

Evansville Community School District

Insurance Committee Meeting Minutes

Monday, October 9, 2017

3:15 p.m.

Present: Dee Jay Redders, Corine Schieldt, Deb Fritz (at 4:30), Rin Kundert, Chris Schullo, Jerry Roth, Steve Swanson, Greg Kuelz, and Caroline Mills.

Absent: Cheryl Thomas, Annie Hovorka, Nicole Ritter.

1. Appoint note-taker.
 - a. Chris Schullo.
2. Reviewed minutes from 10-2-17.
 - a. Motion by Dee Jay to approve the minutes from 10-2-17. 2nd by Corine. Minutes approved.
3. Discussed modified spreadsheet.
 - a. Gave an estimated example for potential numbers for the 2018-19 school year.
 - b. Used an example 7% increase in premium costs as a potential scenario.
 - c. Kept the same HRA budget estimation amount for District.
 - d. Kept cash-in-lieu the same.
4. HRA information on the spreadsheet.
 - a. Discussed the board policy for “left-over” money allocated for HRA reimbursements.
 - b. Board policy says that “The Board will take action annually in June to commit the unspent budgeted dollars for the high deductible Health Reimbursement Arrangement (HRA) to be determined at the conclusion of the annual audit for the purpose of reducing future employee health insurance increases.”
 - c. Two years ago, the Board gave a 3% increase in health benefits. Last year, they froze health benefits.
 - d. Employees’ predicted collective contribution to premium on this spreadsheet is \$365,999 (no percentage change from 15% of the premium paid by employees).
 - e. The District’s increased cost predicted on this spreadsheet is \$118,736 (no percentage change from 85% of the premium paid by the District).
5. HSA information on the spreadsheet.
 - a. With a \$3000/\$6000 deductible, the premium costs are expected to drop 11.7% from current levels (would cost 88.3% of current cost).
 - b. Employees’ cost predicted on this spreadsheet is \$302,179 (no percentage change from 15% of the premium paid by employees).
 - c. The District’s increased cost predicted on this spreadsheet is \$74,079 (no percentage change from 85% of the premium paid by the District).
 - d. A District increase of \$74,079 is approximately equivalent to a 3% increase over current health benefit costs.
 - e. Assumes \$2600/\$5200 contribution to each employee’s HSA which equals the current out of pocket staff deductible of \$400/\$800.
 - f. Staff savings include no copays, lower premiums, all prescription costs apply to the deductible.

- g. District savings include lower premium costs and no HRA reimbursement costs.
 - h. Discussed possibility of District “front loading” some money into HSA from the left-over HRA monies currently held in the general fund. If District fully front-loaded some high need employees at the beginning of the 17-18 school year, they could fund 19 employees with the HRA money left-over from the 2016-17 school year.
 - i. If District contributed \$2500/\$5000 (instead of \$2600/\$5200), their additional annual expense would be \$48,379 which is an approximately 2% increase in health benefit cost.
6. Question – what would the process be for the Board to decide if they are going to give any increase in their health benefit costs?
- a. Jerry said we would do a presentation to the Board with Greg’s scenarios and spreadsheet as well as staff preferences.
7. Went through some individual scenarios provided by Greg.
- a. Discussed how many and how detailed we want the scenarios to be that we present to all staff.
 - b. Decided to do three very specific scenarios including HRA vs. HSA costs for a low-level user, a mid-level user, and a high-level user.
 - c. Greg will bring new scenarios to the next Committee meeting.
8. Discussed possibility of supplemental insurance policy for an extreme health crisis.
- a. Greg said we talked about this during last year’s Committee meetings but that he would recommend a different provider than the one that presented last year.
 - b. Chris said she has notes from that presentation that she will bring to our next meeting.
9. To do –
- a. Make a recommendation to the Board to keep the HRA from January 1 to June 30, 2018.
 - b. Schedule all-staff (or building?) meetings on mandatory meeting days (Mondays or Wednesdays).
10. Want on next meeting’s agenda:
- a. Check scenarios to make sure they are what we want to present to staff.
 - b. Check for possible handouts or links we could give/send to staff to educate them.
 - c. Develop plan for the rest of our work/meetings with the final presentation to the staff in March and a staff survey in March.
11. Next Insurance Committee meeting is scheduled for Monday, November 6, at 4:30 p.m. in the District Board Room.
12. Move to adjourn by Dee Jay, 2nd by Corine – meeting adjourned 5:15 p.m.

Respectfully submitted by Chris Schullo (10-11-17)

Approved: 12/13/17