applicable Not Applicable
<b>Pharmacy Copays</b>		
Generic	\$10 copay	Not Covered
Preferred Brand Name	\$25 copay <sup>1</sup> After Rx deductible of \$150 per person	Not Covered
Non-Preferred Brand Name	\$40 copay <sup>1</sup> After Rx deductible of \$150 per person	Not Covered
Supply Limit	30 days	Not Applicable
<b>Mail Order Copays</b>		
Generic	\$20 copay	Not Covered
Preferred Brand Name	\$50 copay <sup>1</sup> After Rx deductible of \$150 per person	Not Covered
Non-Preferred Brand Name	\$80 copay <sup>1</sup> After Rx deductible of \$150 per person	Not Covered
Supply Limit	90 days	Not Applicable

<sup>1</sup>After Deductible

### \*Express Scripts Advantage Plus Utilization Management Program

Express Scripts uses these strategies to help manage the high-cost and high-utilization of specialty and non-specialty medications.

Employees may be required to participate in the following programs when filling their prescriptions:

#### Drug Quantity Management

Drug quantity management is required for medications prescribed “**as needed**” for which the days of supply cannot be inferred from the prescription (**migraine medications, inhalers, creams, ointments**).

#### Step-Therapy

Step-therapy is required for most non-specialty drugs, including therapies for **diabetes, high-blood pressure, depression, and ulcers**.

#### Prior Authorization

Prior authorization is required for most **specialty drugs**.

# Dental PPO Coverage

SAUSD gives you a choice of two dental PPO plans. When you enroll in a Delta Dental DPPO plan, you have the choice of visiting any dentist you choose, **including in-network preferred providers and non-network premier providers**. Members receive the highest level of benefits when they visit an in-network preferred provider.

Contact Delta Dental at (866) 499-3001 or visit their website at [www.deltadentalins.com](http://www.deltadentalins.com) to find to provider near you.

## Delta Dental Incentive DPPO\* Delta Dental Network DPPO

### Rates for Management Employees

	Hired Before and After July 1, 2020	Hired Before and After July 1, 2020
<b>Single</b> Cost for Employee only	\$0.00 per month	\$0.00 per month
<b>Two-Party</b> Cost for Employee +1 dependent	\$119.71 per month	\$96.59 per month
<b>Family</b> Cost for Employee +2 or more dependents	\$185.13 per month	\$151.34 per month

### Coverage Summary

	In-Network Preferred Providers	Out-of-Network Premier Providers	In-Network Preferred Providers	Out-of-Network Premier Providers
<b>Calendar Year Deductible</b>	None	\$25 per person \$75 per family Waived for diagnostic and preventive	None	None
<b>Calendar Year Benefit Maximum</b>	\$2,000 per person	\$1,500 per person	\$2,250 per person	\$1,200 per person
<b>Waiting Period</b>	None	None	None	None
<b>Diagnostic and Preventive</b>	Plan pays 70-100%	Plan pays 70-100%	Plan pays 100%	Plan pays 100%
<b>Basic Services</b>				
Fillings	Plan pays 70-100%	Plan pays 70-100% After deductible	Plan pays 100%	Plan pays 50%
Root Canals	Plan pays 70-100%	Plan pays 70-100% After deductible	Plan pays 100%	Plan pays 100%
<b>Major Services</b>				
Prosthodontics	Plan pays 50%	Plan pays 50% After deductible	Plan pays 50%	Plan pays 50%
Other Major Services	Plan pays 70-100%	Plan pays 70-100% After deductible	Plan pays 100%	Plan pays 50%
<b>Orthodontia Services</b>				
Orthodontia	Plan pays 50%	Plan pays 50%	Plan pays 50%	Plan pays 50%
Lifetime Maximum	\$500	\$500	\$1,500	\$1,500
Dependents	Covered	Covered	Covered	Covered

\*The Incentive plan pays 70% for the first year of coverage. This percentage increases by 10% each year to a max of 100% if you use the coverage for one full routine exam at least once a year. If you do not use the plan for one full routine exam at least once a year, your percentage will remain at the level you reached the previous year.

# Dental HMO Coverage

Delta Care is a dental HMO plan and automatically assigns you and your dependents a dentist when you enroll. You can always change your dentist by calling Delta Care at (800) 422-4234 and letting them know the office you prefer within their DHMO network.

