

Summary of Benefits and Coverage: What this Plan Covers & What it Costs

Coverage for: You & Dependent | Plan Type: PPO



This is only a summary. If you want more detail about your coverage and costs, you can get the complete terms in the policy or plan document from your employer or by calling (573)335-1867.

Important Questions	Answers	Why this Matters:
What is the overall <u>deductible</u> ?	\$0 person/ \$0 family	You must pay all the costs up to the deductible amount before this plan begins to pay for covered services you use. Check your policy or plan document to see when the deductible starts over (usually, but not always, January 1st). See the chart starting on page 2 for how much you pay for covered services after you meet the deductible .
Are there other <u>deductibles</u> for specific services?	NO	You must pay all of the costs for these services up to the specific deductible amount before this plan begins to pay for these services.
Is there an <u>out-of-pocket limit</u> on my expenses?	PPO providers: N/A Non-PPO providers: N/A	The out-of-pocket limit is the most you could pay during a coverage period (usually one year) for your share of the cost of covered services. This limit helps you plan for health care expenses.
What is not included in the <u>out-of-pocket limit</u> ?	Does not apply	Even though you pay these expenses, they don't count toward the out-of-pocket limit .
Is there an overall annual limit on what the plan pays?	No	The chart starting on page 2 describes any limits on what the plan will pay for <i>specific</i> covered services, such as office visits.
Does this plan use a <u>network of providers</u> ?	www.HealthLink.com or call 1-800-624-2356	If you use an in-network doctor or other health care provider , this plan will pay some or all of the costs of covered services. Be aware, your in-network doctor or hospital may use an out-of-network provider for some services. Plans use the term in-network, preferred , or participating for providers in their network . See the chart starting on page 2 for how this plan pays different kinds of providers .
Do I need a referral to see a <u>specialist</u> ?	No.	You can see the specialist you choose without permission from this plan.
Are there services this plan doesn't cover?	Yes.	Some of the services this plan doesn't cover are listed on page 4. See your policy or plan document for additional information about excluded services .

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- **Copayments** are fixed dollar amounts (for example, \$15) you pay for covered health care, usually when you receive the service.
- **Coinsurance** is *your* share of the costs of a covered service, calculated as a percent of the **allowed amount** for the service. For example, if the plan's **allowed amount** for an overnight hospital stay is \$1,000, your **coinsurance** payment of 20% would be \$200. This may change if you haven't met your **deductible**.
- The amount the plan pays for covered services is based on the **allowed amount**. If an out-of-network **provider** charges more than the **allowed amount**, you may have to pay the difference. For example, if an out-of-network hospital charges \$1,500 for an overnight stay and the **allowed amount** is \$1,000, you may have to pay the \$500 difference. (This is called **balance billing**.)
- This plan may encourage you to use participating **providers** by charging you lower **deductibles**, **copayments** and **coinsurance** amounts.

Common Medical Event	Services You May Need	Your Cost If You Use a Participating Provider	Your Cost If You Use a Non-Participating Provider	Limitations & Exceptions
If you visit a health care provider's office or clinic	Primary care visit to treat an injury or illness	\$0	\$0	Non PPO amounts over R&C
	Specialist visit	\$0	\$0	Non PPO amounts over R&C
	Other practitioner office visit	\$0	\$0	Non PPO amounts over R&C
	Preventive care/screening/immunization	\$0	\$0	Non PPO amounts over R&C
If you have a test	Diagnostic test (x-ray, blood work)	\$0	50% facility	Non PPO amounts over R&C
	Imaging (CT/PET scans, MRIs)	\$0	50% facility	Non PPO amounts over R&C
If you need drugs to treat your illness or condition More information about prescription drug coverage is available at www.expressscripts.com	Generic drugs	\$10 copay retail \$20 copay mail (Reimbursed under Maxi Plan)	No Covered	30-day retail supply/90 day mail order. Up to 3-30 day refills at retail on maintenance drugs. Certain non-Formulary brand name drugs are only covered if the Formulary brand name drug has been used unsuccessfully. If you purchase a brand name when a generic is available you pay the copay plus the difference in ingredient price. Injectables other than insulin require
	Formulary brand drugs	\$30 copay retail \$60 copay mail (Reimbursed under Maxi Plan)	No Covered	

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Cape Girardeau School District Health Care Plan: Maxi & Maxi II Plan

