

Southampton Board of Education

Plans Effective July 1, 2021 to June 30, 2022

Medical Coverage Selections - Schools Health Insurance Fund/Aetna

Who Can Select This Plan?	All Employees	Teachers Before 9/1/18	Teachers Before 9/1/18	Employees Hired Before 7/1/20
	NJ Educators Health Plan	Aetna Patriot V \$10	Aetna Patriot X \$15	Aetna EPO \$15/\$25
In-Network Benefits	In Network	In Network	In Network	In Network
Deductible	\$0 Individual \$0 Family	\$0 Individual \$0 Family	\$0 Individual \$0 Family	\$0 Individual \$0 Family
Out of Pocket Limit	\$500 Individual \$1,000 Family	\$5,300 Individual \$10,600 Family	\$5,300 Individual \$10,600 Family	\$4,000 Individual \$8,000 Family
Primary Care	\$10 copay	\$10 copay	\$15 copay	\$15 copay
Specialist	\$15 copay	\$10 copay	\$20 copay	\$25 copay
Preventive	No Charge	No Charge	No Charge	No Charge
Diagnostic (x-ray, blood work)	No Charge	No Charge	No Charge	No Charge for Lab \$25 copay for X-Ray
Imaging (CT/PET scans, MRIs)	No Charge	No Charge	No Charge	\$25 copay
Outpatient Surgery	No Charge	No Charge	No Charge	No Charge
Emergency Room	\$125 copay	\$50 copay	\$50 copay	\$100 copay
Emergency Transportation	90% covered	No Charge	No Charge	No Charge
Urgent Care	\$15 copay	\$10 copay	\$20 copay	\$15 copay
Durable Medical Equipment	90% covered	No Charge	No Charge	No Charge
Hospital Stay	No Charge	No Charge	No Charge	\$50 copay/day, up to 5 days for Facility No Charge for Physician/Surgeon
Eye Exams	\$15 Copay (1 exam/calendar Year)	\$10 Copay (1 exam/12 months)	\$20 Copay (1 exam/12 months)	No Charge (1 exam/12 months)
Vision Hardware Reimbursement	Not Applicable	\$100 max/24 months	\$70 Maximum/24 Months	\$200 max/24 months
Out of Network Benefits	Out of Network	Out of Network	Out of Network	Out of Network
Deductible	\$350 Ind/\$700 Family	\$100 Ind/\$200 Family	\$100 Ind/\$200 Family	Emergency Services Covered Only
Coinurance	70% after deductible	70% after deductible	80% after deductible	
Out of Pocket Limit	\$2,000 Ind/\$5,000 Family	\$2,000 Ind/\$4,000 Family	\$400 Ind/\$1,200 Family	

-Preauthorization may be required for certain services.

-For the NJ Educators Health Plan, the employee's contribution is based on the new salary based contribution schedule. For all other plans, your employee contribution will remain the same per your collective bargaining agreement.

This overview is being provided as a convenient reference tool and is not a complete overview of the benefits being offered through your medical plans. Some plan limitations may apply. Please refer to the plan documents provided by your carriers for detailed plan information. If there is any discrepancy between the descriptions of the program elements in this overview and the official plan documents, the language of the official plan documents shall prevail as accurate.

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Who Can Select This Plan?

