

Your 2025 Healthcare Benefit Guide

Charles County Public Schools

*Retirees 65+ and Medicare Eligible
who don't qualify for MAPD*



With Care,



Recognized as one of the
World's Most Ethical Companies®


Welcome

We're glad you're considering CareFirst BlueCross BlueShield (CareFirst). We know there's a lot of information to review when selecting your health plan. We hope this simplified guide provides information that makes choosing CareFirst an easy decision.

Inside, you'll find information that'll help you select the plan that's best suited to your needs. Whichever plan you choose, you'll have coverage that's recognized and accepted by more top doctors than any other network. Plus, you'll know that you have the support of a team that's working everyday to improve the healthcare experience of every member.

Ready to explore your 2025 benefits?

PPO Plan
Preferred Provider
Organization



Flexibility to see any
provider, anywhere

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It helps to understand some key terms



CareFirst member cost: The maximum amount providers can charge CareFirst members for a specific service.

Deductible: Depending on your plan, you'll need to pay for some services on your own until you reach your deductible. Then your plan starts helping with the cost of your care.

Out-of-pocket maximum: The most you'll pay for covered services in a plan year. After you spend this amount on care costs, your plan will pay 100% of the CareFirst member costs for the rest of the plan year.

The personas represented in this decision guide are not real. The personas and quotes are used for illustrative purposes only.

Medical plan highlights

Let’s look at some of your in-network costs for common services with this plan.

	PPN
Costs to consider	
In-network Deductible You'll pay the full CareFirst member cost for some services until you reach your deductible	\$0
Out-of-pocket Maximum The most you'll pay for covered in-network services in a plan year	\$800 individual/ \$1,600 family
Plan Includes Out-of-network Coverage	Yes
Staying healthy	
Annual Physical Exam	\$0 per visit
Preventive Screenings and Immunizations	\$0 per visit
Provider services	
Primary Care Provider (PCP)	\$15 per visit
Specialist (e.g. Dermatologist)	\$15 per visit
Mental Health Professional—Office	\$15 per visit
Urgent Care	\$15 per visit
Emergency Room	\$100 per visit (this charge waived if admitted)
Imaging (MRA/MRS, MRI, PET, CT Scans) (non-hospital facility)	\$0 per visit
Labs (non-hospital facility)	\$0 per visit
X-rays (non-hospital facility)	\$0 per visit
Physical, Speech and/or Occupational Therapy	\$15 per visit—office; \$30 per visit—hospital
Outpatient Surgery (surgical center)	\$15 per visit—office; \$20 per visit—outpatient practitioner plus \$30 per visit outpatient facility
Inpatient Hospitalization (including maternity)	\$0 per visit
Artificial and Intrauterine Insemination	\$15 per visit—office; \$20 per visit—outpatient practitioner plus \$30 per visit outpatient facility
In Vitro Fertilization Procedures	\$15 per visit—office; \$20 per visit—outpatient practitioner plus \$30 per visit outpatient facility
Durable Medical Equipment	\$0 copay

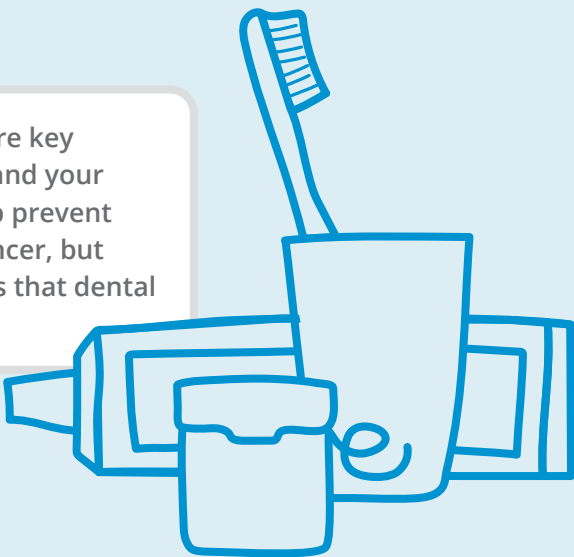
Costs shown are for care received in-network and, except for emergency room, at non-hospital locations. See your Summary of Benefits for limitations and plan details.

Dental plan highlights

Let’s review some of your in-network costs for common dental services.