## Delta Care USA DHMO

<b>Rates for Management Employees</b>	
<b>Single</b> Cost for Employee only	Hired Before and After July 1, 2020 \$0.00 per month
<b>Two-Party</b> Cost for Employee +1 dependent	\$0.00 per month
<b>Family</b> Cost for Employee +2 or more dependents	\$0.00 per month

### Coverage Summary

<b>Calendar Year Deductible</b>	None
<b>Calendar Year Benefit Maximum</b>	Unlimited
<b>Waiting Period</b>	None
<b>Diagnostic and Preventive</b>	\$0 - \$45 copay
<b>Basic Services</b>	
Fillings	Plan pays 100%
Root Canals	Plan pays 100%
<b>Major Services</b>	
Prosthodontics	Not Applicable
Other Major Services	\$0 - \$95 copay Then the plan pays 100%
<b>Orthodontia Services</b>	
Orthodontia	\$1,700 - \$1,900 copay Your copay covers up to 24 months of active treatment
Lifetime Maximum	Unlimited
Dependents	Covered

Copays vary by the type of services you receive. To receive a list of Delta Care's fee schedule, you should contact Delta Care at (800) 422-4234 and request a copy of the plan's contract.

# Vision Coverage

All SAUSD employees and family members enrolled in our medical plans, including Kaiser members, will receive vision benefits from Vision Service Plan (V.S.P.).

Routine vision exams are important, not only for correcting vision but because they can detect other serious health conditions.

## VSP

### Coverage Summary

	In-Network Coverage	Out-of-Network Coverage
<b>Office Visits</b>	\$15 copay Then the plan pays 100%	Plan pays up to \$45
<b>Frequency</b>	Every 12 months	Every 12 months
<b>Eyeglass Lenses</b>		
Single Vision Lens	Plan pays 100% <sup>1</sup>	Plan pays up to \$30
Bifocal Lens	Plan pays 100% <sup>1</sup>	Plan pays up to \$50
Trifocal Lens	Plan pays 100% <sup>1</sup>	Plan pays up to \$65
	<sup>1</sup> Of basic lens only	
Impact Lenses for Children	Plan pays 100%	Not Covered
Frequency	Every 12 months	Every 12 months
<b>Lenses Enhancements</b>		
Standard Progressive Lenses	Plan pays 100%	Plan pays up to \$50
Premium Progressive Lenses	\$95 - \$105 copay	Not Covered
Custom Progressive Lenses	\$150 - \$175	Not Covered
Frequency	Every 12 months	Every 12 months
<b>Frames Allowance</b>		
VSP Select Frames	Plan pays up to \$170 <sup>2</sup>	Plan pays up to \$70
VSP Featured Frames	Plan pays up to \$150 <sup>2</sup>	Not Applicable
	<sup>2</sup> +20% savings on the amount over your allowance	
Costco® Frames	Plan pays up to \$80	Not Applicable
Frequency	Every 24 months	Every 24 months
<b>Contact Lenses</b>		
Allowance	Plan pays up to \$150 With up to a \$60 copay for fitting and evaluation	Plan pays up to \$105
Frequency	Every 12 months	Every 12 months
<b>Extra Savings</b>		
Glasses and Sunglasses	20% discount on feature frames	Not Covered
Routine Retinal Screening	No more than a \$39 copay With wellness exam	Not Covered
Laser Vision Correction	15% discount off regular price 5% off promotional price	Not Covered
Frequency	Every 12 months	Not Applicable

V.S.P. has a large network of optometrist you can choose from for your vision needs. Visit [www.vsp.com](http://www.vsp.com) to find a V.S.P. provider near you.

# Rates Summary

All SAUSD employees pay for their medical insurance coverage. **Be sure to look at the appropriate chart for your specific rates.** Your contributions for health insurance are deducted on a **month-to-month** basis, are **pre-tax**, and calculated each pay period, which effectively lowers your tax liability.

