

Highlights of the February 19, 2025, Trustees' Meeting

1. PLAN DESIGN – FIRST READING

- The ASEBP Trustees recognize the importance of supporting the health journey of the public education sector in Alberta. The Trustees are constantly striving to provide value and make balanced decisions about plan benefits and the cost of investing in the current and future health of the public education sector.
- The ASEBP Trustees gave **initial approval** (first reading) to Life Insurance, Accidental Death & Dismemberment (AD&D), Extended Disability Benefits (EDB), Extended Health Care (EHC), and Dental Care changes. The changes will not impact premium rates, except for adding Registered Social Workers as eligible service providers to the psychological services benefit. The Registered Social Workers change is estimated to increase premiums by 0.2% to 0.3% based on increased use of the psychological services benefit.
- The following changes affect **EDB** for the **ASEBP Group Plan** effective **January 1, 2026**:
 - Update the definition of Total Disability to include “illness and injury”.
 - Expand the successive period of Total Disability to include non-working months.
 - Highlight that employees have the right to appeal an EDB decision in accordance with the appeal procedure.
- The following changes affect **EHC** for the **ASEBP Group Plan** and the **MyRetiree Plan** effective **January 1, 2026**:
 - Remove the daily limitation on podiatric surgery and add terminology to specify types of podiatric treatment using “surgical” or “non-surgical”.
 - Add Registered Social Workers as an eligible provider of service for psychological services and limit coverage up to \$120 per treatment (combined calendar year maximums remain unchanged).
- The following changes affect **Life Insurance and AD&D** for the **MyRetiree Plan** effective January 1, 2026:
 - Add a flat \$25,000 benefit option for retirees under Plan 2 of Life Insurance for the Core and Enhanced MyRetiree Under 65 Plan.
 - Add a flat \$25,000 benefit option for retirees under Plan 2 of AD&D for the Core and Enhanced MyRetiree Under 65 Plan.
 - ASEBP will still be offering the two times pre-retirement salary option for both Life Insurance and AD&D for the MyRetiree Plan.

ASEBP TRUSTEES

Daryl Scott, Chair
James Gerun, Vice-Chair
Meagan Kuik
Norma Lang
Brett Nixon
Rob Pirie
Allison Purcell
Natashya Shewchuk
Morey Terry
Brad Toone

**ACTING CHIEF
EXECUTIVE OFFICER**
Jocelyn Plakas-Lock



ASEBP Trustees' Report

- The following change affects **Dental Care** for the **ASEBP Group Plan** effective **January 1, 2026**:
 - Extend the Oral Health Exception Pilot to December 31, 2026.
- **Please note** that final approval (second reading) is required, and changes may occur between readings.

2. EXPERIENCE ADJUSTMENT SYSTEM – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to changes affecting the Experience Adjustment System (EAS) that will take effect September 1, 2025, to align with premium rate renewal.
- Changes are expected to reduce premium rate volatility due to the changes in per capita costs, and benefit the entire pool:
 - Extend the Extended Health Care/Dental Care/Vision Care experience period from two years to four rolling calendar years to align with the trend methodology utilized in premium rate setting.
 - Calculate the impact of pooling (over \$25,000 per individual) on an annual basis instead of a rolling two-year basis. This change ensures consistent reporting of historical experience to employers as past results will not be impacted by emerging pooling experience.

3. PREMIUM RATES – FIRST READING ASEBP GROUP PLAN

- The ASEBP Trustees gave **initial approval** (first reading) to September 1, 2025, premium rates for the **ASEBP Group Plan**. Instead of an overall base rate increase of 5.3% (which, based on claims experience, would be breakeven), the **ASEBP Trustees have limited the base increase to 4.3% for 2025-26**. Inflationary pressures have continued to put upward pressure on costs for prescription drugs, medical service providers, and dental services. Plans across the country are experiencing similar pressures. The premium rate changes by line of benefit are:
 - Life Insurance: no change
 - Accidental Death & Dismemberment Insurance: no change
 - Extended Disability Benefits: 5.2% increase
 - Extended Health Care: 4.1% increase
 - Dental Care: 5.1% increase
 - Vision Care: no change
 - Employee and Family Assistance Program: no change
- Please note that while the overall base increase equates to 4.3%, this does not mean that premiums may increase by only this amount—there are other factors that may impact Group Plan premium rates, such as being in a surcharge position in ASEBP's Experience Adjustment System. Alternatively, Group Plan premium rates may not increase by a full 4.3%, or at all, if they are in a discount position in the Experience Adjustment System.
- The ASEBP Trustees have been able to subsidize premiums for several years, largely due to excess investment returns. Premium subsidies over the last five years totaled just over \$74 million. ASEBP cannot continue to provide subsidies to the same magnitude as those historically.
 - While less than previous subsidies, the ASEBP Trustees have limited the overall base increase by providing a \$4 million premium subsidy.
- The overall increase to premium rates continues to be lower than trends within the industry.



