

**FORT SAM HOUSTON ISD  
DISTRICT PROVIDED EMPLOYEE BENEFITS  
2023-2024**

**HEALTH INSURANCE**

The District offers health insurance to employees through TRS ActiveCare. The plan administrator is Blue Cross Blue Shield of Texas (BCBSTX).

The health coverage plan year is September 1 to August 31 with open enrollment held annually in August. The minimum required employer contribution to the monthly premium is \$225.00. In order to enhance employee recruitment and retention, an additional amount is provided to employees for health coverage.

For 2023-2024, the monthly employer contribution is a maximum of \$575.00. All employees are paid semi-monthly, so the premium deduction is divided evenly between the two pay checks each month. Below is a summary of the health plan premiums.

Additional information is available at the websites for [TRS-ActiveCare](#) and [TRS-ActiveCare BlueCross BlueShield](#) or by telephone at 866-355-5999.

PLAN	2023-2024 TOTAL MONTHLY PREMIUM	2023-2024 MONTHLY DISTRICT CONTRIBUTION	2023-2024 MONTHLY EMPLOYEE SHARE	2023-2024 SEMI-MONTHLY DEDUCTION
<b>TRS ACTIVECARE PRIMARY</b>				
Employee Only	\$376.00	\$376.00	\$0.00	\$0.00
Employee/Spouse	\$1,016.00	\$575.00	\$441.00	\$220.50
Employee/Children	\$640.00	\$575.00	\$65.00	\$32.50
Employee/Family	\$1,279.00	\$575.00	\$704.00	\$352.00
<b>TRS ACTIVECARE PRIMARY +</b>				
Employee Only	\$442.00	\$442.00	\$0.00	\$0.00
Employee/Spouse	\$1,150.00	\$575.00	\$575.00	\$287.50
Employee/Children	\$752.00	\$575.00	\$177.00	\$88.50
Employee/Family	\$1,459.00	\$575.00	\$884.00	\$442.00
<b>TRS ACTIVECARE HD</b>				
Employee Only	\$388.00	\$388.00	\$0.00	\$0.00
Employee/Spouse	\$1,048.00	\$575.00	\$473.00	\$236.50
Employee/Children	\$660.00	\$575.00	\$85.00	\$42.50
Employee/Family	\$1,320.00	\$575.00	\$745.00	\$372.50
<b>TRS ACTIVECARE 2 (Plan is closed to new enrollees; those currently in plan may remain.)</b>				
Employee Only	\$1,013.00	\$575.00	\$438.00	\$219.00
Employee/Spouse	\$2,402.00	\$575.00	\$1,827.00	\$913.50
Employee/Children	\$1,507.00	\$575.00	\$932.00	\$466.00
Employee/Family	\$2,841.00	\$575.00	\$2,266.00	\$1,133.00