

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Insurance Committee Minutes

Wednesday, October 15, 2014, 5:30 p.m.

A regular monthly meeting of the Insurance Committee was called to order at 5:30 p.m. on Wednesday, October 15, 2014, in the District Board and Training Center by District Administrator Jerry Roth.

Attendance

Members in attendance: Jerry Roth, Kelly Mosher, Doreen Treuden, Tina Rossmiller, Sandi Spanton-Nelson, Jolene Hammond, Kevin Wells, Greg Kuelz, and Deb Fritz (recorder).

Appoint Notetaker

No one volunteered to take notes; consequently, Deb Fritz volunteered so that Greg Kuelz did not have to talk and take notes simultaneously.

Introductions

Members took turns introducing themselves and sharing their connections to the District. Greg shared that the committee should use parliamentary procedure and that he would not have a vote as the facilitator.

Approve May 5, 2014, Minutes:

Motion by Ms. Treuden, seconded by Ms. Spanton Nelson, moved to approve the May 5, 2014, minutes as presented. Motion carried 8-0 (voice vote).

Review Purpose of Committee

Ms. Treuden Doreen listed six (6) key purposes of the Insurance Committee:

1. Educate employees on different plan designs (health, dental, disability, etc.).
2. Strategize as employer requirements come down from the Affordable Health Care Act (Full implementation in 2018).
3. Engage in cost recommendations to the ECSD School Board.
4. Create policy (HRA).
5. Establish wellness program (survey).
6. Communicate back out to peers and employee groups. Members are the spokespeople.

Mr. Kuelz indicated that most of the Committee discussions will be collective win-win discussions. Through more collegial, professional, above-the-table discussions, we will discuss what the Affordable Health Care Act really means.

Review Timeline

The timeline will be two-fold.

1. The Committee can make seasonal recommendations at renewal. The District is not locked in and can change at any time. Most of the time, the District goes from July to July. What makes sense for next July 1st? We need a recommendation for the School Board by March.

2. The Committee will find positive ways to become more cost-efficient. Mr. Kuelz encouraged the members to look at this as a kitty of dollars and find ways to protect each other with the kitty of dollars. What can we do to use the kitty of dollars more effectively? Mr. Kuelz reviewed the positive impacts of having a wellness plan in any district and reminded the Committee that getting people moving has a significant impact. What would get people moving in the ECSD? (Wellness Committee)

Discuss Survey Results from June, 2014

Ms. Treuden shared the results of the survey that was sent out to staff last spring. Some of the highlights:

1. After work is a good time to participate in wellness activities.
2. Many staff members would be willing to devote 60-90 minutes/week for wellness.
3. Many staff members would be willing to participate in confidential health screenings at work.
4. Many staff members would be willing to get flu vaccines at work.
5. A lot of staff members showed interest in a walking event which would be easy to organize.
6. Lower employee health contribution was the top incentive choice.
7. Some *loved* the dancing comment!

Discussion on:

- The \$150 incentive.
- What other school districts are doing based on biometric screenings.
- The importance of a wellness champion per building (should not be one of the Committee members).
- Insured individuals can get a \$150 gift card online; more people may do it if it is done onsite.
- Before the next insurance meeting, Kelly (Dean) will draft and send official letters to suggested employees about starting a wellness committee.
- AFG can do building competitions.
- Wellness used to be thought of as a warm fuzzy which proved to be the biggest disservice.
- With all of the advantages from having a wellness plan, is it worth dollars from the School Board?

Discuss Vendor Change for Flex Accounts

Ms. Treuden shared a memo that was given to the ECSD School Board on October 2nd, suggesting changing flex benefit vendor. She asked the Committee if it makes sense for the same carrier to do both the HRA and the Flex Benefit Plan. The benefits to moving the District Flex Benefit plan to EBC (Employee Benefits Corporation) are the following:

1. Employee mobile phone app is available.
2. Bridge option for employees allows coordination of reimbursable health claims between the HRA account and the Flex account. Employees can choose the bridge or not choose the bridge if they want to hoard receipts.
3. More regulatory compliance exists due to one vendor handling both the HRA and the Flex accounts. This will prevent people from using the same receipt for both.
4. Less claims to submit for employees.

5. Employees will have one point of contact for two services.
6. The cost to the District is approximately the same (depending on number of participants).

The Committee voted unanimously to accept the new vendor, EBC, for the Flex Benefit plan.

Set Date of Next Meeting and Agenda

The next meeting will be Wednesday, November 19th, at 5:30 p.m. All Committee members should bring a calendar to the next meeting so that they can decide on future meeting dates.

Adjourn

Motion by Ms. Spanton Nelson, seconded by Ms. Mosher, moved to adjourn the meeting. Motion carried 7-0 (voice vote)(Mr. Roth left three minutes beforehand and did not vote). The meeting adjourned at 6:51 p.m.

Submitted by Deb Fritz, K-2 Reading Specialist

Approved: 11/19/14