ASEBP Trustees' Report

- Future premium rates will be dependent on claims experience, investment returns, plan design changes, and other factors.
- A breakdown of the monthly premium rates, except as noted, is provided below:

Life		
Plan 2	per \$1,000 of coverage	\$0.113

Accidental Death & Dismemberment		
Plan 2	per \$1,000 of coverage	\$0.011

Extended Disability Benefits		
Plan D	% of monthly earnings	2.06%
Plan E	% of monthly earnings	2.06%

Extended Health Care		
Plan 1	Single	\$162.25
	Family	\$390.00
Plan 2	Single	\$118.50
	Family	\$283.50
Plan 5	Single	\$146.25
	Family	\$349.75

Dental Care		
Plan 1	Single	\$62.00
	Family	\$155.00
Plan 2	Single	\$81.00
	Family	\$196.75



ASEBP Trustees' Report

Dental Care		
Plan 3	Single	\$81.00
	Family	\$220.00

Vision Care		
Plan 2	Single	\$6.00
	Family	\$14.50
Plan 3	Single	\$12.00
	Family	\$29.50

Early Retirement Benefits Package 2*		
	Single	\$125.00
	Family	\$200.00

*Closed to new participants as of September 1, 2011

Supplemental Package		
<i>Without Dental</i>		
Package 1	Single	\$134.25
Package 2	Family	\$309.40
Package 3	Single	\$137.35
Package 4	Family	\$312.50
<i>With Dental</i>		
Package 1	Single	\$237.25
Package 2	Family	\$552.40
Package 3	Single	\$240.35



ASEBP Trustees' Report

Supplemental Package		
Package 4	Family	\$555.50
<i>Over Age 70</i>		
Extended Health Care Only	Single	\$131.15
	Family	\$306.30
Extended Health Care and Dental	Single	\$234.15
	Family	\$549.30

Blanket Life Insurance for School Trustees		
	Annual	\$60.00

Employee and Family Assistance Program		
Provided by ASEBP at no cost		

- **Please note** that final approval (second reading) is required, and changes may occur between readings.
- Notification to employers about their final 2025-26 premium rates, including any discounts and surcharges, will be sent following final approval in late March 2025. Preliminary information is available by contacting your ASEBP client consultant. A presentation about premium rates will take place for employers in early April 2025 and will provide more detail about the factors that influence premium rate setting, trends, and industry comparisons.

4. PREMIUM RATES – FIRST READING MYRETIREE PLAN

- The ASEBP Trustees gave **initial approval** (first reading) to September 1, 2025, premium rates for the **MyRetiree Plan**. A breakdown of the monthly premium rates is provided below:



ASEBP Trustees' Report

Extended Health Care	Enhanced			Core		
	Single	Couple	Family	Single	Couple	Family
Ages 50-64	\$190.75	\$362.25	\$438.75	\$100.50	\$190.75	\$231.25
Ages 65-84	\$148.50	\$281.50	\$341.00	\$82.75	\$157.00	\$189.75
Ages 85+	\$146.00	\$276.25	\$335.75	\$80.50	\$152.25	\$185.25
Vision Care	Single	Couple	Family	Single	Couple	Family
All Age Categories	\$9.50	\$18.00	\$22.00	\$2.25	\$4.25	\$5.00

Dental Care	Enhanced Option 1			Enhanced Option 2			Core		
	Single	Couple	Family	Single	Couple	Family	Single	Couple	Family
All Age Categories	\$87.00	\$164.75	\$199.50	\$82.50	\$156.25	\$189.00	\$47.25	\$90.00	\$108.75

	Plan 2
Life and Accidental Death & Dismemberment Insurance	per \$1,000 of coverage
All Age Categories	\$0.152

- **Please note** that final approval (second reading) is required, and changes may occur between readings.

5. SPENDING ACCOUNTS' ADMINISTRATION FEES – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to increased administration fees for spending accounts effective September 1, 2025. A breakdown of the monthly administration fees is provided below:

Spending Accounts		
Standalone Health Spending Account (HSA)	Per employee	\$3.00
Combined HSA/Wellness Spending Account (WSA)	Per employee	\$3.25

- **Please note** that final approval (second reading) is required, and changes may occur between readings.

6. STRATEGIC PRIORITIES APPROVAL

- The ASEBP Trustees were presented with five strategic priorities derived from the 2030 Practical Vision that was created based on the strategic planning session that took place in November 2024. The strategic priorities were approved and will be communicated to stakeholders in the coming months.
- ASEBP remains committed to ensuring that Alberta's publicly funded K-12 education sector has a benefits plan that meets their evolving needs, supports covered member health and well-being, and ensures long-term sustainability.



ASEBP Trustees' Report

The ASEBP Trustees' Report provides an overview of topics discussed at all ASEBP Trustees' Meetings. These meetings provide the opportunity for ASEBP Trustees to come together to discuss matters of importance at ASEBP—from the financial health of the benefit plan to the introduction of new benefits and programs. While all information in each report is an accurate account of decisions made at the meetings, there can be changes that occur between first and second readings of certain topics, which may result in differences between their reporting. To learn more about the ASEBP Trustees, please visit the Governance page, found in the About section of our website, asebp.ca.

Allendale Centre East ○ Suite 301, 6104-104 Street NW ○ Edmonton, AB T6H 2K7
Phone: 780-438-5300 ○ Email: trustees@asebp.ca ○ Website: asebp.ca
