



# KPBSD Health Plan School Board Presentation

July 10, 2023

# Agenda

1. Health Care Program Committee Charge & Composition
2. Health Plan Changes
3. KPBSD Health Plan available programs
  - A. Teladoc Summary
  - B. Transcarent Summary
  - C. SWORD Physical Therapy Summary
  - D. Prudent Rx Specialty Program Summary
4. KPBSD Health Plan Tidbits
5. Questions

# Health Care Program Committee (HCPC)

- ▶ **Committee Charge:** The committee will determine and control the health care program for all District employees covered by the program during the term of this agreement including but not limited to the following: benefits and coverage provided, cost containment measures, preferred provider programs, co-payment provisions, evaluating other health insurance programs, and implementing any wellness measures it deems beneficial to employees and the health care program.
  
- ▶ The HCPC is composed of:
  - A. Four representatives selected by the Kenai Peninsula Education Association
  - B. Three representatives selected by the Kenai Peninsula Education Support Association
  - C. One representatives selected by the Kenai Peninsula Administrator Association
  - D. Three representatives selected by the Superintendent

# Health Plan changes

- ▶ **Effective 8/1/2023:** Translucent Care Allowance Incentive (based on the case rate of the service provided. Care Allowance Incentive is taxable and will be paid through the payroll process):
  - Case Rate < \$9,999 = \$500 Incentive
  - Case Rate \$10,000 - \$19,999 = \$1,000 Incentive
  - Case Rate \$20,000 - \$29,999 = \$1,500 Incentive
  - Case Rate \$30,000 - \$39,999 = \$2,000 Incentive
  - Case Rate > \$40,000 = \$2,500 Incentive
- ▶ **Effective 5/1/2023:** The KPBSD Health Plan will waive the Teladoc Copays for HSA participants due to the Consolidated Appropriations Act extending the ability for Health Plans to waive cost sharing for Telemedicine through 12/31/2024. This change will match the Teladoc benefits for HRA Plan enrollees.
- ▶ **Effective July 1, 2023:** A regular status employee who is regularly scheduled to work the minimum hours per week required by KPBSD will be eligible for coverage on the first day of the month following or coinciding with the start date.

# Health Plan changes

- ▶ **Effective 1/1/2023:** "Maternity Coverage: The Plan covers prenatal, childbirth and postnatal care. *Home births are covered under the Plan when performed by a licensed midwife.* Coverage for you and your baby, if dependent coverage is elected, includes a Hospital stay of 48-hours for a normal vaginal delivery and 96-hours for a C-section. The 48/96 hours begin following delivery of the last newborn in case of multiplebirths. When delivery takes place outside a hospital, the 48/96hours begin at the time of inpatient admission. The Hospital stay may be less than the 48-hour or 96 hours minimum if a decision for early discharge is made by the attending Doctor in consultation with the mother."
- ▶ **Effective 3/1/2022:** National Cooperative Rx - Prudent Rx Program implemented
- ▶ **Effective 1/1/2022:** SWORD Virtual Physical Therapy Program implemented
- ▶ **Effective 3/1/2019:** Physical Therapy Services will require a prescription

# KPBSD Health Plan Available Programs

- ▶ Teladoc
- ▶ Transcarent Planned Surgery Benefit (formerly BridgeHealth)
- ▶ SWORD Virtual Physical Therapy Program
- ▶ Prudent Rx Specialty Prescription Program

# More potential programs to be brought forward to HCPC in FY24

- ▶ Dental Network through United Concordia Dental – *broker currently researching this.*
- ▶ QuestSelect Lab Benefit – *broker currently researching this.*
- ▶ Mayo Clinic Complex Care Program – *broker currently researching this.*
- ▶ Transcarent Oncology Care benefit – *HCPC tabled until August meeting.*

## YOUR AVAILABLE BENEFITS TELADOC

### HSA PLAN

### HRA PLAN



#### General Medical

\$0 \*

\$0

*Treatment for non-emergency conditions such as flu, bronchitis, etc*

#### Mental Health

Therapist, Psychologist

\$0 \*

\$0

Psychiatrist (initial visit)

\$0 \*

\$0

Psychiatrist (ongoing visit)

