

# TEACHERS HEALTH TRUST

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## 2023 ANNUAL REPORT

INFORMATION AND UPDATES  
FROM JULY 1, 2022 - JUNE 30, 2023



*Teachers Health Trust*  
2950 EAST ROCHELLE

The image shows the exterior of a modern building with a white upper section and a red lower section. The text 'Teachers Health Trust' and '2950 EAST ROCHELLE' is mounted on the white section in a raised, sans-serif font. A large window is visible in the foreground, reflecting the sky and trees. A white downspout is attached to the building's facade.

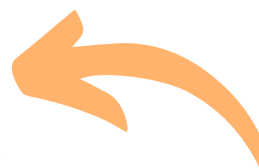
# 40 Years of THT

THT has proudly served Clark County Educators since 1983. As we reflect on our history, we recognize the critical role of teachers in shaping the future. Our team—many of whom were CCSD teachers and students—brings a unique understanding of the challenges and triumphs that shape the educational landscape in Clark County. At THT, we are not just another health plan; we are **your** health plan, and we strive every day to enhance your experience.

"For Teachers, By Teachers" is more than a tagline for us; it represents our commitment to the educator community. We believe in building a supportive community where teachers feel respected and valued. Your voice matters here. Thank you for being a vital part of THT, where excellence in health is not just a goal—it's a shared commitment.

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**Your THT Team is  
Here For You!**

# A WORD FROM THE CHAIR



**Peggy Melton**  
Chairperson



As we reflect on the past year, I am pleased to share some significant updates about the Teachers Health Trust. This year marked our 40th anniversary, a milestone that highlights the enduring commitment we have to supporting the health and well-being of educators in our community.

This commitment is demonstrated through THT leadership's refusal to pass on increased costs to educators during prolonged contract negotiations.

I am thrilled to report that the Teachers Health Trust is on an upward trajectory for the second consecutive year. Additionally, we're expanding our focus to enhance your healthcare experience in meaningful ways by forging strategic partnerships with healthcare providers.

As an educator in the Clark County School District, I understand the challenges firsthand. Together, we will continue to improve THT, positioning THT as the preferred community health trust.

Thank you for being an integral part of our community.

*Peggy Melton*  
**PEGGY MELTON**  
CHAIRPERSON

# BOARD OF TRUSTEES

The Board of Trustees, comprised of dedicated educators and leaders, plays a pivotal role in steering the course of our health program to ensure its continued effectiveness and responsiveness to the unique needs of the teachers in Clark County. Comprising predominantly of seasoned educators, these trustees bring a wealth of experience, a

firsthand understanding of the challenges faced by our members, and a shared passion for enhancing the well-being of our teaching community. Throughout the past year, our Board has navigated the complexities of healthcare management with diligence and care, making decisions that prioritize the health and satisfaction of our members.

## Educators



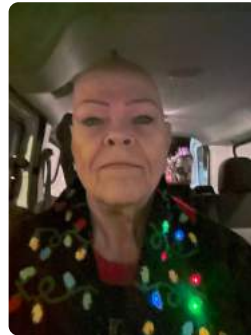
**Peggy Melton**

CCSD Educator - Adult Ed.  
*Joined Board in 2022*



**Jodi Brant**

Retired CCSD Educator  
*Joined Board in 2016*



**Sandi Kendall**

CCSD Educator - Spanish  
*Joined Board in 2021*



**Marie Niesses**

President, CCEA

## Community Representatives



**Walter Davis**

Chief Executive Officer,  
**Nevada Health Centers**

*Joined Board in 2022*



**Laura Rich**

Regional Director,  
**America's Health Insurance Plans**

*Joined Board in 2023*

## Be the Voice of Your Peers:

### Advocate for Benefits & Services







What is the significance of "For Teachers, By Teachers"? THT keeps a pool of potential trustees from its current educator membership. Trustees gain entry into the behind-the-scenes processes and decision-making at the ground level. Though familiarity with finance and healthcare is preferred, prior experience is not required, as training is provided. If you would like to learn more about what it means to join the board, visit [www.ththealth.org](http://www.ththealth.org).