## Rates are effective July 1, 2022 through June 30, 2023

### Rates for Management Employees Hired Before July 1, 2020

	Medical Rates				Dental Rates		
	Blue Shield Access+ HMO	Blue Shield Spectrum PPO	Blue Shield Trio ACO HMO	Kaiser Permanente HMO	Delta Care USA DHMO	Delta Dental Incentive DPPO	Delta Dental Network DPPO
<b>Single</b> (Cost Employee Only Coverage)							
<b>Total Plan Cost</b>	\$909.87	\$1,149.55	\$630.17	\$794.67	\$21.32	\$65.34	\$54.71
<b>SAUSD Pays</b>	\$830.68	\$970.02	\$603.23	\$736.28	\$21.32	\$65.34	\$54.74
<b>Employee Pays</b>	\$79.16	\$179.53	\$26.94	\$58.39	\$0.00	\$0.00	\$0.00
<b>Two-Party</b> (Cost for Employee +1 Dependent Coverage)							
<b>Total Plan Cost</b>	\$1,882.72	\$2,388.67	\$1,302.55	\$1,585.06	\$35.20	\$181.62	\$152.10
<b>SAUSD Pays</b>	\$1,718.48	\$2,015.54	\$1,247.55	\$1,474.74	\$35.20	\$61.91	\$55.51
<b>Employee Pays</b>	\$164.24	\$373.13	\$55.00	\$110.32	\$0.00	\$119.71	\$96.59
<b>Family</b> (Cost for Employee +2 or more Dependents Coverage)							
<b>Total Plan Cost</b>	\$2,711.06	\$3,429.88	\$1,876.88	\$2,247.12	\$52.02	\$247.04	\$206.85
<b>SAUSD Pays</b>	\$2,475.18	\$2,901.06	\$1,796.62	\$2,084.57	\$52.02	\$61.91	\$55.51
<b>Employee Pays</b>	\$235.88	\$528.82	\$80.26	\$162.55	\$0.00	\$185.13	\$151.34

### Rates for Management Employees Hired After July 1, 2020

	Medical Rates				Dental Rates		
	Blue Shield Access+ HMO	Blue Shield Spectrum PPO	Blue Shield Trio ACO HMO	Kaiser Permanente HMO	Delta Care USA DHMO	Delta Dental Incentive DPPO	Delta Dental Network DPPO
<b>Single</b> (Cost Employee Only Coverage)							
<b>Total Plan Cost</b>	\$909.87	\$1,149.55	\$630.17	\$794.67	\$21.32	\$65.34	\$54.71
<b>SAUSD Pays</b>	\$698.75	\$621.34	\$533.92	\$736.28	\$21.32	\$65.34	\$54.74
<b>Employee Pays</b>	\$211.09	\$528.21	\$96.25	\$58.39	\$0.00	\$0.00	\$0.00
<b>Two-Party</b> (Cost for Employee +1 Dependent Coverage)							
<b>Total Plan Cost</b>	\$1,882.72	\$2,388.67	\$1,302.55	\$1,585.06	\$35.20	\$181.62	\$152.10
<b>SAUSD Pays</b>	\$1,399.56	\$1,247.17	\$1,072.39	\$1,474.74	\$35.20	\$61.91	\$55.51
<b>Employee Pays</b>	\$483.16	\$1,141.50	\$230.16	\$110.32	\$0.00	\$119.71	\$96.59
<b>Family</b> (Cost for Employee +2 or more Dependents Coverage)							
<b>Total Plan Cost</b>	\$2,711.06	\$3,429.88	\$1,876.88	\$2,247.12	\$52.02	\$247.04	\$206.85
<b>SAUSD Pays</b>	\$1,981.94	\$1,787.61	\$1,513.56	\$2,084.57	\$52.02	\$61.91	\$55.51
<b>Employee Pays</b>	\$729.12	\$1,642.27	\$363.32	\$167.55	\$0.00	\$185.13	\$151.34

Blue Shield rates include medical coverage, Express Scripts pharmacy coverage, and VSP vision coverage.  
Kaiser rates include medical coverage, Kaiser pharmacy coverage, and VSP vision coverage.

### Management Employees Hired After July 1, 2020

All Certificated employees hired after July 1, 2020, pay the contractual percentage for medical for two consecutive years. After the two years, they pay the lower hired before rates.

For more information about District-Employee contributions, you should refer to the SAEA contract.