	Preferred Dental
Costs to consider	
Annual Maximum Benefit	\$1,400
Annual In-network Deductible	\$30 individual/\$80 family
Orthodontia Lifetime Maximum	\$1,400
Plan Includes Out-of-network Coverage	Yes
Routine checkups	
Preventive Care and Diagnostic Treatment (exams, cleanings, X-rays)	20% of CareFirst Member cost
Basic services	
Fillings, Basic Periodontal Services and Non-surgical Extractions	20% of CareFirst Member cost
Major services	
Major Surgical (root canals, surgical extractions and surgical periodontal services)	20% of CareFirst Member cost
Major Restorative (dentures, crowns, bridges)	20% of CareFirst Member cost
Orthodontia (under age XX; up to the lifetime maximum per person)	40% of CareFirst Member cost

Regular preventive dental checkups are key to maintaining both your oral health and your overall health. Checkups not only help prevent tooth decay, gum disease and oral cancer, but they help you avoid the pain and costs that dental problems can bring with them.



Vision plan highlights

Let’s review some of your in-network costs for common vision services.

(12-month benefit period)	Vision-plan-1
Routine checkup	
Annual Eye Exam	\$15 per visit
Corrective measures	
Davis Vision Frame Collection	\$0
Other Frames	Plan pays \$45 you pay balance
Spectacle Lenses (single-vision, lined bifocal, trifocal)	\$0
Medically Necessary Contact Lenses	\$0 with prior approval
Elective Contact Lenses	\$0 Davis Vision Collection; Plan pays \$97 single vision or \$127 bifocal and other lenses

A regular vision checkup can tell you more about your health than you might think. Not only can your eye doctor help you see better, but they can also identify a host of other problems including diabetes and cancer.



Prescription drug plan highlights

Here are your costs for prescription drugs from a participating pharmacy.

PPN Prescription Drug	
Costs to consider	
Annual Out-of-pocket Maximum	\$5,800 Individual/ \$11,600 Family aggregate
Retail benefit	
Generic Drugs	
34-day supply	\$10
90-day maintenance supply	\$10 (1 copay)
Brand Drugs	
34-day supply	\$15
90-day maintenance supply	\$15 (1 copay)
Mail order benefit	
Generic Drugs	
34-day supply	\$10
90-day maintenance supply	\$5
Brand Drugs	
34-day supply	\$15
90-day maintenance supply	\$10

Starting mail service is easy with FastStart®

Order your prescriptions online, by phone, by mail or ask your doctor to order it for you. Once your prescription is on file, ordering refills online is convenient, fast and a great way to manage your long-term medications! Click on the refill link to get the fastest refills or even select automatic refills and renewals of your common, long-term drugs. CVS Caremark will automatically refill eligible drugs or request a new prescription from your doctor when an eligible prescription expires or runs out of refills.

Log on to Caremark.com to:

- Start a new prescription with FastStart®
- Get the fastest refills
- Sign up for automatic refills and renewals
- Check order status
- Set up alerts

Registration is easy!

- Go to **caremark.com/register**
- Enter the required information and click *Continue*.
- Create a username and password.

Perks included with every plan



Achieve your well-being goals with the help of programs for weight management, tobacco cessation and more



Enjoy exclusive discounts through our Blue365 program on things like fitness gear, gym memberships, meal delivery services, hotels and travel



Get inspired to be your healthiest by completing fun activities through your well-being program



Pay nothing for annual in-network preventive care and 24-Hour Nurse Advice Line

"I take advantage of the hotel discounts through Blue365."



"I lost 30 lbs. with the help of my coach and the Noom program."



"I like knowing I can call the 24-hour nurse line at any time."



With CareFirst, you get so much more

Unmatched access

With 95% of national providers¹ and 99% of local providers² within our Blues network, you have the **broadest access to care**.

Comprehensive care

Our comprehensive care approach meets you where you are, ensuring you have a consistent, whole health experience that helps you better manage your **physical, emotional, social and financial well-being**.

Local expertise

Our extensive and long-standing local relationships give you **unparalleled access to providers and community organizations**, resulting in enhanced care coordination and improved health outcomes.

Innovative member solutions

Beyond health coverage, you have access to our **comprehensive portfolio of best-in-class member solutions** to help you achieve your best health in all stages of life, health and conditions.



1 in 2 americans are covered by Blue regionally, 1 in 3 nationally³



Most chosen health plan in the Mid-Atlantic, serving 3.5 million members



A not-for-profit company driven by mission



Access to 1.7 million U.S. providers⁴



CareFirst is proud to be recognized as one of the World's Most Ethical Companies® for 12 consecutive years.



¹ CHP Network Compare Findings, Q3 2017

² CareFirst Book of Business Data, August 2020

³ BCBSA Blue Facts, February 2022

⁴ Provider Data Repository (PDR), January 2021

So many options for when you need care

Establishing a relationship with a primary care provider (PCP) is the best way to receive consistent, quality care. But when life makes that difficult, CareFirst offers so many other ways to get the care you need.

