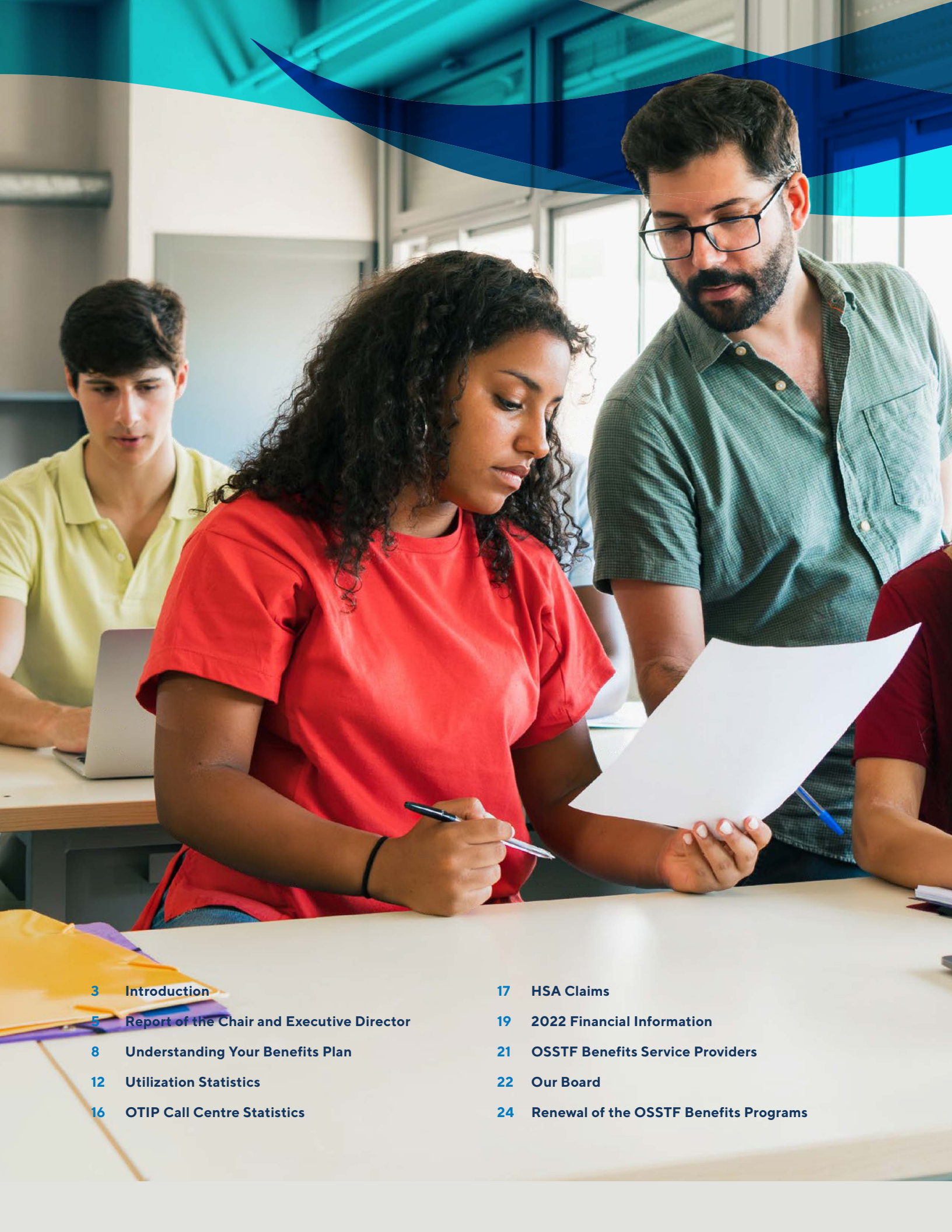


ANNUAL REPORT 2022/23





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INTRODUCTION

The OSSTF Employee Life and Health Trust was established in 2016 with the primary focus to provide long term sustainable benefits for eligible OSSTF members. Two OSSTF plans were established: one for eligible OSSTF Teachers and the other for eligible OSSTF Education Workers.

The plans are governed by a Board of Trustees, 5 appointed by OSSTF and the other 4 by OPSBA (Ontario Public School Board Association) and the Crown. Full details about the OSSTF ELHT Board of Trustees are outlined on [page 22](#) of this report.

The plans are governed by the OSSTF ELHT Trust Agreement of which the three parties are signatories. For member reference, the OSSTF ELHT Trust Agreement is posted on the [OSSTF Benefits Website](#).

The employer paid benefit funding for the OSSTF Benefits Plans is as negotiated in the OSSTF Central Agreements for OSSTF Teachers and OSSTF Education Workers. This is the major source of funding for the OSSTF ELHT. As the OSSTF Central Agreements expired August 31, 2022, **funding is currently frozen** at the levels stated in the now expired Central Agreements.

Current plan design levels have been maintained, and the OSSTF ELHT is closely monitoring the evolving claims experience of the plans. Due to the inflationary factors of health and dental benefit costs to maintain current plan designs, the overall costs of the plans continue to increase, but as stated, funding is currently frozen. Steps are being taken to expand the efficiency of claims assessment so that only eligible expenses, as currently defined, continue to be paid. The claims assessment tools are also being utilized to accurately assess new claims and ensure that off label treatment claims are not being paid.

The Trust Agreement defines levels of CFR (claims fluctuation reserves) that need to be established by the Trust and states that if the CFR levels reduce to lower than the stipulated levels, Trustees must implement cost containment measures and/or increases to the levels of member contributions towards the premiums. Accordingly, the Board continues to take all measures within its powers to safeguard the financial health of the plan while anticipating and preparing for the impact of external pressures such as inflation and the availability of new treatments and drugs on the Plans. Members will be advised well in advance if Trustees have to implement any cost containment measures.

OSSTF ELHT FTE (Full Time Equivalent Numbers and Funding)

Estimated FTE (full time equivalent) numbers for 2022/2023 are:

- 28,811.20 OSSTF Teachers
- 16,174.90 OSSTF Education Workers
- **44,986.10 Teachers and Education Workers Combined**

These are the numbers that the negotiated FTE funding levels are remitted on by employers to OTIP, the third-party administrator of the OSSTF ELHT.

For each school year, estimated FTE numbers are established, and then finalized based on actual staffing by employers, in October and March of each year. Long Term Occasional Teachers (LTO) and Long-Term Assignment (LTA) Education Workers with an assignment of 90 calendar days or longer are also eligible under the OSSTF ELHT Plans during the duration of their eligible assignments. There is no additional FTE funding required by boards for the eligible LTO or LTA members, as the position is in place to cover the duties of an absent eligible contract member. It is important to note that the absent Plan members continue to be eligible for participation in the OSSTF Benefits Plan, with the same member contributions towards the benefits as an active member, when on paid sick leave or statutory leaves (such as maternity/parental), or on a 100% member paid basis during an unpaid personal or medical leave. This results in the plan having to fund benefits for more than 1 eligible member based on a 1 FTE funding level. This is one of the critical factors that needs to continue to be considered when establishing the negotiated FTE funding towards the plan.

There are currently in excess of 50,000 OSSTF members as well as their eligible dependents covered under the Plans, comprised of approximately 31,720 eligible OSSTF teachers and 18,656 eligible OSSTF education workers. Over 91% of the eligible members are participating in the voluntary health and dental benefits of the OSSTF ELHT Plans which demonstrates the significance of the Plans to members and their families.



Lori Foote
Chair



Donna Morrison
Executive Director

REPORT OF THE CHAIR AND EXECUTIVE DIRECTOR

Personal Message to Members

The OSSTF Board of Trustees wants to acknowledge and express our gratitude for your unwavering dedication and hard work on behalf of all students, especially when times continue to be challenging. We are inspired by your resilience and perseverance. Your well-being remains a top priority and we are dedicated to upholding the benefits that support you and your family to remain healthy and safe.