\$0 \*

\$0



*\*HSA copay waived through 12/31/2024 per Consolidated Appropriations Act*

*Teladoc Mental Health is available to eligible individuals ages 13+*

*Teladoc does not provide psychiatric services or mental health medication management to adolescents; limited to therapy only.*

# Teladoc YTD Report January - May 2023

## Summary

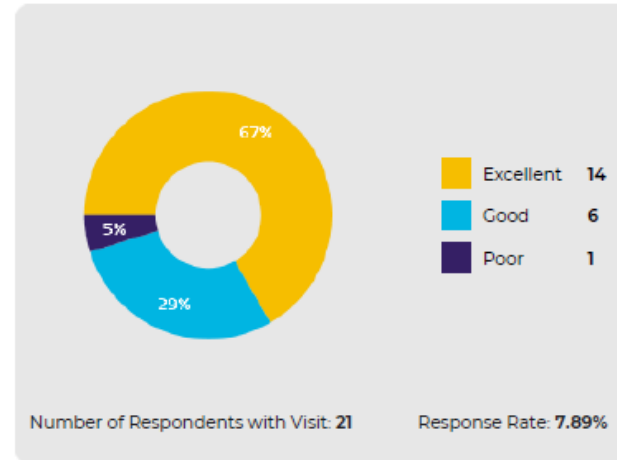


May 2023

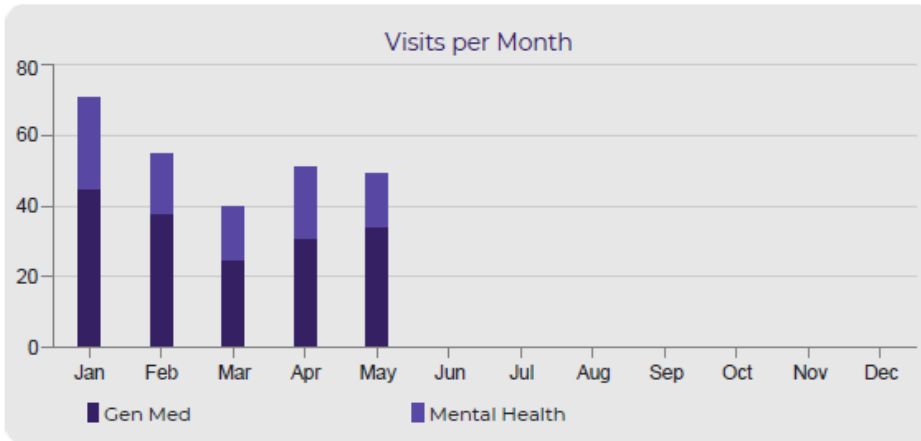
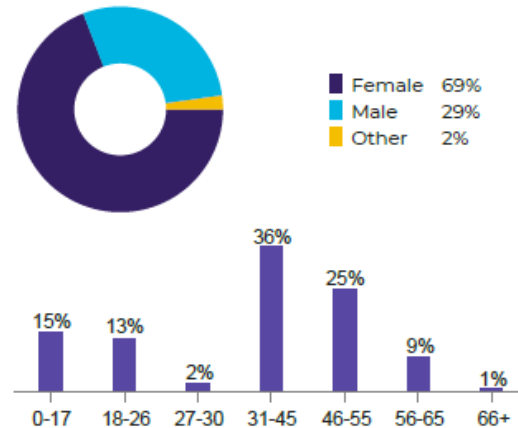
	Visits		Visit Utilization*	Total Net Claim Savings*
	Report Period	YTD	Annualized	YTD
Primary Care	Product not currently included in your plan design			
General Medical	34	173	45.9%	\$81,672
Mental Health	15	93	24.7%	\$9,290
Dermatology	Product not currently included in your plan design			
<b>Grand Total</b>				<b>\$90,961</b>

\* A definition of visit utilization and claims savings can be found within each product section  
 \*\* As literature has shown, primary care savings are derived from longitudinal, effective preventive care.  
 Over time, we will evaluate financial impact and continue to refine our savings projections.