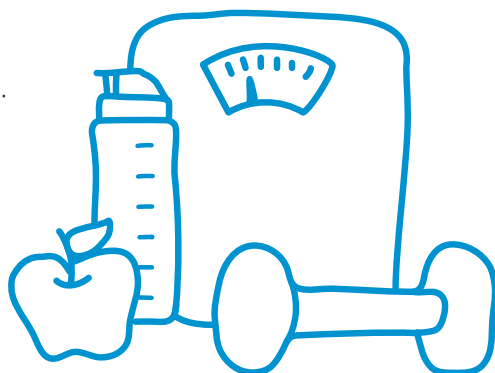
	Needs or symptoms such as:	Virtual option
CloseKnit Virtual Care		
CloseKnit offers 24/7/365 virtual-first primary care, urgent care*, mental health and other specialty services. * Primary care available to members and dependents ages 18+; Urgent care available to members and dependents ages 2+	<ul style="list-style-type: none">Cough, cold and fluUrgent care needsIllness while travelingTherapyPsychiatry, lactation and nutrition servicesMedication questionsInsurance or coverage questions	✓
24-Hour Nurse Advice Line		
Call 800-535-9700 for general questions about health issues or where to go for care	<ul style="list-style-type: none">Cough, cold and fluRashesMedication questions	✓
PCP Visit		
Discuss diagnosis, treatment of illness, chronic conditions, routine check-ups	<ul style="list-style-type: none">Routine physicalDiabetic careCough, cold, flu, allergiesBronchitis	✓
Convenience Care Centers		
(e.g., CVS MinuteClinic) Health screenings, vaccinations, minor illness or injury	<ul style="list-style-type: none">Cough and coldPink eyeEar painFlu shot	✗
Urgent Care Centers		
Non-life-threatening illness or injury requiring immediate care	<ul style="list-style-type: none">SprainsCut requiring stitchesMinor burnsSore throat	✗
Emergency Room Visit		
Life-threatening illness or injury	<ul style="list-style-type: none">Chest painDifficulty breathingUncontrolled bleedingMajor burns	✗

CloseKnit is a registered trademark owned by, and is the trade name of, Atlas Health, LLC. Atlas Health, LLC d/b/a CloseKnit provides telehealth services to CareFirst BlueCross BlueShield members.

PLEASE READ: The information provided in this document regarding various care options is meant to be helpful when seeking care and is not intended as medical advice. Only a medical provider can offer medical advice. The choice of provider or place to seek medical treatment belongs entirely to you.

CareFirst WellBeing

Live your healthiest life with CareFirst WellBeingSM. Access motivating digital resources anytime, plus specialized programs for extra support—at no cost to you—including:



- **RealAge[®]:** Discover if your healthy habits are making an impact by taking the RealAge health assessment.
- **Health coaching:** Get one-on-one confidential support from trained professionals to achieve your best health.
- **Lifestyle coaching:** Identify opportunities to improve your daily health, from managing stress to eating healthy and being active.
- **Disease management:** Get help to better understand and manage your chronic or complex condition.
- **Tobacco cessation:** Learn how to recognize and avoid tobacco cravings and habits with our voluntary and confidential 21-day program, Craving to Quit.
- **Financial well-being:** Whether you want to stop living paycheck to paycheck, get out of debt, or send a child to college, our financial well-being program, SmartDollar, can help.
- **Weight management programs:¹** Reach a healthier weight and reduce the risk of developing type 2 diabetes with the following programs:
 - **Noom weight management:** Gain confidence to make lasting change with this award-winning weight loss program designed by psychologists.
 - **Noom diabetes prevention program (DPP):** Access tracking tools, peer support and specially trained coaches to help lower the risk of diabetes.
 - **Eat Right Now:** Change your eating patterns with this 12-month program that combines neuroscience and mindfulness tools.
- **Inspirations:** Break free from stress, unwind at the end of the day or ease into a restful night of sleep with meditation, streaming music and videos.

Exciting, personalized programs—from physical fitness and family relationships to stress management and financial health—can help you, and your family, address every aspect of your well-being.



¹ To join Noom or Eat Right Now, members need to meet clinical eligibility criteria through an online assessment. Noom is an app-based program. Eat Right Now is app-based and available on the web.

Eat Right Now is administered by Sharecare, Inc. and Noom is administered by Noom, Inc., independent companies that provide health improvement management services to CareFirst members. Sharecare, Inc. and Noom do not provide CareFirst BlueCross BlueShield products or services and are solely responsible for the health improvement management services they provide.