# Flexible Spending Accounts

SAUSD offers a great way to save money over the course of the year with flexible spending accounts. These accounts allow you to put aside a portion of your salary, on a pre-tax basis, into reimbursement accounts. You can use the money in these accounts to pay for eligible medical and dental expenses.

Plan carefully when you enroll in flexible spending accounts. You may carry over \$500 into the next school year but will forfeit any unused money over the \$500 at the end of the plan year. The end of the plan year for SAUSD is June 30th each year.

## Healthcare Spending Account

This account will reimburse you with pre-tax dollars for healthcare expenses not reimbursed under your family's healthcare plans.

The maximum you may contribute to this account per year is \$2,700. SAUSD's plan year begins July 1<sup>st</sup> and ends on June 30<sup>th</sup> each school year.

## Flex Debit Card

The flex debit card looks and works just like a credit/debit card.

When you pay for an allowable expense, such as a doctor's visit or a trip to the pharmacy, you can use this card and avoid having to wait for reimbursement checks.

Contact American Fidelity for details.



American Fidelity  
Phone: (800) 365-9180  
[www.americanfidelity.com](http://www.americanfidelity.com)

## Dependent Care Account

This account will reimburse you with pre-tax dollars for daycare expenses for your children and other qualified dependents.

The maximum you may contribute to this account is \$5,000 per plan year. SAUSD plan year begins July 1<sup>st</sup> and ends June 30<sup>th</sup> each school year.

Qualified dependents for this account include your children who are under the age of 13 who you have primary custody of and other dependents of any age who are physically or mentally unable to care for themselves and who qualify.

### Note

**You may use the Federal childcare tax credit and the dependent care spending account; however, your federal credit will be offset by any amount deferred into the dependent care plan.**

## F.S.A. Online Store

The F.S.A. online store offers a large selection of products you can purchase with your flex debit card. It takes the guesswork out of what is and what is not eligible for purchase with your F.S.A. card.

The F.S.A. store allows you to:

- Use your flex debit card, or any major credit card, to purchase F.S.A. eligible products.
- Purchase over-the-counter products by uploading your prescription, and
- Order eligible products at your convenience and have them delivered to your doorstep.

If you can use your flex card on the online F.S.A. store, you do not have to submit any receipts since the I.R.S. approves of all the items available on the F.S.A. online store.



Visit [www.fsastore.com](http://www.fsastore.com) to start shopping.

# Voluntary Benefits

During Open Enrollment, or your initial enrollment period, you should consider the voluntary benefits available to you and decide if you want to enroll or make changes to your current elections.

These voluntary benefits include the following insurances:

## Accident Insurance

Available through American Fidelity

**Accident Insurance** pays benefits directly to you helping you cover any unpaid medical expenses due to a covered accident.

There are over 30 plan benefits available and coverage may extend to your family.

## Cancer Insurance

Available through American Fidelity and Washington National.

**Cancer Insurance** helps ease the impact on your finances should you or a family member be diagnosed with Cancer.

Benefit payments are made directly to you to pay for expenses life copayments, hospital stays, house, and car payments.

## Disability Insurance

Available through American Fidelity and The Standard.

**Disability Insurance** protects your income if you do not work due to a covered injury or sickness.

It provides steady benefits to cover expenses by covering a percentage of your gross monthly income.

## Voluntary Life Insurance

Available through American Fidelity and The Standard.

**Voluntary Life Insurance** provides peace of mind knowing it will help take care of your family after you are gone.

Ensuring your family is financially protected in the event of a loss is an important way of caring for their needs.

You pay the full cost of these voluntary insurances and enroll directly through the respective insurance providers.



**American Fidelity**

[www.americanfidelity.com](http://www.americanfidelity.com)

(800) 365-9180

American Fidelity plans include:

**Accident Insurance**

**Cancer Insurance**

**Disability Insurance**

**Voluntary Life Insurance**



**The Standard**

[www.standard.com](http://www.standard.com)

(800) 522-0406

The Standard plans include:

**Disability Insurance**

**Voluntary Life Insurance**



**Washington National**

[www.washingtonnational.com](http://www.washingtonnational.com)

(888) 754-3406

Washington National plans include:

**Cancer Insurance**

If you want to enroll in any of these voluntary benefits, you should contact the providers directly for information about how to enroll.