Uncertainty takes a toll on everyone, especially when it relates to health and wellbeing. That is why the Trustees strive to ensure that the benefits coverage of your Plan remains as consistent and comprehensive as possible. Our goal is to attempt to keep the uncertainty regarding your benefits coverage to a minimum, which allows you and your family to focus on the other challenges of daily life.

As we navigate these ever-changing circumstances, we will continue to keep you informed about any developments related to your benefits. Please rest assured that we are working to maintain the stability and effectiveness of your benefits plan, always with your best interests in mind.



Review of Plans' Activity

When we review the claiming activity of the OSSTF Benefits Plans for Teachers and Education Workers over the last year, the statistics illustrate the importance of benefits for OSSTF members, as is highlighted on [page 12](#).

- Teachers & LTOs - the number of claims increased by 6.6%, and total Health & Dental payments for Sept 22 to May 23 is 9.6% higher than Sept 21 to May 22, and the number of eligible members increased by less than 1%
- Education Workers - the number of claims increased by 7.0%, and total Health & Dental payments for Sept 22 to May 23 is 9.6% higher than Sept 21 to May 22, and the number of eligible members increased by only 2%

This is a prime example of how maintaining the current plan design costs more, as there were no changes in plan design implemented in the OSSTF Benefits Plans during these periods.

The OSSTF ELHT understands the importance of benefits to eligible OSSTF members and is taking measures to assist in protecting the long-term sustainability of the OSSTF ELHT Plans.

Summary of ELHT Board of Trustee Actions to Safeguard the OSSTF ELHT Plans:

- **Effective November 1, 2022, the OSSTF ELHT Benefits Plans implemented Trainers Choice as an OTIP approved provider for medically necessary surgical and compression stockings.**

Trainers Choice offers the highest quality compression and surgical stockings for the best value through an OTIP exclusive website at www.trainerschoicestockings.ca designed specifically for OSSTF ELHT plan members to provide a seamless shopping experience that combines ordering and claiming surgical stockings all in one place for OSSTF ELHT Benefit Plan members and their eligible dependants in need of medically necessary surgical stockings. Once registered, the website offers an easy online ordering system that requires **no up-front payment** and **free shipping** for eligible purchases.

- **The Coordination of Benefits rules for the handling of claims being paid partially under the OSSTF ELHT and another plan due to spousal coverage were updated effective February 1, 2023.**

This update was implemented so that there was consistency on the handling of claims being assessed under the OSSTF ELHT whether the claim was being assessed with OSSTF ELHT as the first or second payer.

- **The transition of dispensing certain high cost approved specialty drugs to MemberRx, as the exclusive pharmacy distributor, commencing June 2023.**

MemberRx is a collaboration between OTIP and Cubic Health, OTIP's partner for the [FACET Prior Authorization program](#). It is an innovative pharmacy focused on supporting the complex health needs of Ontario's education community.

Through the MemberRx pharmacy model, expensive pharmacy and medication costs will be minimized which will help in supporting the sustainability of the OSSTF

ELHT Benefits Plan, so that the OSSTF ELHT can continue to provide the best coverage for the medications plan members and their eligible family members need, at the best value.

The OSSTF ELHT Board of Trustees approved a motion to designate MemberRx as the exclusive pharmacy distributor for certain high-cost specialty medications.

The transfer of specialty drugs to MemberRx began to take effect in June 2023.

- **The implementation of a prior authorization process for newly prescribed second line diabetes management drugs to ensure that claims were being full assessed and paid accurately for the treatment of diabetes.**

This was implemented effective June 1, 2023, and the OSSTF ELHT Board of Trustees approved that reimbursement for existing claimants continue to be paid, with the provision that dosage changes may result in a referral to the FACET program.

The FACET program has been utilized by OSSTF Benefits since September 1, 2020 for the prior authorization assessment of specialty drug claims for eligible Plan members and their dependents. The FACET team communicates directly with the prescribing physician to ensure that eligible members and dependents receive most appropriate, safe and effective treatment for the condition. This program ensures that all specialty drug prescription decisions are objective and based on the most up-to-date, evidence-based information available. As stated above, the FACET Program will now also be utilized for the prior authorization of newly prescribed second line diabetes management drugs.

- **OSSTF ELHT Board of Trustees has also approved the transition of member premium contributions towards the benefits from employer payroll deductions to direct bill from the member's bank account, commencing September 1, 2023 for eligible Long Term Occasional Teachers and February 1, 2024 for all other eligible OSSTF members.**

Direct billing of member contributions has occurred for all newly eligible bargaining unit members joining the Plan post transition, Direct bill has also been implemented by the other ELHTs for collection of any members' premium contributions. Direct billing has proven to be more effective from all parties' perspectives, including the members.

The change to direct bill for all eligible OSSTF members offers the following advantages:

- For direct billing, calculation of the amount to be taken from the member's bank account generally occurs around the 3rd or 4th business day of the current month. This is at least 2 weeks later than the timing of reporting payroll deduction premium payments to boards, which makes the premium amount being billed to the member more accurate and up to date.
- Under the current payroll deduction process, payroll schedules vary by board and bargaining unit. Some boards take deductions from one pay a month; others take pro-rated deductions from each pay of the month. Direct billing pre authorized deductions (PAD) will take monthly member contributions on the 10th day of each month.
- 10-month pay schedules are in place for some bargaining units where members have benefit eligibility for the full 12-month basis. A process has had to be set up each year for double payroll deductions (typically for May and June) to collect premiums for July and August. Direct bill PAD will collect monthly premiums each month annually, including the summer months.
- If a member has a status change during the period that the double deductions are being processed, a retroactive reconciliation has to be completed by OTIP, resulting in either the member owing additional premiums or being owed a premium refund. An example of this is for retirement effective the end of June, but double member contributions were deducted during May and June. When the retirement is reported to OTIP, a reconciliation of the overpaid premium for July and August needs to be completed and the overpayment needs to be refunded to the member who is no longer on board payroll. This will not apply under Direct Bill PAD as double deductions will not need to be taken.
- The transition between payroll deduction for active and direct bill for leaves is confusing to members. Under Direct Bill PAD, members will still have the election to continue all or some of their benefits during an approved leave of absence, and reinstatement of any suspended benefits upon their return to active duties, but the method of collecting member premium contributions will not change.

- Many times, the change from active to not active or vice versa is reported very close to or past the start date of the leave or the start date of return to active duties. This results in required retroactive status changes and a reconciliation of premium collected via payroll deduction and Direct bill PAD because of the reported change in status.
- It is essential for the Plans to be properly funded and that includes accurate, member premium payments. PAD helps to ensure, in a timely manner, that the Plans receive the proper premium payments from members and that members are not overpaying or underpaying.

Members also play a crucial role in maintaining long term plan sustainability. Please use your plan thoughtfully and when medically necessary. Thoughtful benefit use means using what you need when you need it. Choose your providers wisely and know and understand your coverage before agreeing to treatments. Working together, we can continue to protect the benefits that you and your family rely upon and maintain plans that are responsive to your needs and support you and your family now and in the future.

UNDERSTANDING YOUR BENEFITS PLAN

The Infographic on the next two pages has been developed to illustrate the parties involved in the administration of the OSSTF Benefits Plans for eligible OSSTF members and their eligible dependents.

As indicated, OSSTF ELHT is the plan sponsor.