## Overall member satisfaction YTD



## Age and Gender



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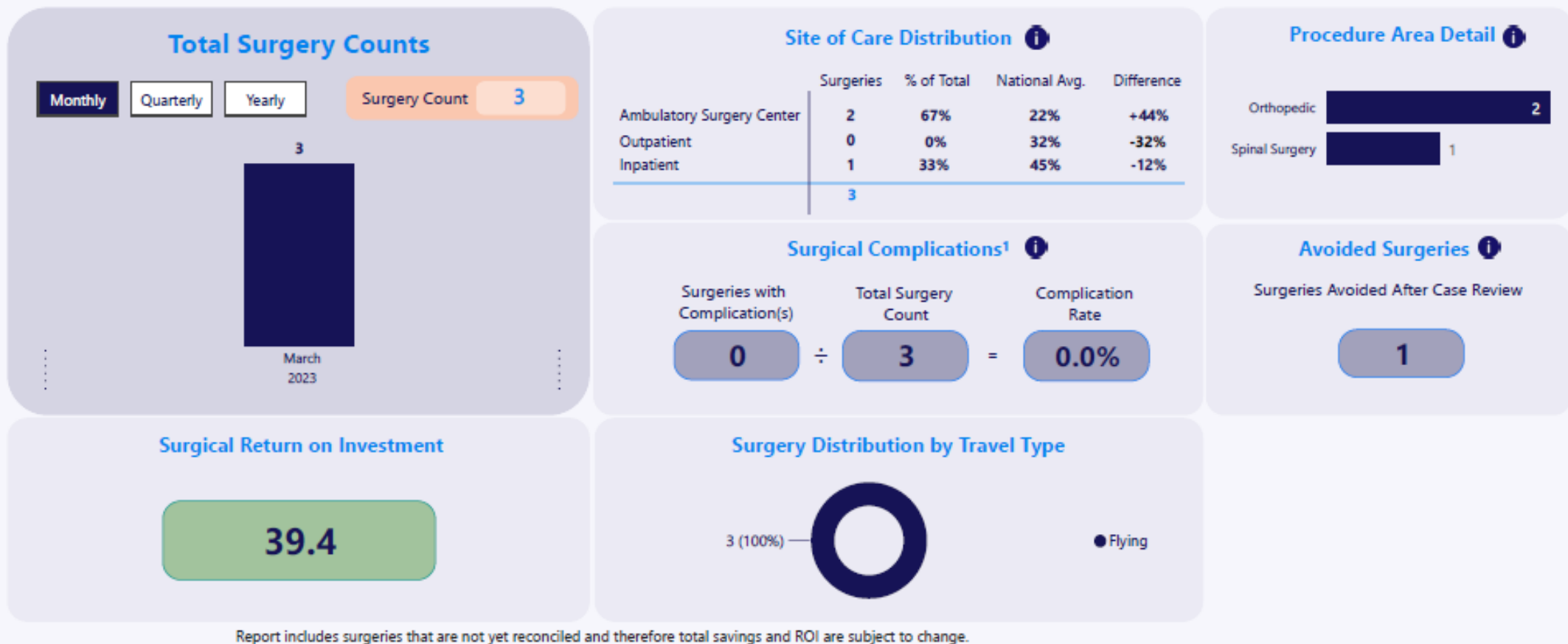
**\*Calendar Year 2022 Net Savings of \$236,532**

# Transcarent (formerly BridgeHealth)

- ▶ Planned Surgery Benefit implemented 4/1/2018
- ▶ If you are enrolled in the HRA Plan, your Major Medical deductible and coinsurance will be waived. If you are enrolled in the HSA Plan, you pay nothing to use Transcarent after your Major Medical deductible has been satisfied;
- ▶ Provides participants with access to high quality providers across the United States who perform certain surgeries. This includes access to centers of excellence as well as surgeons who are highly rated within their specialty in the United States for their specialty.
- ▶ A Transcarent Care Coordinator will help coordinate all aspects of your surgery by helping collect the required medical records, assisting with provider selection and making travel arrangements; and
- ▶ The Kenai Peninsula Borough School District Health Plan will cover related lodging, transportation and per diem. For the most part, these expenses will be covered directly as part of Transcarent's negotiated case rate.

