

EVANSVILLE COMMUNITY SCHOOL DISTRICT

Insurance Committee Minutes

The Insurance Committee meeting was held on Monday, January 18, 2016, at 5:30 pm in the District Board and Training Center.

Appoint Note Taker

Greg Kuelz offered to take the minutes.

Attendance

Members in attendance: Doreen Treuden, Deb Arnold, Mandi Firgens, Deb Fritz, Darlene Gallman, Greg Kuelz, Jolene Hammond, Rin Kundert, Kelly Mosher, Jerry Roth, Sandi Spanton Nelson, and Melissa Whitmore. Absent: Mason Braunschweig and Lisa Christensen.

Approve Minutes

Motion by Mr. Roth, seconded by Ms. Mosher, moved to approve the November 23, 2015, minutes as amended. Motion carried, voice vote.

Review Health Savings Accounts

Mr. Kuelz reminded the group that we are in the planning phase where we are looking for information on potential plan design options to consider. Since at the November 23, 2015, meeting the Committee indicated interest in learning more about HSA's, this was a primary agenda item for this meeting. Mr. Kuelz introduced Ben Irwin to the Committee. Mr. Irwin shared insight from Parkview's switch to an HSA plan design earlier this school year. Mr. Irwin stressed the need for early education and communication to the staff on how the plan design operates. The group also discussed some of the challenges from the early months of an HSA when out of pocket expenses can be larger than HSA contributions available. He also indicated that some of the transitional issues they faced could have been lessened with better and earlier staff education.

Cash in Lieu

Mr. Kuelz shared and explained a recent delay in the way the cash in lieu contributions must be reported to the IRS and the impact it has on ACA penalties. Ms. Treuden shared that the cash in lieu offering is fraught with other issues and may be reduced or eliminated in future years in order to avoid problems. This topic will be one of the variables the group will consider for modification as the health insurance renewal approaches.

Review ACA

Mr. Kuelz updated the Committee on the delay in the deadline for the District to file forms 1095 and 1094. Employees will still be able to file personal income taxes without the forms.

Next Meeting Date

February 1, 2016, at 5:30 pm.

Next Meeting Agenda

The next meeting will be to learn the School Board's financial expectation for the Committee for this renewal. After that awareness the Committee will discuss and prioritize options to modify the Dean renewal based on the options discussed and considered.

Adjournment

Mr. Roth moved, Ms. Treuden, seconded to adjourn the meeting. Motion carried, voice vote. Meeting adjourned at 7:00 pm.

Submitted by Greg Kuelz, AFG Consultant

Approved: 2/1/16