# WHAT IS SELF-FUNDED?

With the exponential increase in healthcare costs, more employers each year are looking to self-fund their employee healthcare benefits. Fully insured carriers, driven by profit motives, frequently establish premium rates that comply with state and federal minimums

while aiming to maximize their profits. In contrast, self-funded plans involve actuaries setting group rates, where the employees and their employer pay only for the healthcare services utilized.

## How does it work?

	Insurance Company (For Profit, Fully Insured)	Teachers Health Trust (Non-Profit, Self-Funded)
WHERE does my money go?	 To the insurance carrier.	 To the provider at discounted rates.
WHO Controls Plan Design?	 Carrier has full control.	 Employees have a voice in benefit designs.
HOW Are Premiums Calculated?	 Premiums are inflated to generate profits.	 Premiums cover operating and benefit costs only.

## Why does it matter?

Since CCSD licensed employee benefits are administered by THT, a **self-funded non-profit**, a greater share of the money goes towards healthcare, as opposed to administrative costs and profits. This results in **copays** and **deductibles** that are often **lower than fully insured plans**. Plus, any money left over at the end of the year is used to offset the next year's expenses.

# THT vs. CCSD Fully-Insured Plans

In our commitment to transparency and member satisfaction, Teachers Health Trust diligently conducts market comparisons to guarantee optimal value in our health plans. In this visual comparison, we aim to illuminate differences between our PPO plan, and the PPO plans offered to non-licensed CCSD personnel.

## PPO Comparison\*

[See the full comparison](#)

THT



Police



Support



Admin



### Employee Premiums

• Employee Only	\$39	\$236.55	\$196.20	\$160.65
• Employee + 1	\$268	\$776.90	\$675.98	\$707.46
• Employee + 2-4	\$766	\$1,199.71	\$1,220.12	\$1,199.71
• Employee + 5 or more	\$951	\$1,669.12	\$1,220.12	\$1,199.71

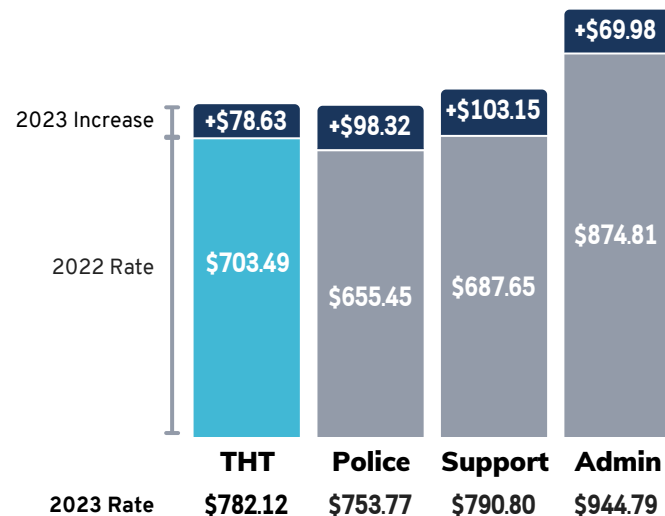
### Benefits

• Single Deductible	\$500	\$2,000	\$2,000	\$1,000
• Family Deductible	\$1,500	\$4,000	\$4,000	\$2,000
• Coinsurance	20%	20%	20%	20%

\*Each employee group offers multiple plan options. This is a comparison of the THT Signature Plan against the PPO plans offered to Support, Police, and Admin employees.

## CCSD Monthly Contribution Comparison

Every month, CCSD contributes a flat monthly rate towards an employee's health benefits. The contribution amounts are negotiated by each union and are listed in the negotiated agreements.



### Analysis:

Prior to July 2023, the health benefits contribution for teachers & licensed personnel was second only to administrators. Following the 2023 negotiations, support employees now receive a slightly higher contribution toward their health benefits than teachers & licensed personnel.

# THT: WHO'S WHO?

It is important to us that you receive the best service possible and have access to the information you need, when you need it. To enhance your experience, we've established your direct connection to the teams responsible for managing the claims and networks related to each of your benefits.

**THT remains responsible for your satisfaction with these vendors' support teams.**



## Medical

UMR - [www.umar.com](http://www.umar.com)  
(702) 794-0272 - Option 1

- Access digital ID cards.
- Get help with claims, benefits, or finding a provider.
- Use the UMR portal to access EOBs.



## Behavioral Health

BHO - [www.bhoptions.com](http://www.bhoptions.com)  
(702) 794-0272 - Option 2

- Get help with finding an in-network provider.



