

Highlights of the March 14, 2025, Trustees' Meeting

1. PLAN DESIGN – SECOND 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 **final approval** (second 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” (calendar year maximum remains unchanged).
 - 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

2. EXPERIENCE ADJUSTMENT SYSTEM – SECOND READING

- The ASEBP Trustees gave **final approval** (second 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 – SECOND READING ASEBP GROUP PLAN

- The ASEBP Trustees gave **final approval** (second 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.
- 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:



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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
Plan 3	Single	\$81.00
	Family	\$220.00



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



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Supplemental Package		
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		

- 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 – SECOND READING MYRETIREE PLAN

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

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



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

5. SPENDING ACCOUNTS' ADMINISTRATION FEES – SECOND READING

- The ASEBP Trustees gave **final approval** (second 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

6. STATEMENT OF INVESTMENT POLICIES – FIRST READING

- The ASEBP Trustees gave **initial approval** (first reading) to minor changes to the Statement of Investment Policies in an effort to improve clarity and accuracy.
- Please note** that final approval (second reading) is required, and changes may occur between readings.

7. RETIREE ADMISSION POLICY CHANGES

- The ASEBP Trustees made changes to the Retiree Admission Policy, effective July 1, 2025, including:
 - The commitment period for Enhanced plan options will be reduced from two years to one year.
 - If Enhanced Extended Health Care/Vision Care coverage is terminated within the one-year commitment period, a covered member must wait one year from their termination date before reapplying to the MyRetiree Plan.



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.

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