Hired Before 7/1/20

Hired Before 7/1/20

	Aetna PPO Core	Aetna HDHP \$1350/\$2700
In-Network Benefits	In Network	In Network
Deductible	\$1,000 Individual \$2,000 Family	\$1,350 Individual \$2,700 Family
Out of Pocket Limit	\$2,000 Individual \$4,000 Family	\$6,250 Individual \$12,500 Family
Primary Care	\$25 copay	80% covered
Specialist	\$40 copay	80% covered
Preventive	No Charge	No Charge
Diagnostic (x-ray, blood work)	\$40 copay	80% covered
Imaging (CT/PET scans, MRIs)	\$40 copay	80% covered
Outpatient Surgery	80% Covered	80% covered
Emergency Room	80% Covered after \$100 copay	80% covered
Emergency Transportation	80% Covered	80% covered
Urgent Care	\$40 copay	80% covered
Durable Medical Equipment	80% covered	80% covered
Hospital Stay	\$200 copay/day up to 5 days	80% covered
Eye Exams	No Charge (1 exam/24 months)	No Charge (1 exam/24 months)
Vision Hardware Reimbursement	Not Applicable	Not Applicable
Out of Network Benefits	Out of Network	Out of Network
Deductible	\$2,500 Ind/\$5,000 Family	\$1,350 Ind/\$2,700 Family
Coinsurance	60% after deductible	50% after deductible
Out of Pocket Limit	\$5,000 Ind/\$10,000 Family	\$6,250 Ind/\$12,500 Family

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Plans Effective July 1, 2021 to June 30, 2022

Prescription Coverage Selections - Express Scripts

Who Can Select This Plan?	All Employees	Teachers Before 9/1/18	Teachers After 9/1/18, Cust., Sec., Admin. Staff
	NJ Educators Health Plan	Retail \$10/\$25/\$50	Retrail \$10/\$25/\$50 (Step Therapy)
Retail Copays			
Generic	\$5 Copay	\$10 Copay	\$10 Copay
Brand Name Drug (Generic Alternative <u>Not</u> Available)	\$10 Copay	\$25 Copay	\$25 Copay
Brand Name Drug (Generic Alternative Available)	Member Pays the Difference**	\$50 Copay	\$50 Copay
Retail Dispensing Limitation	30 day supply	34 day supply	30 day supply
Mail Order			
Generic	\$10 Copay	\$20 Copay	\$20 Copay
Brand Name Drug (Generic Alternative <u>Not</u> Available)	\$20 Copay	\$50 Copay	\$50 Copay
Brand Name Drug (Generic Alternative Available)	Member Pays the Difference**	\$100 Copay	\$100 Copay
Mail Order Dispensing Limitation	90 day supply	90 day supply	90 day supply
Additional Features			
*Step Therapy	Applies	Not Applicable	Applies
**Mandatory Generic	Applies	Not Applicable	Not Applicable
***Mail Order for Specialty Medications	Applies	Applies	Applies
****Closed Formulary	Applies	Applies	Applies

***Step Therapy** programs are designed to ensure quality and manage costs. Where more than one medication in certain drug classes has been shown to be clinically effective but at varying costs, Step Therapy programs require a trial with the lower cost medication before approval of the higher cost medication, where clinically appropriate. If the member purchases the higher cost medication without a prior approval, there will be no coverage for the higher cost medication. Benecard employs Step Therapy in each of the following drug categories: Proton Pump Inhibitors (Ulcer/Reflux medications), SSRI/SSNRI (Antidepressants), Osteoporosis, Nasal Steroids, Hypnotics, Triptans (Migraine), ARBs (High Blood Pressure/Hypertension). Standard co-payments apply for prescription medications approved under the Step Therapy program.

****Mandatory Generics**- The pharmacist must dispense the generic equivalent medication when one is available. If the member fills the brand name drug instead, they will be responsible for the brand copay plus the difference in cost between the generic and brand name drug.

*****Mail Order for Specialty Medications** - Requires that specialty pharmaceutical medications be obtained through Benecard Central Fill Specialty. Specialty pharmaceuticals are typically produced through biotechnology, administered by injection, and/or require special handling and patient monitoring.

******Closed Formulary** - Certain medications are excluded from the covered drug list. A great majority of brand-name medications and generic medications are included in the formulary. All conditions with excluded medications have covered clinically equivalent medications. Please note, the formulary list updates throughout the year; for the most up to date version of the formulary please refer to the Express Scripts website: <https://www.express-scripts.com/>

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