12/31/2023

Coverage Period: 1/1/2023-

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	Non-Formulary brand drugs	\$50 copay retail \$100 copay mail (Reimbursed under Maxi Plan)	No Covered	prior authorization.
	Specialty Drugs	Not Covered	Not Covered	Requires Prior Authorization.
If you have outpatient surgery	Facility fee (e.g., ambulatory surgery center)	\$0	50% coinsurance	Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
	Physician/surgeon fees	\$0	50% coinsurance	Non PPO amounts over R&C
If you need immediate medical attention	Emergency room services	\$0	\$0	Non PPO amounts over R&C
	Emergency medical transportation	\$0	\$0	Non PPO amounts over R&C
	Urgent care	\$0	\$0	Non PPO amounts over R&C
If you have a hospital stay	Facility fee (e.g., hospital room)	\$0	\$0	Charges over \$1,500 per admission. Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
	Physician/surgeon fee	\$0	\$0	Non PPO amounts over R&C
If you have mental health, behavioral health, or substance abuse needs	Mental/Behavioral health outpatient services	\$0	\$0	Non PPO amounts over R&C
	Mental/Behavioral health inpatient services	\$0	\$0	Charges over \$1,500 per admission. Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
	Substance use disorder outpatient services	\$0	\$0	Non PPO amounts over R&C
	Substance use disorder inpatient services	\$0	\$0	Charges over \$1,500 per admission. Non PPO amounts over R&C, Hospital Charges not covered under Maxi Plan II
If you are pregnant	Prenatal and postnatal care	\$0	\$0	Non PPO amounts over R&C
	Delivery and all inpatient services	\$0	\$0	Charges over \$1,500 per admission. Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
If you need help	Home health care	\$0	\$0	Non PPO amounts over R&C

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recovering or have other special health needs	Rehabilitation services	\$0	\$0	Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
	Habilitation services	\$0	\$0	Non PPO amounts over R&C, Hospital charges not covered under Maxi Plan II
	Skilled nursing care	\$0	\$0	Non PPO amounts over R&C, Not covered under Maxi Plan II
	Durable medical equipment	\$0	\$0	Non PPO amounts over R&C
	Hospice service	\$0	\$0	Non PPO amounts over R&C
If your child needs dental or eye care	Eye exam	Not Covered	Not Covered	
	Glasses	Not Covered	Not Covered	
	Dental check-up	Not Covered	Not Covered	

Excluded Services & Other Covered Services:

Services Your Plan Does NOT Cover (This isn't a complete list. Check your policy or plan document for other excluded services.)

- Acupuncture
- Bariatric surgery
- Cosmetic surgery
- Dental Care or Hearing Aids
- Infertility treatment
- Long-term care
- Routine eye care (Adult)
- Routine foot care
- Weight Loss Programs
- Maxi Plan II does not cover inpatient or outpatient hospital or facility billed charges, oncology expenses, or prescription drugs.**

Other Covered Services (This isn't a complete list. Check your policy or plan document for other covered services and your costs for these services.)

Chiropractic care Most coverage provided outside the United States. **Maxi Plan II will reimburse Medicaid RX co-payments**

Your Rights to Continue Coverage: If you lose coverage under the plan, then, depending upon the circumstances, Federal and State laws may provide protections that allow you to keep health coverage. Any such rights may be limited in duration and will require you to pay a premium, which may be significantly higher than the premium you pay while covered under the plan. Other limitations on your rights to continue coverage may also apply. For more information on your rights to continue coverage, contact the Claim Administrator at 800-448-4689. You may also contact your state insurance

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department, the U.S. Department of Labor, Employee Benefits Security Administration at 1-866-444-3272 or www.dol.gov/ebsa, or the U.S. Department of Health and Human Services at 1-877-267-2323 x61565 or www.cciio.cms.gov.

Your Grievance and Appeals Rights: If you have a complaint or are dissatisfied with a denial of coverage for claims under your plan, you may be able to appeal or file a grievance. For questions about your rights, this notice, or assistance, you can contact: Mutual Medical Plans, Inc. 800-448-4689 –or- Department of Labor’s Employee Benefits Security Administration at 1-866-444-EBSA (3272) or www.dol.gov/ebsa/healthreform.