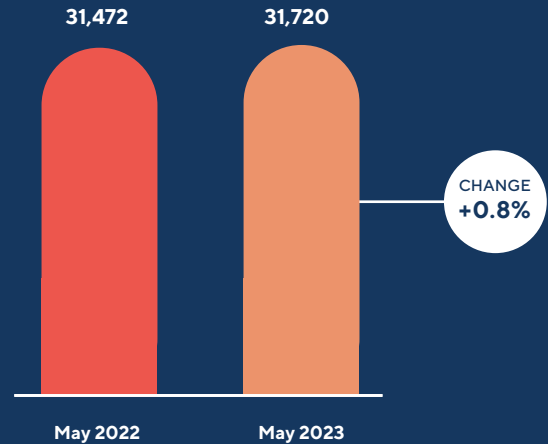
OSSTF ELHT utilizes the services of OTIP as the Plan Administrator, and Manulife as the insurer of the life insurance benefits and claim's payer of the health and dental benefits.

The administration of the plan hinges on school boards/employers remitting the negotiated FTE funding and regularly reporting employment status and demographic information to OTIP regarding all eligible OSSTF members so that OTIP can determine eligibility, enrolment and any applicable member contributions/premiums based on the rules established by the OSSTF ELHT.

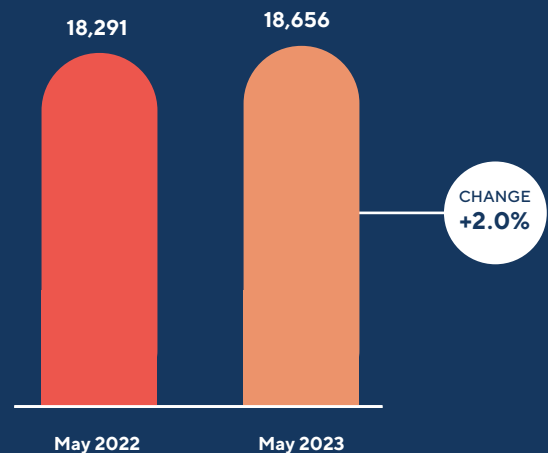
ENROLMENT IN OSSTF ELHT

LIFE HEALTH AND DENTAL BENEFITS

Teachers and LTOs



Education Workers and Long Term Assignment Education Workers



UNDERSTANDING YOUR **BENEFITS PLAN**



How the OSSTF ELHT, OTIP, Manulife, and your employer support your benefits plan for you, your eligible dependents, and your eligible OSSTF colleagues.



Your plan sponsor: **OSSTF ELHT**

Manages, governs, and protects your plan to keep benefits affordable, accessible, and sustainable.

The OSSTF ELHT is responsible for plan oversight, including plan design, eligibility, and the activities of service providers such as:

- **OTIP** (administrator)
- **Manulife** (claims payer/life insurer)
- **Teachers Life** (AD&D insurer)
- **CUBIC Health** (FACET specialty drug prior authorization)

Note: Your OSSTF ELHT is different and separate from your affiliate/union.

Role regarding your benefit costs:

The OSSTF ELHT monitors overall plan expenses to ensure that they do not exceed the available benefit funding (i.e. the FTE funding determined through collective bargaining by OSSTF, OPSBA and the Ministry of Education) and member paid contributions towards the benefit premiums. To maintain the sustainability of the plan, the OSSTF ELHT may need to make plan design and/or administrative changes, and/or increase plan member premium share.

On behalf of the OSSTF ELHT, these service providers are responsible for the following activities:



Your plan administrator: **OTIP**

Administers the plan and issues applicable tax slips to you.

OTIP collects and processes plan member data provided by your school board/ employer to initiate your enrolment and manage your health, dental, life, and AD&D coverage based on your eligibility.

OTIP answers your questions about enrolment, eligibility, coverage, premiums, life, AD&D, and health and dental claims.



Your claims payer: **Manulife**

Insures the life benefit, and processes and pays the health, life, and dental claims based on the plan design established by the OSSTF ELHT.

Manulife processes and reimburses eligible claims submitted by you and/or your service providers.

(Teachers Life insures the AD&D benefit)



Your plan administrator: OTIP

Role regarding your benefit costs:

Your school board/employer remits the required FTE funding to OTIP.

OTIP also collects payments from you for the OSSTF ELHT (i.e. any additional member contributions/premiums or member share for your benefits such as health, dental, and/or optional life; or benefit costs if you are on leave).

OTIP sends the required FTE funding and member contributions to Manulife to cover the costs of reimbursing your benefit claims.

The OSSTF ELHT pays an administration fee to OTIP for providing these activities.



Your claims payer: Manulife

Role regarding your benefit costs:

Manulife uses the required FTE funding and member contributions to cover the costs of reimbursing your benefit claims.

The OSSTF ELHT pays an administration fee to Manulife for providing these activities.

For example, if Manulife reimburses a plan member \$100 for an eligible health or dental claim, the OSSTF ELHT reimburses Manulife \$102.20.



Your employer: School Board/School Authority/Other

**Manages your work status
and personal information.**

Your employer is responsible for regularly reporting your employment status and demographic information to OTIP including:

- Name
- Date of birth
- Mailing address
- Phone number
- Work and/or leave status
- Full-time equivalent (FTE)
- Board-assigned email address

If your name, mailing address, or phone number changes, it is important that you contact your employer. This ensures that your employer reports the most up-to-date information to OTIP.

Role regarding your benefit costs:

Using the information that your employer provides and based on the rules established by the OSSTF ELHT, OTIP can determine eligibility, enrolment, and any applicable member contributions/premiums you are responsible for paying.



General eligibility rules of the OSSTF ELHT are:

- All eligible active members are automatically covered for Basic Life Insurance and Accidental Death and Dismemberment Benefits based on 2 times annual earnings during the duration of their eligible assignment. There is no required member contribution towards the basic life and AD&D benefits for active members and members on statutory leaves. The funding of these benefits is provided through the negotiated FTE funding levels.
- There are also Optional Life Benefits available for members to participate in on a voluntary basis, including member, spousal and child optional life benefits. If a member elects to participate in these benefits, the premium is 100% member paid.
- Participation in health and dental benefits is also voluntary. It is very important that members realize that they have a 31-day window of opportunity to participate in these benefits when they initially become eligible or if they have a future life change event. A life change event includes a change in the FTE of the member's eligible position (e.g., Increasing from a 66% FTE position to a 1.0 FTE position, a newly eligible dependent, loss of spousal coverage, etc.). If a member does not elect to participate in the health and/or dental benefits in this 31-day enrolment opportunity, and wishes to participate at a later date, they are considered a late applicant. As a late applicant, dental benefits are subject to a maximum of \$200 for the first 12 months of coverage and evidence of insurability (Statement of Health) is required for review and approval by Manulife (the health and dental claims payer). If approved, health care benefits are implemented commencing on the date of approval. Based on Manulife's assessment,

a member and/or dependents may be denied participation in the health care benefits.

Information about the enrolment process is available under FAQs on the [OSSTF Benefits Website](#).

Full time members are required to pay 6% member contributions towards the health and/or dental benefits if they elect to participate. The member contribution for less than full time members is pro-rated. For example, a member working in an eligible 0.5 FTE position would be required to pay 50% plus 6% of the health and/or dental premium if they elect to participate in these benefits. The member contributions towards the health and dental benefits have not changed since inception of the OSSTF Benefits Plan in 2016. Once again, member contributions are not changing as part of the September 1, 2023 renewal of the OSSTF Benefits Plans. However, as previously stated, the Trust cautions that if cost containment measures need to be implemented, member contributions could potentially change and this may occur in advance of the next renewal of the plan, September 1, 2024.