# Employee Assistance Programs (EAP)

It is the District's goal to offer employees and their families programs, resources, and activities to support and encourage healthy lifestyles. These resources include relational, nutritional, physical, and emotional wellbeing.

## Blue Shield Life Referrals 24/7

Because we want our employees to have a well-balanced life, Blue Shield members will receive E.A.P. benefits through Blue Shield's Life Referrals 24/7 program.

This program provides referrals to professional counselors for up to three (3) free face-to-face confidential visits every 6-months and live 60-minute telephone consultations.

You can access this program 24 hours, 365 days to help you resolve emotional, health, family, and work issues.

This benefit is included in your Blue Shield medical plan and is available to all household members.

## Blue Shield Life Referrals 24/7

(800) 985-2405

## Kaiser Behavioral Health

Kaiser takes care of the whole you. Your personal physician coordinates your care with a mental health specialist, or team, that can diagnose mental health issues that affect your health and well-being.

Depending on your needs, you can choose from a wide range of services:

- Call or email your doctor.
- Make non-urgent appointments.
- Make therapy appointments
- Make counseling appointments.
- Talk to an advice nurse
- Speak with a wellness coach.
- Enroll to take a class

## Kaiser Behavioral Health Hotline

(800) 900-3277

## Wellness Coaching

(866) 402-4320

## Wellness Resources & Discounts

Throughout the year, SAUSD collaborates with various wellness vendors such as Gemini Timing for the 5k walk/run, Feet First and their Amazing Race, and HealthyWage with their team challenges.

Visit the Employee Wellness website at [www.sausd.us/aheltheiru](http://www.sausd.us/aheltheiru) for more resources and event information.

### Blue Shield Perks

Visit [www.blueshieldca.com/sausd](http://www.blueshieldca.com/sausd) to access a hospital comparison tool, symptom checker, condition management information and resources, along with information specific to your health.

Blue Shield also offers various discounts including gym memberships.

Register with Blue Shield online for additional wellness resources.



### Kaiser Perks

Visit [kp.org](http://kp.org) to access information on living healthy, managing conditions and diseases, and to obtain information about natural medicines and remedies.

Kaiser also offers customized plans for healthier living, classes, and various specialty health services. Visit [www.kp.org/choosehealthy](http://www.kp.org/choosehealthy) for more information about available services including various discounts.



# Key Terms

## Medical/General Terms

### Allowable Charge

The most an in-network provider can charge you for an office visit or service.

### Balancing Billing

Non-network providers are allowed to charge you more than the plan's allowable charge. This is called balance billing.

### Coinsurance

The cost between you and the insurance company. Coinsurance is always a percentage totaling 100%. For example, if the plan pays 70%, you are responsible for the remaining 30% of the cost.

### Copay

The fee you pay to a provider at the time of service.

### Deductible

The amount you must pay out-of-pocket for expenses before the insurance company will cover any benefits costs for the year (except for preventive care and other services where the deductible is waived).

### Explanation of Benefits (E.O.B.)

The statement you receive from the insurance carrier that explains how much the provider billed, how much the plan paid (if any), and how much money you owe (if any). In general, you should not pay a bill from your provider (except Copays) until you have received and reviewed your E.O.B.

### Family Deductible

The maximum dollar amount any one family will pay out in individual deductibles in a year.

### Individual Deductible

The dollar amount a member must pay each year before the plan will pay benefits for covered services.

### In-Network

Services received from providers (doctors, hospitals, etc.) who are part of your health plan's network. In-network services generally cost you less than out-of-network services.

### Out-of-Network

Services received from your providers (doctors, hospitals, etc.) who are not a part of your health plan's network. Out-of-network services generally cost more than in-network services. With some plans, such as HMOs and E.P.O.s, out-of-network services are not covered.

### Out-of-Pocket

Healthcare costs you pay using your own money, whether from your bank account, credit card, health reimbursement account (H.R.A.), health savings account (H.S.A.), or flexible spending account (F.S.A.).

### Out-of-Pocket Maximum

The most you would pay out-of-pocket for covered services in a year. Once you reach your out-of-pocket maximum, the plan covers 100% of eligible expenses.