## Dental

Cigna - [www.cigna.com](http://www.cigna.com)  
(702) 794-0272 - Option 5

- Access digital ID cards.
- Get help with claims, benefits, or finding a provider.
- Use the Cigna portal to access EOBs.



## Pharmacy

CerpassRx - [www.cerpassrx.com](http://www.cerpassrx.com)  
(702) 794-0272 - Option 4

- Get help with claims, benefits, or finding a pharmacy.
- Use the CerpassRx portal to access EOBs, manage prescriptions, and see which medications are covered.



## Vision

VSP - [www.vsp.com](http://www.vsp.com)  
(702) 794-0272 - Option 6

- Get help with claims, benefits, or finding a provider.
- Use the VSP portal to access EOBs.

## Why does THT have so many different partners?

One of the benefits of a self-funded plan is the ability to customize the plan design. Since THT is self-funded, we regularly conduct market checks and partner with the organizations that provide the best value for you. We believe in finding partners that specialize in one area, rather than accepting a “one-plan-fits-all” approach. With these partnerships, you have access to larger networks and dedicated service teams for each area of your benefits.

## What does THT do for me then?

In addition to designing and facilitating the plan benefits, THT handles your eligibility, enrollment, and premium payments. We will also connect you to the proper channels for the best service.

## Not sure where to start?

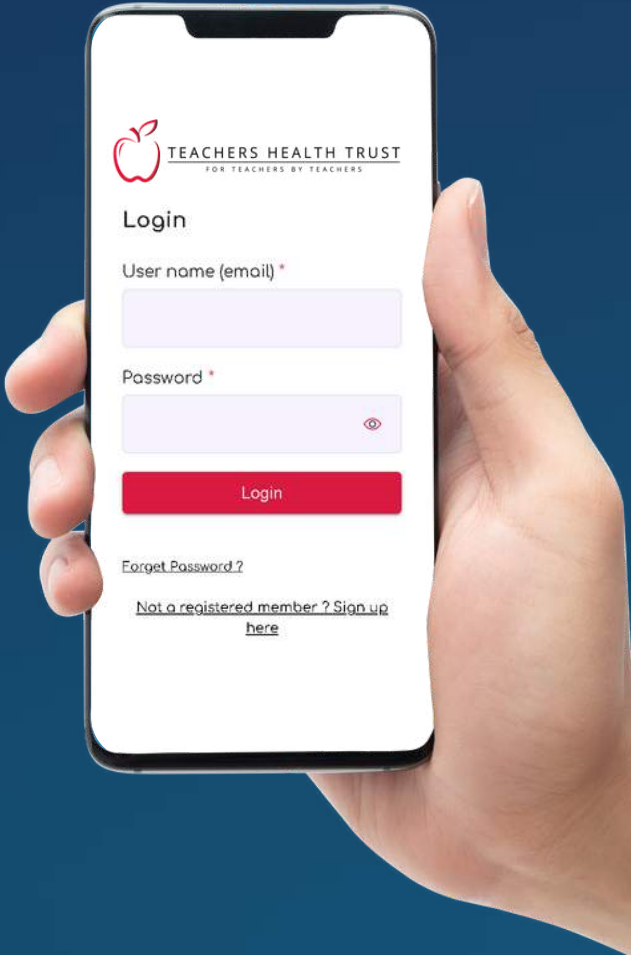
Call THT and we'll direct you.  
(702) 794-0272 - Option 8

NOW LIVE

# Sign Up for the THT Member Portal

Launched in late 2022, THT's new portal gives you 24/7/365 access to your benefits information. You can update your demographic information, change your beneficiaries, and submit documents to add/remove dependents. Have a question? Submit a direct message to our team.

<https://members.ththealth.org> 🔍



**9000+**  
Member Registrations

**8000+**  
Service Resolutions



# PROGRESS MARKERS

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## **\$35 M OBLIGATION TO CCSD**

THT is on track to meet the \$35 M obligation to CCSD by the deadline of June 30, 2024. This marks a significant increase in financial stability over the past 2 years.



## **LABWORK & IMAGING EXCLUSIVE PARTNERSHIPS**

THT eliminated burdensome costs, paperwork, and billing associated with labwork and imaging by partnering with Quest Diagnostics and Steinberg Diagnostic Medical Imaging.