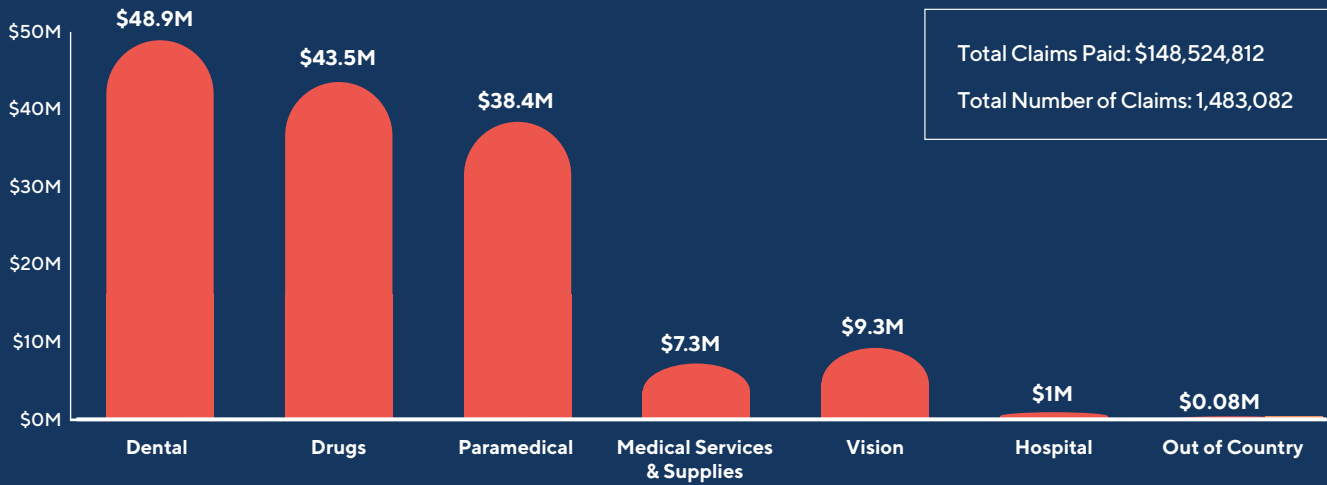
Illustrations of member contributions towards the health and dental benefits are illustrated on the [OSSTF Benefits Website](#). In addition, full details of eligibility and the enrolment process are outlined on the OSSTF Benefits Website, and members are encouraged to access this website as a source of information about the OSSTF Benefits Plans.

We encourage OSSTF members and bargaining unit leaders to be aware of [eligibility rules and processes](#) and pass this on to colleagues to promote awareness of the plan and eligibility and enrolment rules.

