



June 16, 2021

NAME  
ADDRESS  
CITY, STATE, ZIP

Dear CUSD Health Plan Participant:

Throughout the 2020/21 year our Employee Benefits Committee (EBC) met and discussed multiple options to close a \$5.5 million shortfall in the District's health plan budget. After a \$1 million contribution by the District the EBC was tasked to review cost savings options for the remaining \$4.5 million. Below are some important changes that have taken place, and that will take place, with our Health and Prescription plans during the next several months.

**Prudent Rx Specialty Copay Program – Effective 05-01-2021**

During their meeting on December 15<sup>th</sup> 99% of EBC members approved the start of a specialty medication copay program that allows Clovis Unified's self-insurance fund and its members to realize savings from Specialty Copay Programs. Between June 2019 and June 2020, the CUSD health fund paid more than \$8.7 million for specialty drugs prescribed to 210 of the 12,899 covered members. By changing CUSD's plan document to add a fourth coinsurance tier for specialty medication coverage, members will now be able to enroll in a copay program offered by the medication's manufacturer which will lower overall claims costs for the plan and reduce individual copays.

Prudent RX has partnered with the CUSD Health Plan and personally assisted those taking specialty medications and got them enrolled in the applicable specialty copay program. Once a member is enrolled, the 30% coinsurance tier is waived and members pay nothing for their specialty medication. If a member chooses not to enroll when invited to do so by Prudent Rx at the time a specialty medication is prescribed, they will be required to pay the coinsurance cost of 30% of the cost of the specialty drug.

The Prudent Rx program went into effect on May 1, 2021 and will save the plan an approximate \$1.1 million annually. A complete list of all specialty medications impacted by this decision can be found here on the CUSD website:

<https://www.cusd.com/Prescriptions.aspx>

**Advanced Control Formulary – Effective 07-01-2021**

During their December 15<sup>th</sup> meeting members of the EBC also unanimously voted to move from the CVS Standard Formulary to the CVS Advanced Control Formulary. The Advanced Control Formulary modifies the list of drugs covered by the CUSD prescription plan to exclude some extremely high cost drugs, but only where less expensive equivalent medications are available. If a member's prescription is not on the formulary, the prescribing physician would need to prescribe an alternative or receive pre-authorization before the

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*Associate Superintendent*

medication would be covered by our plan. A complete list of all medications on the Advanced Control Formulary can be found here on the CUSD website: <https://www.cusd.com/Prescriptions.aspx>

The move to the CVS Advance Control Formulary will take effect pm July 1, 2021, and annually save the plan an approximate \$386,000. Members currently taking medications not covered on the Advanced Control Formulary have received notification from CVS advising them of the exclusion and offering alternatives to the excluded medication. Members who received these notifications are encouraged to discuss with their physician if an alternative can be prescribed or if the physician will need to contact CVS with a request for preauthorization. Physicians can direct requests for preauthorization to CVS at 866-443-1183.

**Blue Shield Tandem PPO – Effective 09-01-2021**

During the March 9<sup>th</sup> meeting the EBC members voted to slightly narrow the health plan’s current Blue Shield network of California providers and contract with Blue Shield’s Tandem PPO to save about \$1.3 million in expenses annually. The Blue Card Network utilized outside of California will remain unchanged. A link to the Blue Shield Tandem PPO can be found here:

<https://www.cusd.com/HealthProviders.aspx>

**Continuity of Care**

Disruption reports studied by the EBC and the Standing Benefits Committee showed very little impact to employees and their dependents by a change to the Tandem PPO, however, physicians may apply with Blue Shield on behalf of their patient for Continuity of Care if the patient is in an active course of treatment that is critical to a long term positive outcome. When approved for Continuity of Care with a provider, patients are allowed to continue to receive treatment from the provider for a limited time without having to face the higher cost sharing associated with out of network care. If you are receiving critical care from a provider that is not part of the Blue Shield Tandem PPO network your physician can apply for Continuity of Care using the Blue Shield Continuity of Care form found here on the CUSD website:

<https://www.cusd.com/BenefitsForms.aspx>

**Copay Increases**

On March 16<sup>th</sup>, EBC members met to discuss multiple options to generate another \$600,000 in cost-sharing. After discussion and several votes to narrow a field of six possible cost-sharing options members voted to change two of the pharmacy copays as well as emergency room and urgent care co-pays, to leave current office visit co-pays unchanged and to leave active employee premiums unchanged. This is the first time pharmacy co-pays have changed since 2012 while Urgent Care and Emergency Department copays have remained untouched since 2016.

Effective September 1, 2021 the Prescription copay changes will include:

30 Day Supply			Mail Order 90/100 Day Supply		
	Current	Effective 09/01/21		Current	Effective 09/01/21
Generic	\$9	\$9	Generic	\$18	\$18
Preferred Brand	\$24	\$30	Preferred Brand	\$48	\$60
Regular Brand	\$34	\$40	Regular Brand	\$68	\$80

The following Urgent Care and Emergency Department copay changes will include:

	Current	Effective 09/01/21
Urgent Care	\$35	\$40
Emergency Department	\$150	\$200

**Utilization**

The remaining shortfall in the health plan was generated by reduced utilization by our employees and dependents. Through your conscious efforts of how you use your health plan you helped to control costs.

**New ID Card Distribution**

The move to the Tandem PPO as well as the new copays that are effective September 1, 2021 will result in a need to distribute new ID cards to all of our members in the month of August. Please watch your mailbox for an envelope from HealthNow Administrative Services containing your new ID card(s). Employees and retirees covering only themselves will automatically receive one ID card. Employees and retirees covering one or more dependents will automatically receive two ID cards. If you would like additional cards you can call the Member Services number located on the back of your insurance ID card to order more. If you do not receive your new ID card(s) please contact HealthNow at 855-323-1124.

Through numerous meetings and countless hours of discussion The Standing Benefits Committee and The Employee Benefits Committee worked diligently this year to make decisions that resulted in savings and cost sharing while protecting our employee and retiree benefits and bringing the least amount of disruption to our members. If you have any questions or need more information regarding any of these plan changes, please feel free to contact your Employee Benefits Committee representative or call the CUSD Benefits Department at 327-9125.

Sincerely,



Shareen Crosby  
Benefits Analyst

cc: Governing Board  
Superintendent's Staff