# Transcarent (formerly BridgeHealth)

Report 1/1/2023 through 6/30/2023



\*Calendar Year 2022 Total Surgery Count: 8; Avoided Surgeries: 1

# Transcarent (formerly BridgeHealth)

Report 1/1/2023 through 6/30/2023

## Surgery Return on Investment Calculation Detail

$$\left( \begin{array}{c} \text{Unit Cost Savings} \\ \$301,939 \end{array} + \begin{array}{c} \text{Avoided Surgery Savings} \\ \$25,629 \end{array} \right) \div \begin{array}{c} \text{Total PEPM Invoiced} \\ \$8,304 \end{array} = \begin{array}{c} \text{Current Surgery ROI} \\ 39.4 \end{array}$$

### Unit Cost Savings

Unit Cost Savings = Regionally-Adjusted National Average  
- Total Transcarent Cost

- The *Regionally-Adjusted National Average* benchmark value is derived from third-party commercial claims data and calculates the average cost of a similar surgical bundle
- The *Total Transcarent Cost* includes the Contracted Rate, Case Management Fee, Travel Expenses, and Total Meals/Incidentals/Gas

### Avoided Surgery Savings ⓘ

Surgeries Avoided  
After Case Review

1

Surgery Cost  
Estimate

\$25,629

### Avoided Surgery Detail

Procedure Area	Avoided Surgery Count	Avoided Cost
Orthopedic	1	\$25,629
<b>Total</b>	<b>1</b>	<b>\$25,629</b>

Report includes surgeries that are not yet reconciled and therefore total savings and ROI are subject to change.

**\*Calendar Year 2022 Unit Cost Savings of \$254,182; ROI 19.4**

# SWORD Virtual Physical Therapy Program

- ▶ Program implemented 1/1/2022
- ▶ SWORD matches you with a physical therapist who learns about you over a video call and designs a customized program. The program ***is free to you if you are enrolled in the HRA Plan\**** – it's included in your Kenai Peninsula Borough School District Health Plan benefits.  
***\*HSA Plan enrollees: For post-surgical rehab, program costs are covered at 100% after your deductible has been met.***
- ▶ You'll then get a Digital Therapist© tablet and motion sensors to track your exercise progress, give feedback and help correct your form in real-time. Your physical therapist supports you every step of the way and even adjusts the program as your needs change, so you get better, faster.

