

TEACHERS HEALTH TRUST:

2024-25 Audit

CCSD Board of Trustees Meeting

March 12, 2026



What makes the THT / CCSD relationship unique?

THT is a non-profit partner, not a vendor.

THT Is Not Like For-Profit Insurers

- Unlike for-profit insurers, THT **answers directly to educators and their employer—not shareholders**. Teachers Health Trust was founded in **1983 by CCSD and CCEA** to provide **educator-focused health benefits**, governed locally and built for service.

Transparency is a Core Philosophy

- Under the CCSD/CCEA negotiated agreement, THT provides **monthly financial statements** and an **annual, independent audit** to CCSD. Audit findings are formally presented to the CCSD Board of Trustees to ensure **full visibility** and **oversight**. THT believes **transparency is good governance**, not just a contractual obligation.

Governed by Educators & Experts

Today's Presenters:

- **Tom Zumtobel, CEO** – Joined THT in 2021
- **Andrew Helms, CFO** – Joined THT in 2023
- **Peggy Melton (Chair)** – Retired CCSD Educator, Joined Board in 2022

THT's Board is comprised of education professionals and community experts.

- **Laura Rich (Vice Chair)** – Community Representative (Director of the NV Dept. of Human Services), Joined Board in 2023
- **Christina Hollowood (Secretary)** – CCSD Educator, Joined Board in 2024
- **Patrick Jacobson** – CCSD Educator, Joined Board in 2025
- **Glenford Parks** – CCSD Educator, Joined Board in 2025
- **Max Carter II** – Community Representative (Nevada Assembly Member), Joined Board in 2025
- **Marie Neisess** – CCEA President

Decisions Made with Skin in the Game

- THT staff, executives, and trustees participate in the same health benefits as CCSD educators, ensuring decisions about benefits and rates are made with direct personal accountability.
- Executives and trustees serve as fiduciaries, obligated to act in the best interests of plan members.

Third-party audit confirms financials are accurate and well-managed.

Strongest Financial Position in Over a Decade

2024-25 Audit Results

Independent auditors issued an **unqualified opinion**, which reflects no material issues or findings

- **Elimination of Substantial Doubt**—prior audit concerns no longer apply, reflecting major operational improvements and strengthened financial governance
- Plan **assets exceed** total **benefit obligations**

Why focus on the Quick Ratio (QR)?

The **Quick Ratio** evaluates whether liquid assets can cover financial obligations.

A healthy Quick Ratio means a healthy Balance Sheet.

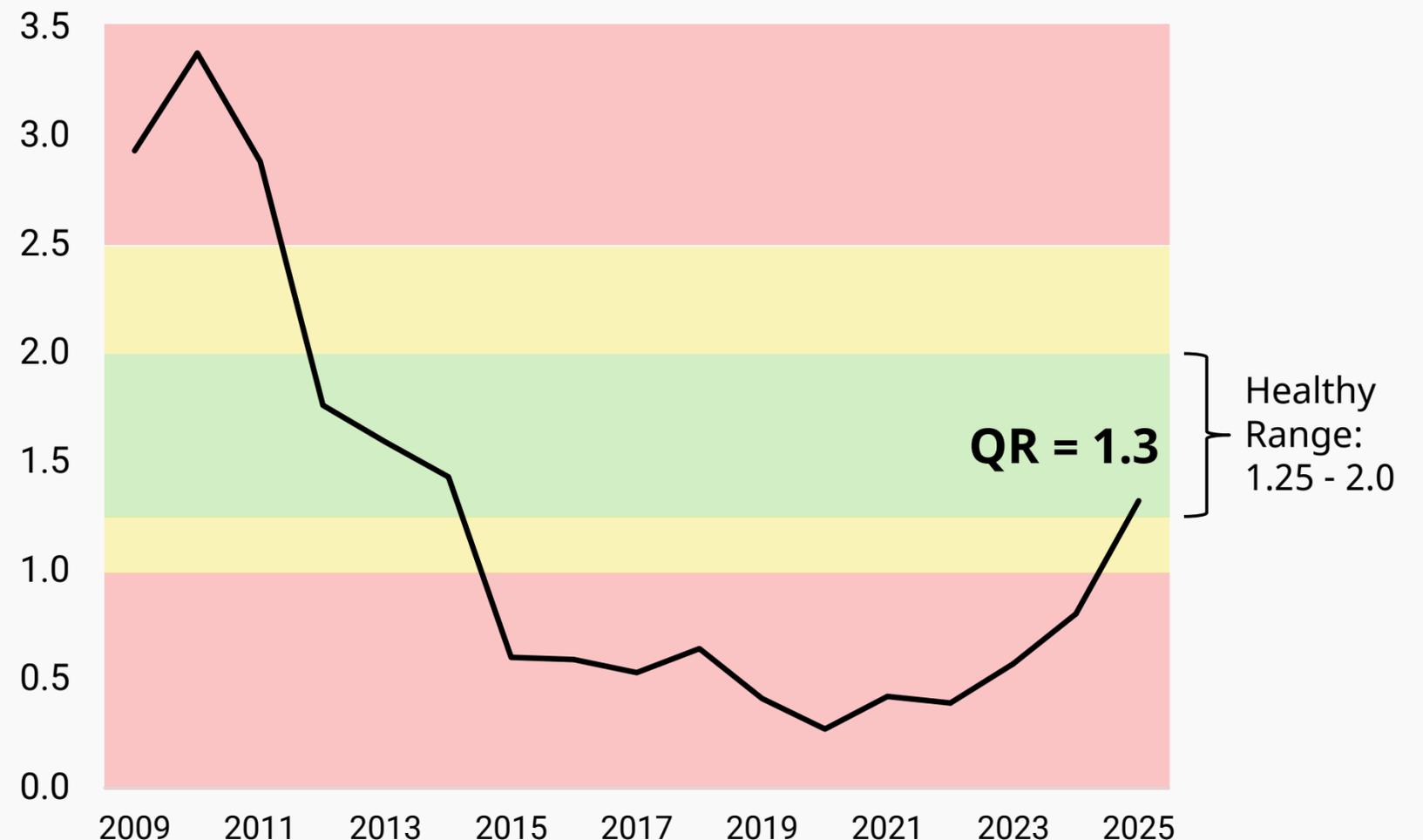
THT's 2024-25 Quick Ratio is **1.3**, the **strongest in the past decade.**