## **ENHANCED VISION PLAN ADDED**

Launched for the 2023/24 plan year, the Vision Plus plan offers richer benefits for members who may require additional vision products and services.



## **LOWER PHYSICAL THERAPY COPAY FOR SIGNATURE MEMBERS**

The Physical Therapy, Occupational Therapy, and Speech Therapy Copays were reduced from \$30 to \$10 for Signature Plan members.



## **IN-HOME URGENT CARE**

Dispatch Health and Doctoroo will provide urgent care services in the comfort and safety of your home for a \$30 copay (Signature Plan members).



## **NEW SPOUSAL SUPPLEMENT PLAN**

Launched for the 2022/23 plan year, the new Spousal & Domestic Partner Supplement plan reimburses all deductibles, copays, & coinsurances for members who are covered under their partner's health plan. This effectively enhances the partner's plan to provide 100% coverage.



## **\$0 TELEMEDICINE FOR ALL MEDICALLY ENROLLED MEMBERS**

All members enrolled in a medical plan now have a \$0 telemedicine benefit when accessing services through MDLive and NowClinic. Includes primary care, therapy, psychiatry, and dermatology.



## **BEHAVIORAL HEALTH INITIATIVE**

In response to member concerns about appointment availability, THT began prepaying for appointment slots with local providers on an on-going basis so members can be seen more quickly. Additionally, the Concierge Specialists can match you with a provider that fits your needs and even schedule your first appointment.



## **WEIGHT MANAGEMENT**

This program features Bariatric Surgery as alternative option for weight loss for members who meet the appropriate medical criteria, and for whom diet and exercise have proven ineffective.



**2022-2023  
Enrollment Snapshot**

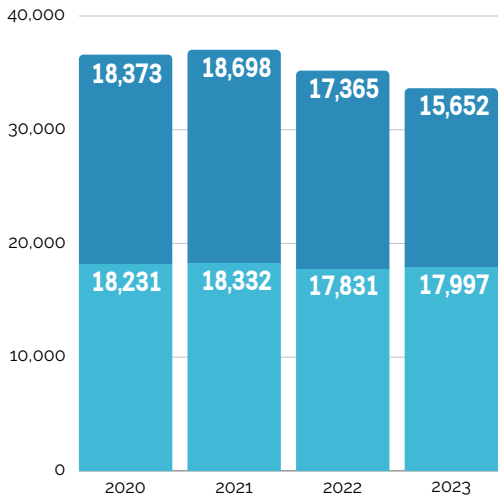
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**96%**

Eligible CCSD licensed employees enrolled in a THT plan.

# MEDICAL ENROLLMENT

## Enrolled Members



- Dependents
- Subscribers

**Analysis:**

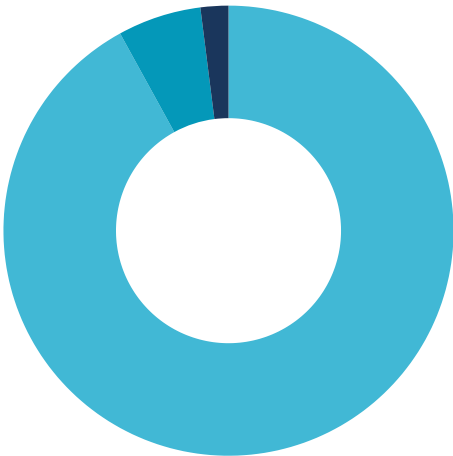
Employee enrollment is consistent year over year, although it does fluctuate with CCSD teacher hiring patterns. This indicates that the vast majority of eligible employees enroll with Teachers Health Trust.

Dependent enrollment is down approximately 10%. This is most likely due to the family tier change that took effect October 1st, 2022. THT partnered with a local insurance broker to help families find affordable plan alternatives for eligible dependents.