# SWORD Physical Therapy Program

Report 1/1/2023 through 6/30/2023

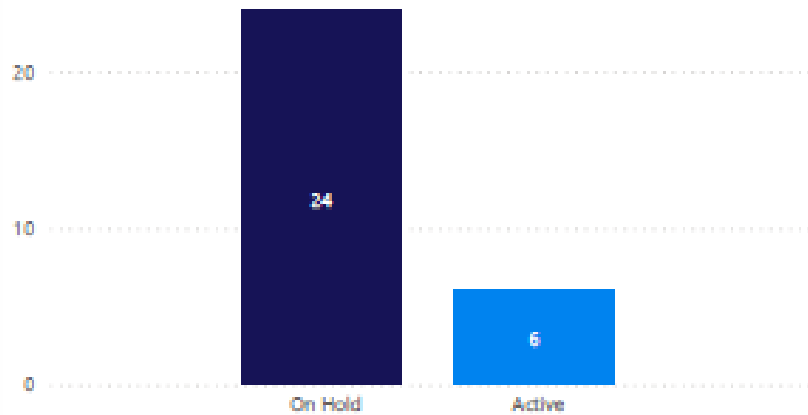
Plan Sponsor

Kenai Peninsula Borough School District

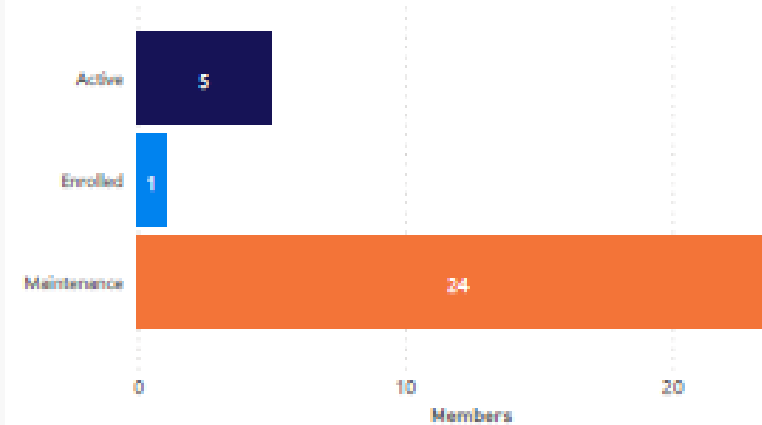
## Virtual Physical Therapy



### Episode Status



### Current Activity State



30

Ever Pre-Enrolled Members

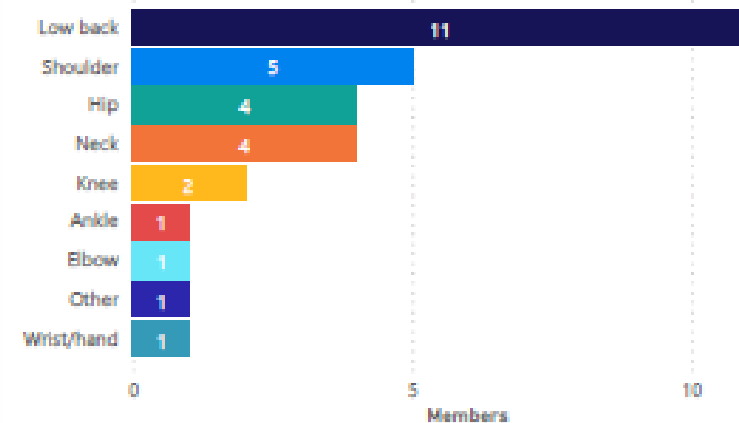
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Ever Enrolled Members

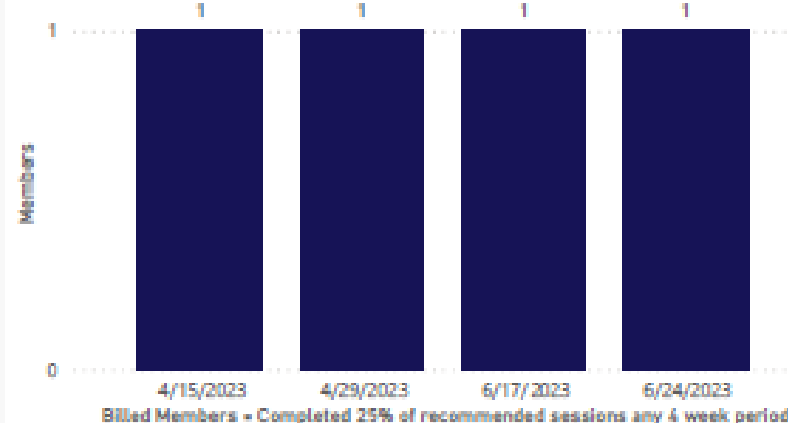
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Current Active Members

### Physical Care Area



### Billed Members by Week (Last 12 Weeks)



24

Current Non-Active Members

20

Ever Billed Members

24

Avg Sessions/Billed Member

# Prudent Rx Specialty Prescription Program

- ▶ Program implemented 3/1/2022
- ▶ The member pays a \$0 copay towards eligible Specialty medications that are on the Prudent Rx Drug list as long as they enroll in the PrudentRx program. If the member chooses **not** to enroll, they will pay a 30% copay towards all Specialty medications that are eligible for the program.
- ▶ The KPBSD Health Plan will pay a 25% fee of any **savings** experienced to Prudent Rx. If there is **not** a savings experienced on a Specialty claim, no fee is charged.
- ▶ Calendar Year 2022 Net Savings of \$214,168
- ▶ Calendar Year 2023 (Jan-May) Net Savings of \$126,429

# Tidbits - Implemented February 2023

- ▶ From September through May, we will be providing “Healthcare Tidbits” to all staff and posting in employee areas.
- ▶ Past Tidbits have included:
  1. Claim Self Audit details
  2. Teladoc program Information
  3. “What is UCR”
  4. Preventive Care vs. Diagnostic Care information
- ▶ The Tidbits inform our employees of important information regarding their Health Plan benefits.

# Questions?

▶ *Contact Elizabeth Hayes, Finance Director and Health Plan Administrator at (907) 714-8853 or [EHayes@kpbsd.k12.ak.us](mailto:EHayes@kpbsd.k12.ak.us).*

▶ *Contact Stacey Vinson, Employee Benefits Manager, at (907) 714-8879 or [SVinson@kpbsd.k12.ak.us](mailto:SVinson@kpbsd.k12.ak.us).*

