

DATE: May 13, 2009

Stark County Schools will be making the following benefit changes effective August 1, 2009. Please note the changes below that pertain to your company.

1. A mandatory maintenance drug mail-in program: allows for an original fill at retail and one re-fill at retail; all subsequent prescriptions filled at mail.
2. Generic drugs, where available, will be substituted for brand name drugs.
3. Colonoscopy shall be covered under the COG according to the attached program.
4. Well baby care shall be increased from \$500 to \$1,000.
5. Life Insurance:
 - Employees may purchase supplemental life insurance in increments of \$5,000 up to \$50,000.
 - Life insurance premium for those on disability shall not be provided for by the employer.
 - Individuals on disability shall retain the ability to covert life insurance at 50% of value if permitted by the insurance carrier.
 - Current employees on disability who have district provided life insurance shall continue to receive it.
6. At age 65, life insurance for all employees shall be reduced 50%.
7. Effective August 1, 2009, Medical Mutual traditional (non-PPO) shall no longer be available. Employees in the traditional program on July 31, 2009 may continue in the program.
8. A program to manage diabetes shall be made available to both insulin and non-insulin dependent diabetics.