**Dual-District Couples (a Teacher and a Support/Police/Admin employee) Who Chose THT Over Another CCSD-Offered Plan**

**366**

## Medical Plan Selection



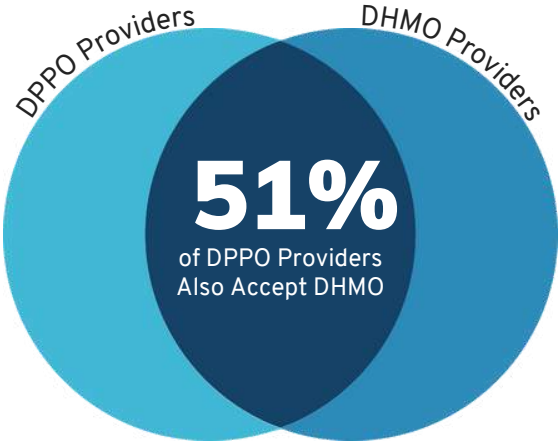
- Signature 92%
- Advantage 6%
- Supplement 2%

**Analysis:**

Employees prefer the Signature (traditional PPO plan with a low deductible and set copays & coinsurances). The Advantage plan (high-deductible health plan) is not preferred, even though it offers lower premiums and the option to open a Health Savings Account (HSA).

# DENTAL ENROLLMENT

## In-Network Dentists



- DPPO only
- DHMO only
- Accepts Both

**Analysis:**

Over one-half of the providers on the Dental PPO are also on the Dental HMO. If your preferred provider is on both networks, you can enhance your dental benefits without having to find a new provider.

**You might be able to lower your premiums and out-of-pocket dental costs by switching to the DHMO while keeping your same provider!**

*Use the provider directories to check if your provider accepts both plans.*

**DHMO Provider Directory**

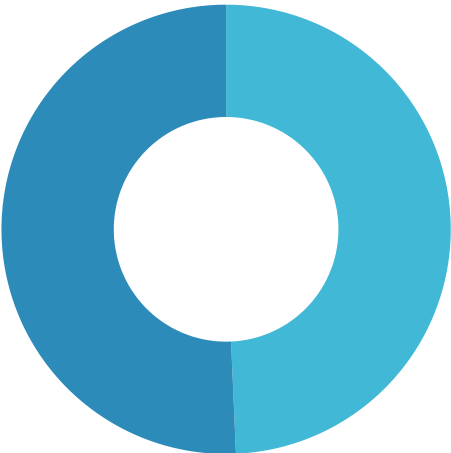
<https://shorturl.at/csKNX>

**DPPO Provider Directory**

<https://shorturl.at/IGNQ6>



## Dental Plan Selection



- Dental PPO **49%**
- Dental HMO **51%**

**Analysis:**

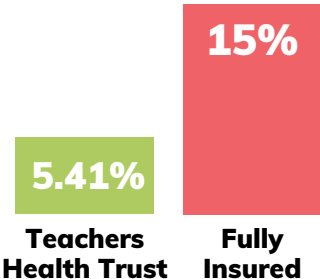
Enrollment suggests that employees slightly prefer the Dental HMO. This plan offers no annual benefit limit and orthodontia for any age family member. The Dental HMO plan is included at no additional cost.

# WHERE DOES THE MONEY GO?

Expenses are divided into three categories: claims, administrative, & reserves. The claims expense varies according to the services and medications THT members utilize. Administrative costs represent all expenses other than benefits (such as fees, salaries, & office expenses). Reserves represent any remaining funds available to enhance benefits or offset future costs.

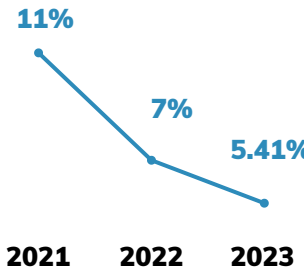
## Administrative Cost Comparison

Administrative costs include all expenses other than claims. Fully insured plans target to allocate **15%** of the total revenue to administration costs, as this category contributes to profits. For the 2022-23 fiscal year, only **5.41%** of THT's total revenue was utilized for administration costs. That's about **\$20 million** in additional healthcare savings for teachers!