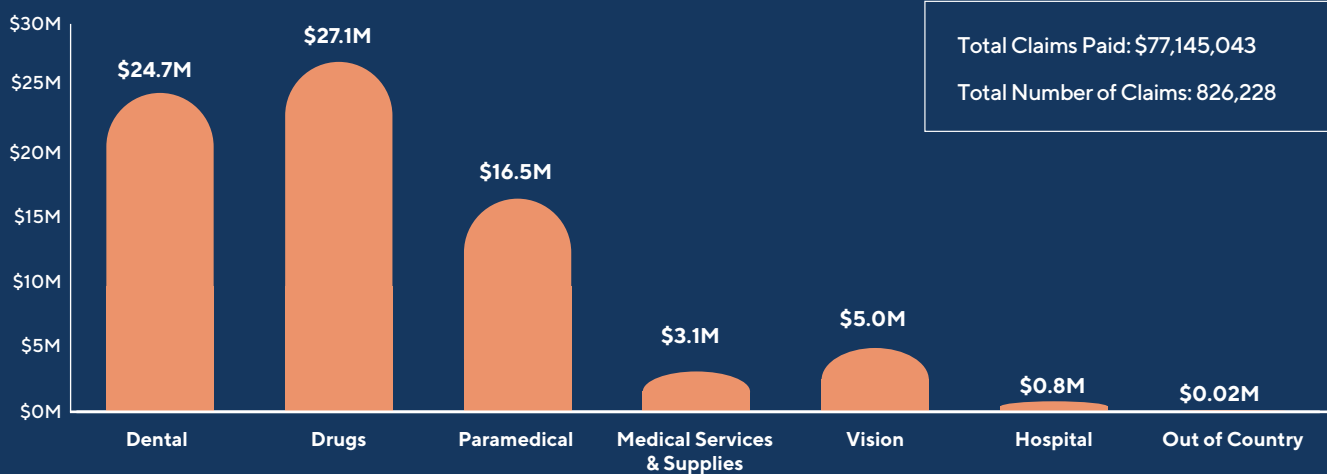
UTILIZATION STATISTICS

HEALTH AND DENTAL CLAIMS PAID: SEP 2021 – AUG 2022

Teachers and LTOs



Education Workers and Long Term Assignment Education Workers

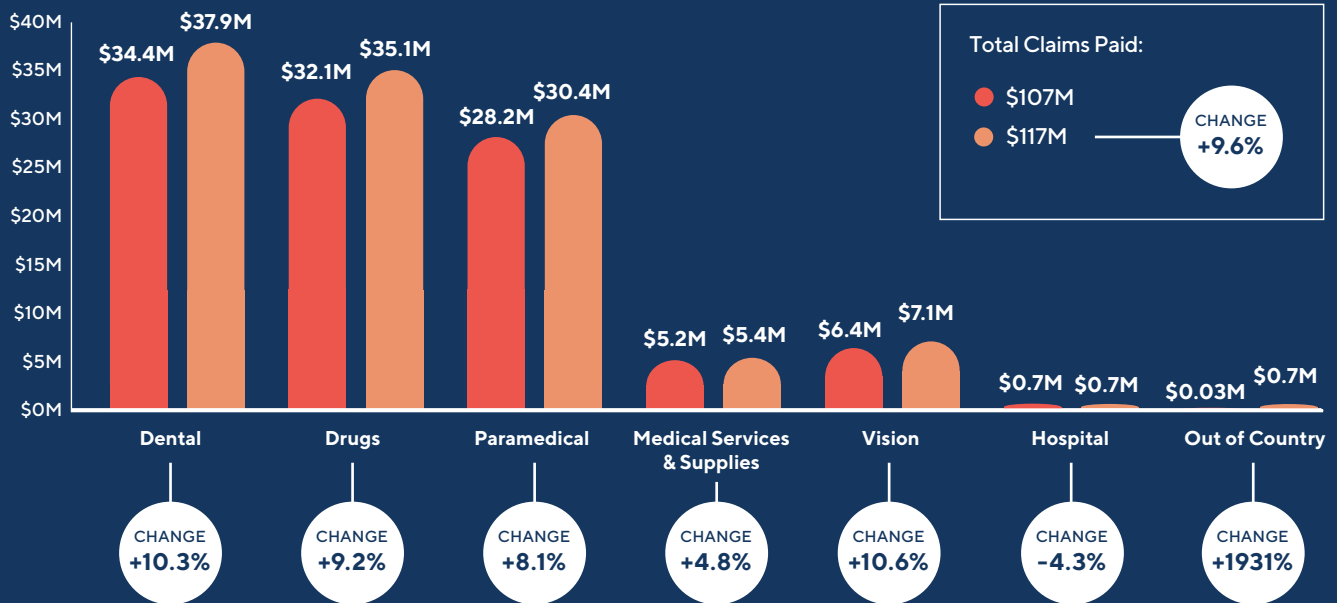


UTILIZATION STATISTICS

HEALTH AND DENTAL CLAIMS PAID: SEP 2021 – MAY 2022 AND SEP 2022 – MAY 2023

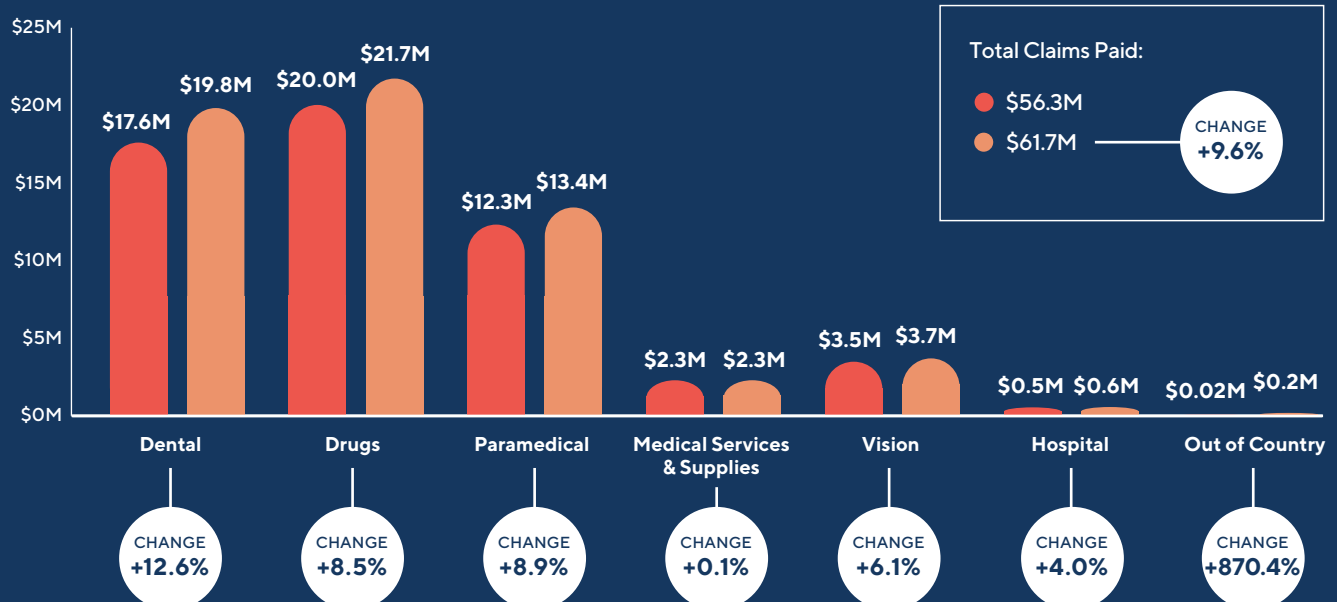
Teachers and LTOs

● Sep 2021 – May 2022 ● Sep 2022 – May 2023



Education Workers and Long Term Assignment Education Workers

● Sep 2021 – May 2022 ● Sep 2022 – May 2023

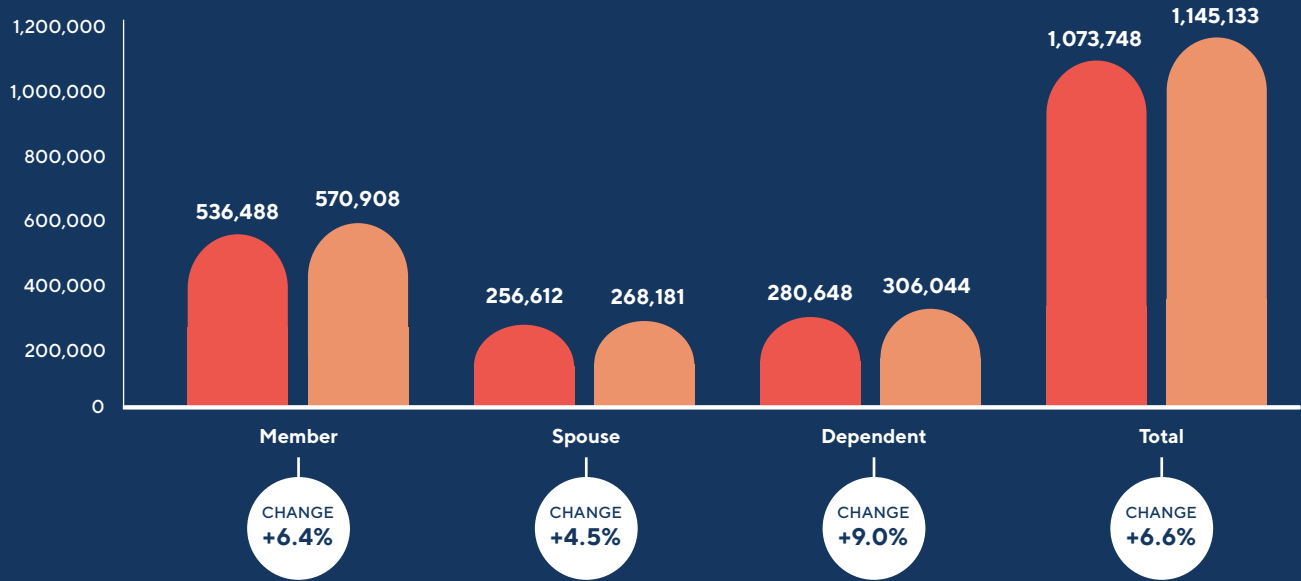


UTILIZATION STATISTICS

NUMBER OF HEALTH AND DENTAL CLAIMS PAID BY RELATIONSHIP: SEP 2021 – MAY 2022 AND SEP 2022 – MAY 2023

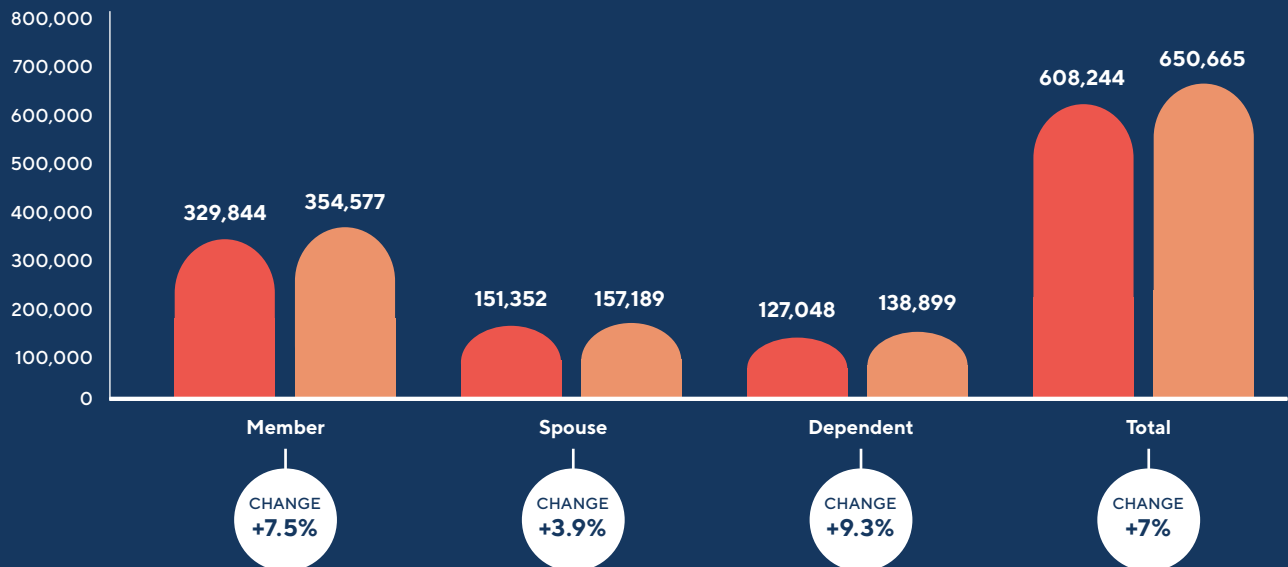
Teachers and LTOs

● Sep 2021 – May 2022 ● Sep 2022 – May 2023



Education Workers and Long Term Assignment Education Workers

● Sep 2021 – May 2022 ● Sep 2022 – May 2023



UTILIZATION STATISTICS

STATE: LIFE CLAIMS EXPERIENCE INFORMATION – SEP 2022 TO MAY 2023

Teachers and LTOs

Basic Life Claims

29

Claims Paid

5.7M

Basic Life Waiver

409

Reserves Held

16.1M

Optional Life Claims

9

Claims Paid

960K

Optional Life Waiver

103

Reserves Held

1.9M

Spousal Optional Life Claims

2

Claims Paid

270K

Child Optional Life Claims

0

Claims Paid

0

Permanent and Long Term Assignment Education Workers

Basic Life Claims

14

Claims Paid

1.4M

Basic Life Waiver

180

Reserves Held

2.9M

Optional Life Claims

6

Claims Paid

360K