Quick Ratio (QR) Formula:

(Cash + Investments + Receivables)

Current Liabilities

THT's Quick Ratio, 2009 - 2025



Audit Confirms Inflation-Aligned Spending

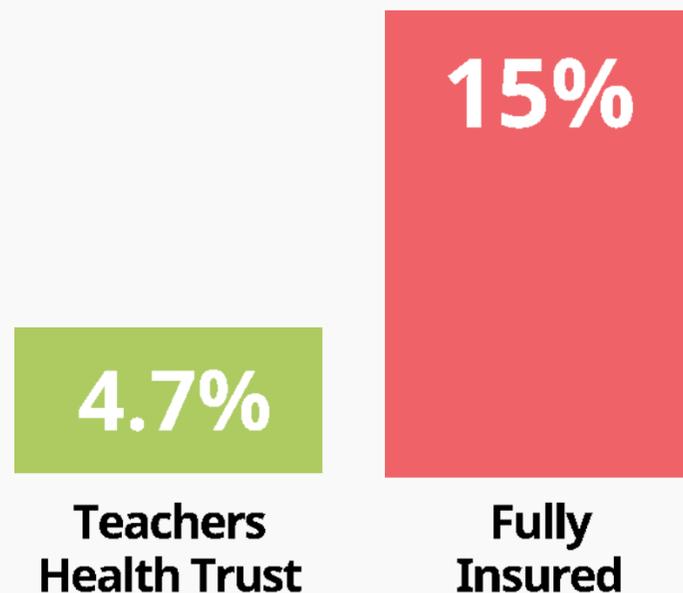
	2025	2024	Change	
Medical Expense	\$ 189,840,441	\$ 181,614,124	\$ 8,226,317	+4.5%
Admin Expense	\$ 11,288,204	\$ 12,889,764	\$ -1,601,560	-12.5%
Total Expense	\$ 201,128,645	\$ 194,503,888	\$ 6,624,757	+3.4%

Why focus on administrative costs?