## THT's Administrative Cost Trend

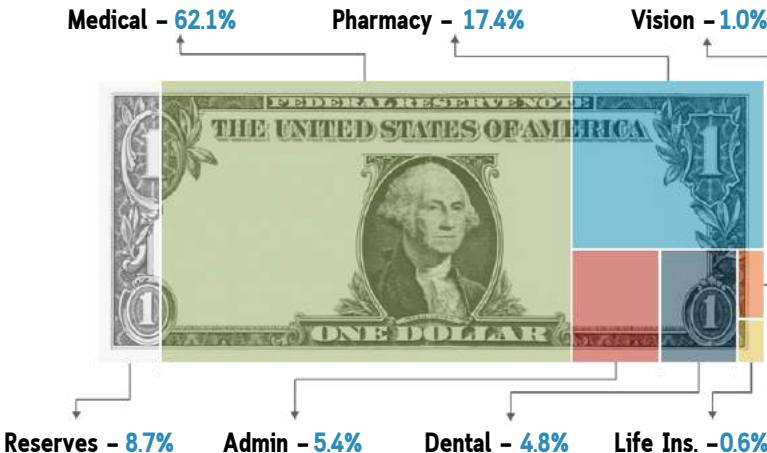
Reducing administrative costs has been a priority for THT since its new leadership took over in late 2021. This fiscal year shows a decrease from **7%** to **5.41%** in administrative spending. These savings demonstrate our commitment to streamlining operations and ensuring THT's continued financial viability.



## Spending Breakdown: 2022-23

### Why So Much in Reserves?

The percentage of funds allocated to reserves is higher than in recent years due to efforts to meet the \$35 M obligation to CCSD by June 30, 2024 and secure THT's overall stabilization.



# WHAT DOES MY CARE COST?

When you are sick or hurt, you know you need medical attention. But what if you're not sure whether you should go to the emergency room or urgent care, or even use a telehealth visit?

## Save Money by Going to the Right Place for Care

**Emergency rooms accept THT, but your copay will be much lower at an in-network urgent care facility.** For life-threatening emergencies such as heart attacks, strokes, and accidents, the emergency room can be a lifesaver. Most other less-threatening conditions, however, can be treated quicker and cheaper through other mediums of care.

By understanding your options, you can save significant time and money when you access medical care. The table below illustrates the wide variation in average spend per claim between the emergency room and other service avenues such as doctor's offices, urgent care centers, and even virtual visits.

# \$620

Your average per-visit savings by going to an Urgent Care instead of an Emergency Room

## Signature Plan Out-of Pocket Costs Compared

*Average total member cost and THT cost by visit type:*

	Your Cost	THT Cost
Telemedicine	\$0	\$60
Primary Care Visit	\$15	\$60
Specialist Visit <small>(deductible and coinsurance may apply for certain services)</small>	\$30	\$100
Urgent Care	\$30	\$145
Emergency Room <small>(includes \$300 or \$750 copay, deductible, and 20% coinsurance for doctor services)</small>	\$650	\$4,000

*Not sure where to go?*

Call the **24/7** nurse line to get fast and free advice on what the best next step is.

**(866) 232-4490**





# What's Next?



## **HEALTH INVESTMENT BENEFIT OFFERING**

*Launching 2024*

Establish partnerships with local providers to increase access, improve quality of care, and eliminate member costs. Areas of focus include primary care (adult and pediatric), behavioral health (adult and adolescent), mature women's care, physical therapy, ophthalmology, and maternity.



## **SPECIALTY DRUG PROGRAM**

Evaluating partnerships to offer specialty drugs at a reduced copay.



## **WEBSITE & PORTAL ENHANCEMENTS**

Get more of the information you need, right when you need it.

# AUDIT AT A GLANCE

THT's 2022-23 Fiscal Year Audit was completed by Houldsworth, Russo, & Company, P.C. This audit covers the period starting July 1, 2022 and ending June 30, 2023. The audit report was issued on December 29, 2023.

## Audited Financial Report

- ✓ THT's financial statements were presented fairly in all material aspects.
- ✓ THT's accounting conformed to generally accepted accounting principles.
- ⚠ THT must continue to generate positive cash flow to meet outstanding obligations.

### Admin Costs

**\$10,663,635**

Improvement:  $-\$2,856,632$

2022 Costs:  $\$13,520,267$

### Admin Cost Ratio

**5.41%**

Improvement:  $-1.30\%$

2022 Ratio:  $6.71\%$

### Medical Costs

**\$163,629,434**

Improvement:  $-\$11,572,596$

2022 Costs:  $\$173,202,030$

### Medical Cost Ratio

**82.96%**

Improvement:  $-4.04\%$

2022 Ratio:  $87.00\%$

[See the full 2022-23 Fiscal Year Audit](#)