Optional Life Waiver

44

Reserves Held

518K

Spousal Optional Life Claims

3

Claims Paid

510K

Child Optional Life Claims

0

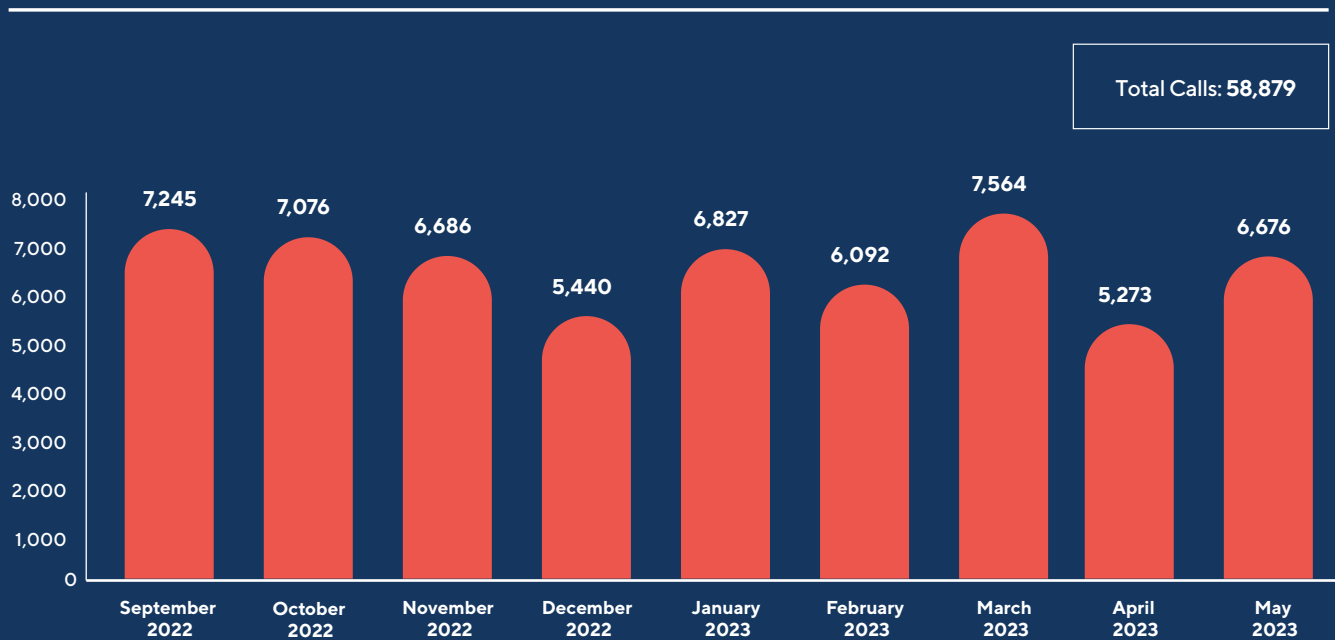
Claims Paid

0



OTIP CALL CENTRE STATISTICS

NUMBER OF CALLS BY MONTH: SEP 2022 – MAY 2023



HSA (HEALTH SPENDING ACCOUNT) CLAIMS STATISTICS

A Health Spending Account (HSA) was implemented by OSSTF Benefits for eligible members due to the provision in the OSSTF Education Worker Central Agreement stating that a plan enhancement shall be implemented into the OSSTF/FEESO-EW benefit plan for the term of the agreement.

The HSA was established for all permanent OSSTF Education Workers who were a permanent OSSTF Education Worker (1) when the OSSTF Central

Agreement for Education Workers was ratified, May 22, 2020, and (2) at the implementation of the HSA benefit, September 1, 2020. The HSA was in effect for the period of September 1, 2020 to August 31, 2022.

Claims for eligible expenses incurred on or before August 31, 2022 were required to be submitted for processing within 90 calendar days of August 31, 2022.

The final HSA utilization stats are:

HSA (HEALTH SPENDING ACCOUNT) CLAIMS STATISTICS

Enrolment in the health spending account:

13,952

eligible Education Workers covered under the HSA as of August 31, 2022

Number of health spending account claims made since inception of the HSA

54,480

receipts submitted to Blendable for expenses incurred

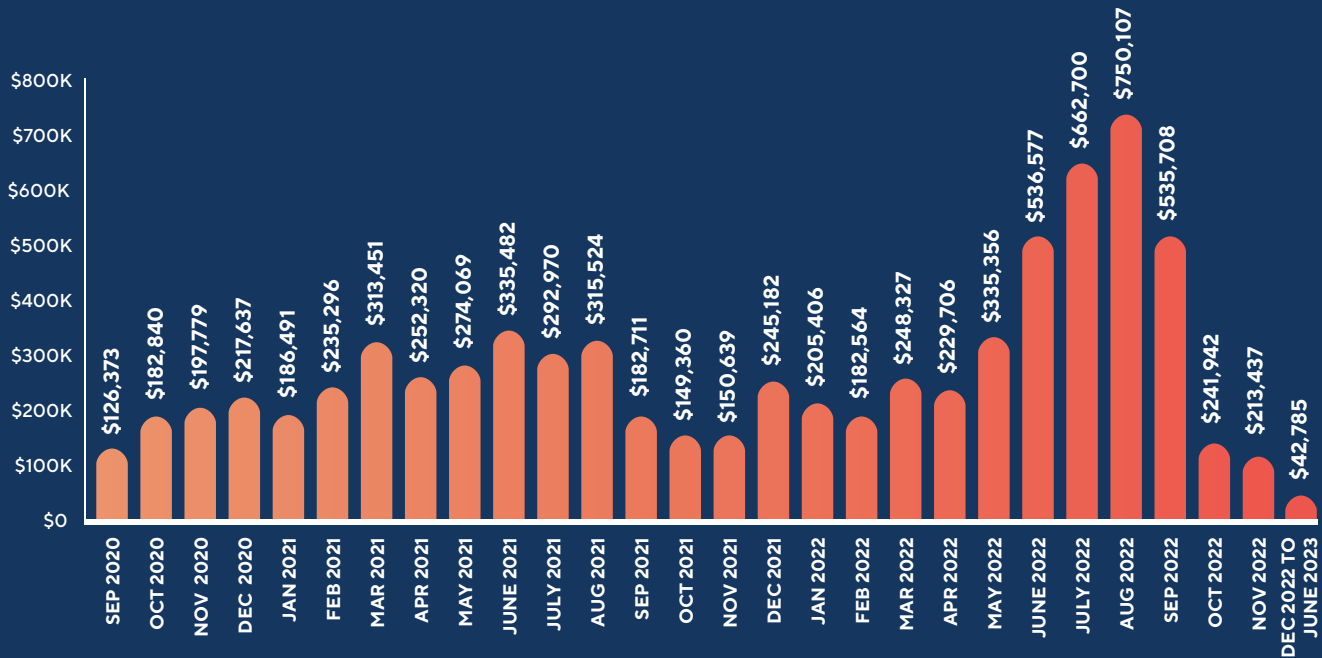
Total claims paid in health spending account