Find a doctor

CareFirst has one of the world's largest networks of participating providers—over one million in all. Whether you're looking for a primary care physician, a specialist or a care facility, we can help you find one that's right for you. Our simple Find-a-Doctor tool helps you select the right healthcare at the right place.

Try it for yourself. Visit **carefirst.com/doctor**. You'll be able to search by name, location, specialty and a host of other options. You can even find participating doctors and facilities outside of the U.S.



My Account benefits

Your member portal is personalized to you and your CareFirst benefits. Stay on top of your health with easy access to everything you need to understand your coverage, find care at the best price, and track your claims and deductibles at your fingertips. With My Account, you can:

- Find in-network doctors, urgent care centers and other care—nationwide
- View, order or email member ID cards
- Check claims and deductible status
- Update communication preferences and password
- Quickly access a variety of CareFirst member programs
- Send a secure message for members

Treatment Cost Estimator

Our Treatment Cost Estimator shows you what you'll pay for procedures, doctor's office visits, lab tests and surgery beforehand, so you can plan ahead and avoid surprises.



- Receive personalized estimates based on your plan
- Compare costs from different doctors and facilities

Mental and behavioral health support

As a CareFirst member, you have 24/7 access to a range of programs for depression, anxiety, drug or alcohol dependencies and other mental health conditions, including:

- **CloseKnit**—access our leading virtual care practice through a simple, convenient app. CloseKnit providers can assess behavioral health needs to help you connect with therapists and psychiatrists.
- **Substance Use Support**—get clinical counseling 24/7, or schedule substance use disorder treatment for you or a loved one within 48 hours.
- **Care Navigation**—talk to a Behavioral Health Care Manager who can help you find a path forward. LGBTQ+ members can contact our dedicated services specialist for help navigating care and understanding benefits.

To learn more about all the free mental and behavioral support available, visit carefirst.com/mentalhealth.

You're never alone. If you or someone you know is in crisis, call or text 988 or contact the CareFirst support line at 800-245-7013.



"We all struggle at times, so knowing there are so many options my teens can turn to for help is a huge relief."

BlueCard and Blue Cross Blue Shield Global® Core

With your Blue Cross and Blue Shield member ID card, you have access to doctors and hospitals almost anywhere. BlueCard gives you the peace of mind that you'll always have the care you need when you're away from home. And with Blue Cross Blue Shield Global® Core (BCBS Global® Core), you have access to care in more than 190 countries.

BlueCard

- You'll have access to local Blue Cross Blue Shield Plan doctors and hospitals when you're outside the CareFirst service area.
- You'll be considered a member of the local BCBS plan when you receive care. Your cost may be different than when you're in the CareFirst service area.
- For care received in-network, you don't have to complete claim forms, so there's no paperwork.

BCBS Global® Core

- In most cases, you shouldn't have to pay up front for inpatient care at hospitals in the BCBS Global Core Network.
- At hospitals outside the BCBS Global Core Network, you pay the doctor or hospital for inpatient care, outpatient hospital care and other medical services. You then complete an international claim form for reimbursement.



"I'm constantly traveling for work and for fun. It's good to know I'm covered—wherever I go."

Next steps

Ready to enroll?

- Contact Employee Benefits at **employeebenefits@ccboe.com**
- Complete the Medicare Enrollment Form
- Look for your member ID cards in the mail

Not ready to choose your plan just yet?

- If you need more detailed plan information, visit **<https://www.ccboe.com/staff/myccps/benefits-pay/employee-benefits>**

Set a reminder on your phone so you don't miss the deadline to enroll!



We're here to help! If you have additional questions, please call 833-630-1167, Monday–Friday 8 a.m. to 9 p.m.



“Everything in this guide is designed to help you and your family achieve your best health. And all the plans, programs, tools and resources that we’ve built for you are exactly what we expect for ourselves and those we love. Because, like you, we’re CareFirst members, too.”

Tonya O.

CareFirst

Employee since '22

Notes



Family of health care plans

CONNECT WITH US:



The examples provided in this booklet are meant to help you evaluate the benefits we offer. They are not meant to convey the exact terms of any one particular plan and do not create rights not given through the benefit plan. The details of your plan may vary.

The policies may have exclusions, limitations or terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, call CareFirst.

Notice of Nondiscrimination and Availability of Language Assistance Services

CareFirst BlueCross BlueShield, CareFirst BlueChoice, Inc. and all of their corporate affiliates comply with applicable federal civil rights laws and do not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: Si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 855-258-6518.

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 855-258-6518。

This well-being program is administered by Sharecare, Inc., an independent company that provides health improvement management services to CareFirst members. Sharecare, Inc. does not provide CareFirst BlueCross BlueShield products or services and is solely responsible for the health improvement management services it provides.

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