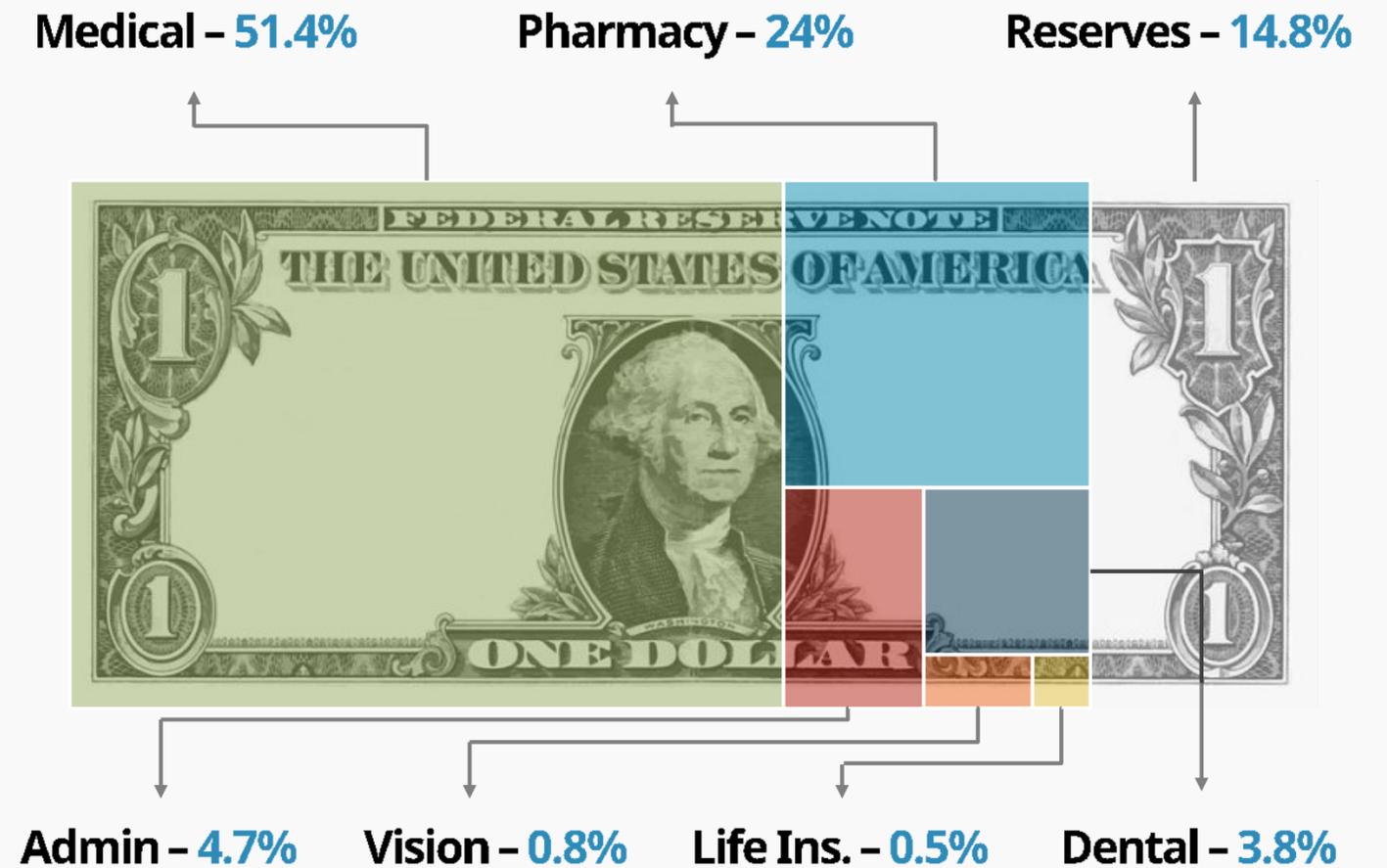
Lower overhead = more benefits for teachers.

Admin Costs: 4.7% vs 15% Industry Avg.

Administrative costs encompass all non-claim expenses. THT allocated only **4.7%** of revenue to administrative costs, resulting in approximately **\$25 million** in additional healthcare benefits for teachers.



Total Expense Breakdown



Educator Premiums Held Flat, with Some Reductions

1. **No premium increases** to full-time licensed employees (or licensed/licensed couples) since October 2022. The premiums for employees with no dependents have not increased since October 2021.
2. Restructured family tiers **lowered certain families' premiums** by \$1,000-3,000 per year.
3. For further savings, families may consider switching to the **newly enhanced Advantage Plan**, which now offers access to **100% coverage for Health Investment providers**.

Former Tiers *(ended 12/31/25)*

TIERS BASED ON NUMBER OF DEPENDENTS

- Employee Only
- Employee +1
- Employee + 2-4
- Employee + 5 or more

2026 Tiers *(beginning 1/1/26)*

TIERS BASED ON DEPENDENT TYPES

- Employee Only
- Employee + Child
- Employee + Children
- Employee + Spouse
- Employee + Family

THT's "Health Investment" program offers shorter waits and lowered copays.

More Locations. Less Out of Pocket.

Locations by Care Type

	Added in 2025	Total Locations
• Primary Care	+9	24
• OB/GYN	+9	9
• Pediatric Care	+1	4
• Behavioral Health	+1	8
• Physical Therapy	+0	20
• Cardiology	+6	6
• Endocrinology	+6	6
• Dermatology	+4	4
• Oncology / Hematology	+3	3

Member Impact (March 2024 – December 2025):

- \$556,299 in copay savings
- 6,346 members visited at least one location
- 28,667 unique appointments occurred



Access Comparison: THT vs. Other Health Plans

THT uses the **Sierra Healthcare Options (SHO) network**, the same medical network used by Nevada's largest employers.

In-Network Provider Counts *(as of 1/31/26)*

- 9,890 Medical Providers
- 2,743 Behavioral Health Providers



Benefit Spotlight: Diabetes Management

Endocrinology care is now covered 100% at 6 Las Vegas locations.