### Preventive Care

A routine exam, usually yearly, that may include a physical exam, immunizations, and test for certain health conditions.

## Prescription Terms

### Brand Name Drug

A drug sold under its trademarked name. A generic version of the drug may be available.

### Generic Drug

A drug that has the same active ingredients as a brand name drug but is sold under a different name. Generics only become available after the patent expires on a brand name drug. For example, Tylenol is a brand name pain reliever commonly sold under its generic name Acetaminophen.

### Dispense as Written (D.A.W.)

A prescription that does not allow for substitution of an equivalent generic or similar brand drug.

### Maintenance Medications

Medications taken on a regular basis for an ongoing condition such as high cholesterol, high blood pressure, asthma, etc. Oral contraceptives are also considered a maintenance medication.

### Non-Preferred Brand Drug

A brand name drug for which alternatives are available from either the plan's preferred brand drug or generic drug list. There is generally a higher copayment for non-preferred brand drugs.

### Preferred Brand Drug

A brand name drug that the plan has selected for its preferred drug list. Preferred drugs are generally chosen based on a combination of clinical effectiveness and cost.

### Specialty Pharmacy

Provides special drugs for complex conditions such as multiple sclerosis, cancer, and H.I.V./A.I.D.S. billing.

### Step Therapy

The practice of starting to treat a medical condition with the most cost effective and safest drug therapy and progressing to other costlier or risky therapy, only if necessary.

## Dental Terms

### Basic Services

Generally, includes coverage for fillings and oral surgery.

### Diagnostic and Preventive Services

Generally, includes routine cleanings, oral exams, x-rays, sealants, and fluoride treatments.

### Endodontics

Commonly known as root canal therapy.

### Implants

An artificial tooth root that is surgically placed into your jaw to hold a replacement tooth or bridge. Many dental plans do not cover implants.

### Major Services

Generally, includes restorative dental work such as crowns, bridges, dentures, inlays, and onlays.

### Orthodontia

Some dental plans offer orthodontia services for children (and sometimes adults too) to treat alignments of the teeth. Orthodontia services are typically limited to a lifetime maximum.

### Periodontics

Diagnosis and treatment of gum disease.

### Pre-Treatment Estimate

An estimate of how much the plan will pay for treatment. A pre-treatment estimate is not a guarantee of payment.

# Plan Notices and Documents

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## Current Health Plan Notices

We must provide these notices to our plan participants on an annual basis. These health plan notices are also available on our website at [www.sausd.us/benefits](http://www.sausd.us/benefits).

The notices include:

### Medicare Part D Notice

Notice of the option to access prescription drug coverage for Medicare eligible individuals.

### Women's Health and Cancer Rights Act

Notice of the available benefits to those that will or have undergone a mastectomy.

### Newborn's and Mother's Health Protection Act

Notice of the right of mothers and newborns to stay in the hospital 48-96 hours after delivery.

### H.I.P.A.A. Notice of Special Enrollment Rights

Notice of when you can enroll yourself and/or dependents in health coverage outside of Open Enrollment.

### Notice of Choice of Providers

Notice of the plan's requirement that you name a primary care physician (P.C.P.).

### Children's Health Insurance Program Reauthorization Act

Notice of the availability of premium assistance for Medicaid eligible dependents.

## Current Plan Documents

These important documents for our health plans, and retirement plan, are available on our website at [www.sausd.us/benefits](http://www.sausd.us/benefits).

These documents include:

#### Summary Plan Descriptions (SPD)

This document is the legal document for describing benefits provided under our plan, as well as plan rights and obligations to participants and beneficiaries. The S.P.D. for each of our plans in this brochure are available on our website at [www.sausd.us/benefits](http://www.sausd.us/benefits) on the Evidence of Coverage page.

#### Summary of Benefits and Coverage (SBC)

We are required to provide the following documents by the Affordable Care Act (A.C.A.). The S.B.C. presents benefit plan features in a standardized format. The following S.B.C.s are available on our website at [www.sausd.us/benefits](http://www.sausd.us/benefits) on the Coverage Summaries page.