Does this Coverage Provide Minimum Essential Coverage? The Affordable Care Act requires most people to have health care coverage that qualifies as “minimum essential coverage.” **This plan or policy does provide minimum essential coverage.**

Does this Coverage Meet the Minimum Value Standard? The Affordable Care Act establishes a minimum value standard of benefits of a health plan. The minimum value standard is 60% (actuarial value). **This health coverage does meet the minimum value standard for the benefits it provides.**

—————*To see examples of how this plan might cover costs for a sample medical situation, see the next page.*—————

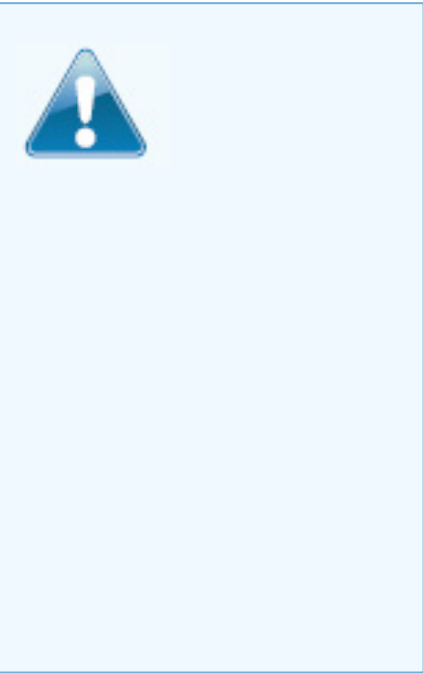
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Coverage Examples

About these Coverage Examples:

These examples show how this plan might cover medical care in given situations. Use these examples to see, in general, how much financial protection a sample patient might get if they are covered under different plans.



Having a baby
(normal delivery)

- Amount owed to providers: \$7,540
- Plan pays \$6,340
- Patient pays \$1,200

Sample care costs:	
Hospital charges (mother)	\$2,700
Routine obstetric care	\$2,100
Hospital charges (baby)	\$900
Anesthesia	\$900
Laboratory tests	\$500
Prescriptions	\$200
Radiology	\$200
Vaccines, other preventive	\$40
Total	\$7,540

Patient pays:	
Deductibles	\$0
Copays	\$0
Coinsurance	\$0
Limits or exclusions	\$0
Total	\$0

Managing type 2 diabetes
(routine maintenance of
a well-controlled condition)

- Amount owed to providers: \$5,400
- Plan pays \$5,400
- Patient pays \$0

Sample care costs:	
Prescriptions	\$2,900
Medical Equipment and Supplies	\$1,300
Office Visits and Procedures	\$700
Education	\$300
Laboratory tests	\$100
Vaccines, other preventive	\$100
Total	\$5,400

Patient pays:	
Deductibles	\$0
Copays	\$0
Coinsurance	\$0
Limits or exclusions	\$0
Total	\$0

Coverage Examples

Questions and answers about the Coverage Examples:

What are some of the assumptions behind the Coverage Examples?

- Costs don't include premiums.
- Sample care costs are based on national averages supplied by the U.S. Department of Health and Human Services, and aren't specific to a particular geographic area or health plan.
- The patient's condition was not an excluded or preexisting condition.
- All services and treatments started and ended in the same coverage period.
- There are no other medical expenses for any member covered under this plan.
- Out-of-pocket expenses are based only on treating the condition in the example.
- The patient received all care from in-network providers. If the patient had received care from out-of-network providers, costs would have been higher.

What does a Coverage Example show?

For each treatment situation, the Coverage Example helps you see how deductibles, copayments, and coinsurance can add up. It also helps you see what expenses might be left up to you to pay because the service or treatment isn't covered or payment is limited.

Does the Coverage Example predict my own care needs?

- ✗ **No.** Treatments shown are just examples. The care you would receive for this condition could be different based on your doctor's advice, your age, how serious your condition is, and many other factors.

Does the Coverage Example predict my future expenses?

- ✗ **No.** Coverage Examples are not cost estimators. You can't use the examples to estimate costs for an actual condition. They are for comparative purposes only. Your own costs will be different depending on the care you receive, the prices your

providers charge, and the reimbursement your health plan allows.

Can I use Coverage Examples to compare plans?

- ✓ **Yes.** When you look at the Summary of Benefits and Coverage for other plans, you'll find the same Coverage Examples. When you compare plans, check the "Patient Pays" box in each example. The smaller that number, the more coverage the plan provides.

Are there other costs I should consider when comparing plans?

- ✓ **Yes.** An important cost is the premium you pay. Generally, the lower your premium, the more you'll pay in out-of-pocket costs, such as copayments, deductibles, and coinsurance. You should also consider contributions to accounts such as health savings accounts (HSAs), flexible spending arrangements (FSAs) or health reimbursement accounts (HRAs) that help you pay out-of-pocket expenses.

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