By adding specialists to the Health Investment Program, more members managing chronic conditions will now realize savings. Not only are the standard \$30 office visit copays waived, but all coinsurance and deductible amounts are also waived when visiting a Health Investment provider.

Formulary diabetic insulin and supplies are covered on all plans.

For most insulins, member costs are capped at **\$20 per month**. THT fully covers the cost of syringes, needles, lancets, test strips. Additionally, the **Dexcom continuous glucose monitors (CGM) are fully covered**. This device replaces traditional fingerstick and scanning methods and provides readings directly to the patient's doctor every 5 minutes.

GLP-1 Treatments Covered for Type 2 Diabetes

Members diagnosed with Type 2 diabetes who meet specific clinical criteria — including qualifying A1C levels — may be eligible for covered GLP-1 medications under the Plan. While some GLP-1 medications are also commonly used for weight loss, evidence is not yet conclusive that GLP-1 use leads to healthier long-term results solely for weight loss.

When members understand their benefits, they use them.

Expanded Access to Support

- In 2025, we expanded office hours to 7am – 6pm, aligning availability with teacher schedules and offering a scheduled call-back option for added convenience.

Digital Tools That Inform

- Ongoing enhancements to the website are well-received and add clear, relevant benefit information members actually use.

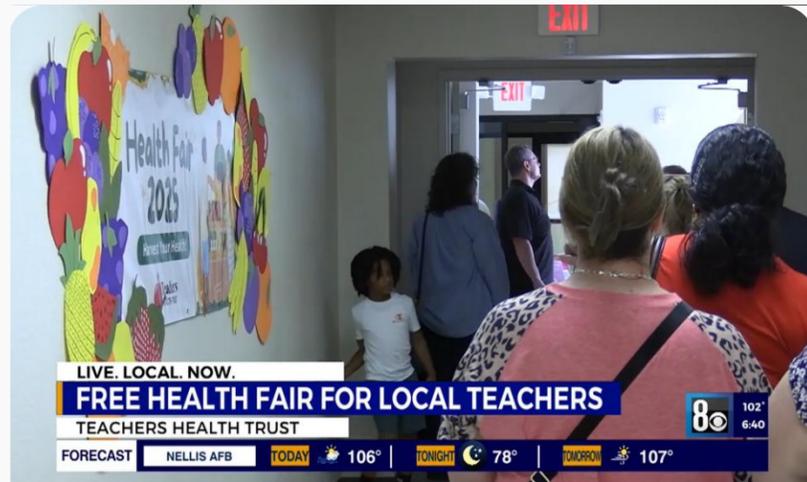
Proactive Education

- Targeted reminder emails about key benefits, deadlines, and often-overlooked programs reduce confusion before issues arise.

Consistent, Trusted Staff

- The same experienced team that answers phones daily also supports enrollment events, health fairs, and direct member outreach.

THT in the News



8 NEWS NOW - EVENT SPOTLIGHT:
THT Revives Free Health Fair for All Members

August 2, 2025



FOX 5 - MEMBER TESTIMONIAL:
Bariatric Surgery Changes Retired CCSD Teacher's Life

August 16, 2025



CHANNEL 3 - LIVE INTERVIEW:
THT Reduces Premiums for Certain Families in 2026

November 25, 2025



NEVADA BUSINESS MAGAZINE:
Health Investment Program Gives Expedited Access to Health Care at Low or No Cost
May 8, 2025



FOX 5 VEGAS:
Teachers Health Trust wins Gold (highest level) People's Choice Award
July 28, 2025



LAS VEGAS HEALS:
THT Offers Free Onsite Primary Care and Mammograms at Select Schools
December 8, 2025

Teachers Health Trust Pioneers Covering New Blood Test to Prevent Preterm Births
January 7, 2026

What is next for THT in 2026?

Prioritizing affordability, access, and trust.

Optimize Networks & Claims Experience

- Continuously demand accountability for network and claims performance, as expectations remain unmet. By focusing on growing plan participation, THT increases its influence and ability to advocate in the Las Vegas healthcare market.

Expanding Self-Service & Smart Support

- Empower members to find answers, understand benefits, and resolve common issues faster and more easily using AI tools—all while retaining access to our local support team and keeping private information protected.

Cost Control That Protects Educators

- Prescription cost management remains a top priority, with a continued focus on cost per script without compromising access or quality.
- Identify additional ways to lower premiums for educators with families.

QUESTIONS OR CONCERNS?

- Visit **ththealth.org** for answers and contact information.
- Call **(702) 794-0272** (Some teams are 24/7, THT is option 2 and is open Monday-Friday, 7am-6pm).
- Educators may chat with us via the **online member portal**.



Teachers
HEALTH TRUST

For Teachers. By Teachers.