

**MESSA In-Network Plan Comparison - Effective 1/1/2025**  
**Monroe County ISD - 690A Teachers/Certified; 690E Supervisory; 690F Hourly Support Staff**

	<b>MESSA Choices \$500/\$1,000 0% MESSA Saver Rx</b>	<b>MESSA ABC Plan 1 \$1,650/\$3,300 HSA 0% MESSA ABC Rx</b>	<b>MESSA ABC Plan 2 \$2,000/\$4,000 HSA 0% MESSA ABC Rx</b>	<b>MESSA Balance+ \$1,650/\$3,300 HSA 20% MESSA Balance+ Rx</b>
<b>In-Network Cost Share After Deductible</b>				
Deductible	\$500/\$1,000	\$1,650/\$3,300	\$2,000/\$4,000	\$1,650/\$3,300
Coinsurance	0%	0%	0%	20%
Teladoc 24/7 care for minor illnesses, injuries and mental health	\$20	0%	0%	\$10
Teladoc Health virtual primary care	\$20	0%	0%	\$25
Office visit	\$20	0%	0%	\$25
Specialist visit	\$20	0%	0%	\$50
Urgent care	\$25	0%	0%	\$50
Emergency room	\$50	0%	0%	\$200
Total out-of-pocket maximum	\$2,500/\$5,000	\$2,650/\$5,300	\$3,000/\$6,000	\$4,050/\$8,100
<b>Certain Benefit Differences (cost share is applied after deductible is met)</b>				
Chiropractic manipulations	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 100% after ded.	12 visits combined per calendar year; \$25 copay applies
Osteopathic manipulations	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 100% after ded.	
Outpatient physical, occupational and speech therapy	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 100% after ded.	30 visits combined per calendar year, including therapeutic massage by an approved provider (excludes massage therapist); 80% after ded.
Bariatric surgery	100% after ded.	100% after ded.	100% after ded.	Not covered
Acupuncture	100% after ded.	100% after ded.	100% after ded.	Not covered
Hearing aids	100% up to a max. benefit after ded.	100% up to a max. benefit after ded.	100% up to a max. benefit after ded.	Not covered

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<b>Prescription Drugs</b>	<b>MESSA Saver Rx</b>	<b>MESSA ABC Rx (after deductible)</b>	<b>MESSA ABC Rx (after deductible)</b>	<b>MESSA Balance+ Rx (after deductible)</b>
<b>Up to a 34-day supply</b>				
Generic	\$2 or \$10	Free, \$2 or \$10	Free, \$2 or \$10	Free or \$10
Preferred brand	\$20 or \$40	\$20 or \$40	\$20 or \$40	\$40
Nonpreferred brand				\$80
Preferred specialty (generic specialty and brand specialty)	Pricing included in one of the above categories	Pricing included in one of the above categories	Pricing included in one of the above categories	20% coinsurance (\$0 min - \$150 max)
Nonpreferred specialty				20% coinsurance (\$0 min - \$300 max)
<b>90-day supply</b>				
Generic, Preferred brand, Nonpreferred brand	2x 1-month supply; Retail or mail order	2x 1-month supply; Retail or mail order	2x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order
<b>Additional Information</b>				
Free preventive drug list(s)	ACA Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.
Supplemental Plans	Not included	Not included	Not included	Included: MESSA's Accident, Critical Illness and Hospital Indemnity plans

ACA = Affordable Care Act

~ Essentials by MESSA Rx, Balance+ Rx, and 5-Tier Rx plans have several drugs and drug categories that are excluded from coverage, including, but not limited to brand-name drugs that have generic equivalents, erectile dysfunction drugs, brand-name weight loss and prenatal vitamins, and drugs that treat coughs and colds, including most antihistamines.

~ For Saver Rx and ABC Rx, the reduced cost generic drugs at \$2 and brand name drugs at \$20, include medications for asthma, diabetes, coronary artery disease, high blood pressure and high cholesterol.

~ The MESSA ABC Plan 1 and Balance+ deductible is subject to change each Jan. 1 to remain HSA-compatible, per IRS rules; out-of-pocket maximums may change based on deductible amounts.

If you have any questions, please contact your MESSA Field Representative, Monica McKay, at 800-292-4910.

This comparison is provided for informational purposes only and MESSA assumes no responsibility or liability for any errors or omissions in the content. Refer to MESSA.org and the plan booklets for additional information.