\$7,842,740

eligible claims paid for expenses incurred September 1, 2020 to August 31, 2022

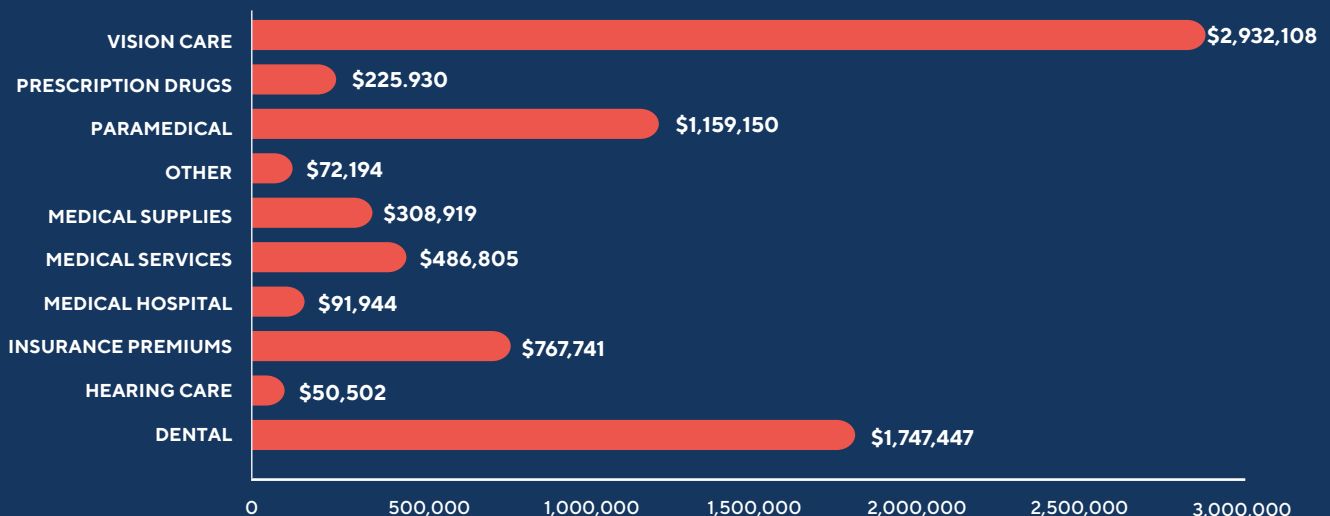
HSA CLAIMS

CLAIMS INCURRED SEP 1, 2020 TO AUG 31, 2022 PAID BY MONTH



HSA CLAIMS

CLAIMS INCURRED SEP 1, 2020 TO AUG 31, 2022 PAID BY CATEGORY



2022 FINANCIAL INFORMATION

The Ontario Secondary School Teachers' Federation Employee Life and Health Trust

Statement of financial position

December 31			2022	2021
	Education Workers	Teachers	Total	Total
Assets				
Current				
Cash	\$ 9,201,321	\$ 8,750,486	\$ 17,951,807	\$ 18,699,637
Cash in trust at administrative agents	28,718,652	29,786,173	58,504,825	106,740,716
Investments	13,600,000	26,400,000	40,000,000	—
Contributions receivable	4,463,851	2,432,791	6,896,642	6,945,087
Other receivables	334,603	1,100,537	1,435,140	592,226
Receivable from administrative agent	—	627,890	627,890	538,853
Prepaid to insurance administrator	7,966,000	10,207,062	18,173,062	3,183,957
Prepaid expenses	29,827	74,513	104,340	91,775
	<u>64,314,254</u>	<u>79,379,452</u>	<u>143,693,706</u>	<u>136,792,251</u>
Liabilities				
Current				
Premium tax and retail sales tax payable	481,845	1,078,532	1,560,377	1,849,039
Administrative charges payable	288,031	694,381	982,412	680,725
Accounts payable and accrued liabilities	41,703	97,810	139,513	170,623
Reserve for incurred but not reported claims	2,371,700	6,315,100	8,686,800	7,517,900
Contributions deferred	8,763,343	9,503,100	18,266,443	14,578,811
	<u>11,946,622</u>	<u>17,688,923</u>	<u>29,635,545</u>	<u>24,797,098</u>
Net assets available for benefits				
	<u>\$ 52,367,632</u>	<u>\$ 61,690,529</u>	<u>\$ 114,058,161</u>	<u>\$ 111,995,153</u>

Note: Audited Financial Statements with note disclosure are available upon request

2022 FINANCIAL INFORMATION

The Ontario Secondary School Teachers' Federation Employee Life and Health Trust

Statement of changes in net assets available for benefits

Year ended December 31			2022	2021
	Education Workers	Teachers	Total	Total
Increase in assets				
Employers' contributions	\$ 82,338,673	\$159,946,966	\$ 242,285,639	\$ 238,329,045
Employees' contributions	7,052,200	13,583,194	20,635,394	20,083,754
Board eligible and available surplus contributions	89,715	74,956	164,671	6,260,961
Premium and claims experience refund-life insurance	1,024,334	3,316,023	4,340,357	5,359,721
Interest earned	746,128	1,395,256	2,141,384	850,988
	<u>91,251,050</u>	<u>178,316,395</u>	<u>269,567,445</u>	<u>270,884,469</u>
Decrease in assets				
Benefits				
Health and dental claims	83,242,364	150,544,913	233,787,277	219,161,148
Health pool charge	679,010	1,280,728	1,959,738	1,894,066
Life insurance premiums	3,577,361	10,628,870	14,206,231	14,961,620
Accidental death and dismemberment premiums	264,957	869,043	1,134,000	1,121,879
Net change in reserve for incurred but not reported claims	186,400	982,500	1,168,900	265,700
Administrative charges	4,840,752	9,384,504	14,225,256	12,880,928
Operating expenses	348,474	674,561	1,023,035	938,171
	<u>93,139,318</u>	<u>174,365,119</u>	<u>267,504,437</u>	<u>251,223,512</u>
Increase (decrease) in net assets available for benefits	(1,888,268)	3,951,276	2,063,008	19,660,957
Net assets available for benefits, beginning of year	<u>54,255,900</u>	<u>57,739,253</u>	<u>111,995,153</u>	<u>92,334,196</u>
Net assets available for benefits, end of year	<u>\$ 52,367,632</u>	<u>\$ 61,690,529</u>	<u>\$ 114,058,161</u>	<u>\$ 111,995,153</u>

Note: Audited Financial Statements with note disclosure are available upon request

OSSTF BENEFITS SERVICE PROVIDERS



OTIP RAEO[®]

OTIP is the Third-Party Administrator of the OSSTF Benefits Plan.



blendable

Blendable is the Health Spending Account provider for eligible OSSTF Education Workers.



Grant Thornton

Grant Thornton is the Auditor for the OSSTF Benefits Trust.

CHUBB[®]

Chubb is the underwriter of the Liability Policies.



Manulife

Manulife is the Insurance Carrier of the OSSTF Benefits Plan for all benefits except Accidental Death and Dismemberment Benefits

Facet

CUBIC Health provides the FACET Prior Authorization Drug program for specialty medication.

ECKLER

Eckler completes the Actuarial Valuation for the OSSTF Benefits Plan and provides consulting services to the OSSTF Benefits Trust as required.

INTENT

Intent maintains the OSSTF Benefits Website and assists OSSTF Benefits with communication.