**Blue Shield Access+ HMO**

**Blue Shield Spectrum PPO**

**Blue Shield Trio A.C.O. HMO**

**Kaiser Permanente HMO**

Paper copies of these documents and notices are available as requested. If you would like a paper copy, contact our office at (714) 558-5686 or via email at [benefits@sausd.us](mailto:benefits@sausd.us).

## Statement of Material Modifications

This brochure constitutes a summary of material modifications (S.M.M.) to the Santa Ana Unified School District benefits plans. This brochure does not supplement and/or replace certain information in the S.P.D. Retain it for future reference along with your S.P.D. Please share these materials with your covered dependents.

# Provider Directory

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## A

### **American Fidelity**

Phone: (800) 365-9180

[www.americanfidelity.com](http://www.americanfidelity.com)

Assistance with your flexible spending accounts.

Also, for assistance with your voluntary insurances including accident, cancer, critical illness, disability, and voluntary life.

### **American Specialty Health**

Phone: (800) 848-3555

[www.ashcompanies.com](http://www.ashcompanies.com)

Chiropractic services for Blue Shield members.

## B

### **Blue Shield of California**

Trio Members: (855) 747-5800

Access+/PPO Members: (800) 393-6130

[www.blueshieldca.com/sausd](http://www.blueshieldca.com/sausd)

Medical provider for Blue Shield members.

### **Blue Shield Heal™**

Phone: (844) 644-4325

[getheal.com](http://getheal.com)

Telephone appointments for Blue Shield PPO members only.

### **Blue Shield Life Referrals 24/7**

Phone: (800) 985-2405

[www.blueshieldca.com/sausd](http://www.blueshieldca.com/sausd)

Employee assistance program for Blue Shield members.

### **Blue Shield Mental Health**

Phone: (877) 263-9952

[www.blueshieldca.com/sausd](http://www.blueshieldca.com/sausd)

Mental health services for Blue Shield members.

### **Blue Shield Teladoc™**

Phone: (800) 835-2362

[member.teladoc.com/bsc](http://member.teladoc.com/bsc)

Phone of video consultations for Blue Shield members, except 65 Plus.

## C

### **C.S.E.A.**

Phone: (714) 532-3766

[www.csea.com/web](http://www.csea.com/web)

Employee union for eligible Classified personnel.

## D

### **Delta Dental**

Phone: (866) 499-3001

[www.deltadentalins.com](http://www.deltadentalins.com)

Dental provider for Incentive and Network members.

### **Delta Care U.S.A.**

Phone: (800) 422-4234

[www.deltadentalins.com](http://www.deltadentalins.com)

Dental provider for Delta Care members.

## E

### **Express Scripts**

Phone: (877) 474-1136

[express-scripts.com](http://express-scripts.com)

Pharmacy provider for Blue Shield members, except 65 Plus.

## K

### **Kaiser Permanente**

Phone: (833) KP4-CARE  
574-2273

[www.kp.org](http://www.kp.org)

Medical provider for Kaiser members.

### **Kaiser Permanente Behavioral Health**

Phone: (800) 900-3277

[www.kp.org](http://www.kp.org)

Mental health services for all Kaiser members.

### **Kaiser Permanente Wellness Coaching**

Phone: (866) 402-4320

[www.kp.org](http://www.kp.org)

Employee assistance programs for Kaiser members.

## P

### **P.E.R.S.**

Phone: (888) 225-7377

[www.calpers.com](http://www.calpers.com)

Employee retirement system for Classified personnel.

## S

### **S.A.E.A.**

Phone: (714) 542-6758

[www.santaanaeducators.com](http://www.santaanaeducators.com)

Employee union for eligible Certificated personnel.

### **Schools First Federal Credit Union**

Phone: (714) 258-4000

[www.schoolsfirst.org](http://www.schoolsfirst.org)

third-party administrator for additional retirement accounts.

### **S.T.R.S.**

Phone: (800) 228-5453

[www.calstrs.com](http://www.calstrs.com)

Employee retirement system for Certificated personnel.

## V

### **V.S.P.**

Phone: (800) 877-7195

[www.vsp.com](http://www.vsp.com)

Vision provider for all S.A.U.S.D. health plan members.

## W

### **Washington National**

Phone: (888) 754-3406

[www.washingtonnational.com](http://www.washingtonnational.com)

Assistance with your supplemental cancer insurance.