TeachersLife[™]

Teachers Life is the Insurance Carrier of the Accidental Death and Dismemberment Benefits for the OSSTF Benefits Plan.

**KOSKIE
MINSKY**

Koskie Minsky is the primary legal counsel utilized by the OSSTF Benefits Trust.



Barber Stewart McVittie & Wallace provides the Consulting Services for the Liability Policies required by the OSSTF Benefits Trust.

OUR BOARD

The Mission Statement of the OSSTF ELHT Board is:

“The OSSTF ELHT promotes and supports the well-being of plan members and their family by providing comprehensive and sustainable health and welfare benefits through excellence in governance and service.”

Nine voting members on the ELHT Board of Trustees are responsible for operating the plan and ensuring its financial sustainability. Five members of the Board of Trustees are appointed by the OSSTF, two by the Ontario Public School Boards’ Association (OPSBA) and two by the Crown. Each Trustee has a minimum three-year term, which can be renewed twice, subject to a maximum tenure of nine years.

Current OSSTF ELHT Trustees are:

Tania Alatishe-Charles

OPSBA Appointee

Brad Bennett

Vice Chair – OSSTF Appointee

Lori Foote

Chair – OSSTF Appointee

Jack Jones

OSSTF Appointee

Nick Landry

OPSBA Appointee

Deborah Leckman

Crown Expert Appointee

Randy McGlynn

OSSTF Independent Expert Appointee

Dianne Fox

Crown Appointee

Dayle Whittaker

OSSTF Appointee

We would like to warmly welcome Nick Landry, the newest OSSTF Employee Life and Health Trust Trustee, to the Trust’s Board. Appointed by OPSBA, Nick is a Chartered Professional Accountant and is the Superintendent of Business Services and Treasurer at a school board.

OSSTF Benefits employs Donna Morrison as the Executive Director and Diane Yocom as the Administrator of the OSSTF ELHT.

The OSSTF ELHT Trustees are responsible for the operational and financial sustainability of the Trust, including but not limited to:

- Review of the design of the OSSTF Benefits Plan and the OSSTF-EW Plan
- The validation of the sustainability of the OSSTF Benefits Plan and the OSSTF EW Plan design
- Setting and revising Employee Contribution rates or premium requirements and deductibles with respect to the OSSTF Benefits Plan and the OSSTF-EW Plan
- Approval of annual reports and audited financial statements.
- Identifying efficiencies that can be achieved in the administration and investment of the OSSTF ELHT
- Design, adoption, and implementation of policies
- Compliance with all applicable statutory requirements
- Procurement of adjudicative, administrative, insurance, consultative and investment services

Board meetings are Chaired by Lori Foote and attended by all other Trustees and staff. Five board meetings have been held since September 1, 2022.

In addition to the Board meetings, the following OSSTF ELHT Standing Committees have been established and meet regularly to complete their responsibilities and make recommendations to the Board:

Executive Committee:

This committee acts on behalf of the Board between board meetings or in cases of emergency, hires and oversees board staff, and is responsible for bylaws, policy review and trust agreement compliance requirements.

Current Executive Committee members are Lori Foote, Chair, Brad Bennett, Deborah Leckman and Randy McGlynn.

Finance Investment and Audit Committee:

The Finance Investment and Audit Committee is responsible for ensuring the fiscal health of the Trust. The members review and recommend investment strategies and policies to the Board, review and recommend a board annual budget as well as the appointment of an external auditor and provide oversight of the fund's administrators.

Current Finance Investment and Audit Committee members are: Randy McGlynn, Chair, Tania Alatishe-Charles, Brad Bennett, Nick Landry, Deborah Leckman and Lori Foote (ex-officio).

Appeals Committee:

The Appeals Committee is responsible for reviewing claim appeals referred to the OSSTF ELHT Appeals Committee by the third-party administrator committee and making recommendations to the Board, as appropriate. The Committee also conducts an annual review of the FACETS Specialty Drug Program.

Current Appeal Committee members are: Dayle Whittaker, Chair, Brad Bennett, Dianne Fox, Jack Jones, and Lori Foote (ex-officio)

Funding and Plan Design Modelling and Compliance Committee:

The mandate of this committee is to ensure that the Plan continues to have long term sustainability. This committee works with the actuary in the development of the annual valuation and actuarial recommendations to the Board. The members review the Plan's expected liability and expected asset streams and reviews quarterly changes to the benefit and healthcare environments. This committee is also responsible for the development and review of the OSSTF Employee Life and Health Trust Funding Policy.

Current Funding and Plan Design Modelling and Compliance Committee members are: Jack Jones, Chair, Nick Landry, Dayle Whittaker, and Lori Foote (ex-officio).

RENEWAL OF THE OSSTF BENEFITS PROGRAMS

The OSSTF Benefits Plan health, dental and life insurance benefits provided by Manulife and AD&D (Accidental Death and Dismemberment) benefits provided by Teachers' Life, renew effective September 1 of each year. September 1, 2023 is the sixth renewal of the OSSTF Benefits plans for eligible OSSTF Teachers and eligible OSSTF Education Workers.

A key principle that guides the OSSTF ELHT Board of Trustees in its work on behalf of plan members, is protecting the long-term sustainability of the OSSTF Benefits Plan while also ensuring comprehensive coverage for plan members and their eligible dependants. Achieving this balance requires responsible financial management and following best practices in the benefits industry.

The OSSTF Benefits Plan is funded by two sources:

The negotiated FTE (Full Time Equivalent) Funding as outlined in the OSSTF Central Agreements for Teachers:

This is the major source of funding for the plan.

Plan member contributions toward the plan: Plan member contributions toward the health and dental benefits are 6% of the budgeted premium rates for full time plan members (1.0 FTE) and are pro-rated for less than full time plan members. There are also member contributions for plan members who choose to participate in the Optional Life benefits and plan members who are on a leave of absence and choose to continue to participate in the plan.

In consideration of these factors, the OSSTF Benefits Board of Trustees have approved the September 1, 2023 renewals which results in **an overall increase to the cost of the plans.**

- **Based on the demographics and life insurance risk of the eligible members, a reduction to the Basic Life insurance rates and no change to the Basic AD&D rates:** For active plan members, the Basic Life insurance and AD&D premium is funded through the negotiated FTE funding; this will not have an impact on plan member contributions. It will result in a slight decrease to the T4As issued annually for these taxable benefits.

- **A reduction also applies to the current plan member paid Optional Life rates and no change to the member paid Optional AD&D rates:** This will result in a slight decrease to the monthly premiums for plan members who are participating in the Optional Life and AD&D benefits. NOTE: Optional Life rates are based on 5-year age bands. Therefore, if a plan member or spouse's age brings them into the next 5-year age band, these premiums will change. OTIP will advise plan members of this age band rate change. Plan members and spouses always have the option of reducing or cancelling their Optional Life coverage.
- **Based on past and projected claims experience of the health and dental benefits, an increase to the health and dental rates that the plan pays to the carrier is necessary. However, the OSSTF Benefits Plan has approved that the current level of plan member contributions be held through the September 1, 2023 renewal.** This means that there is **no change at this time** to the health and/or dental plan member contributions for both active plan members and those on leave who are participating in the health and/or dental benefits.

The claims experience of the OSSTF Benefits Plans will continue to be closely monitored by the Trust. Based on the evolution of the plans' claims experience and the potential outcome of negotiations of the OSSTF Central Agreements, it may be necessary to implement an increase to the plan member contributions and/or implement some cost containment changes to the plan. If changes become necessary, plan members will be provided with advance notice of any change. Members need to be aware that the effective date of the change may be prior to the next scheduled renewal date of September 1, 2024.



osstfbenefits.ca



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