

**DYSART UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFIT TRUST BOARD MEETING
MINUTES OF THE MEETING**

2011-2012

August 18, 2011

Location:
Nathaniel Dysart Education Center

GENERAL FUNCTION

- I. Mr. Ed Christy, Trustee, called the regular meeting to order at 4:30 p.m. Employee Benefit Trust Board members constituting a quorum were present: Edward Christy, Matthew Kinney, Julie Halleck and Scott Thompson. Mr. Jim Dean, Executive Director of Employee & Community Relations as well as Mark Bagnall and Cynthia Walter from the bagnall company were also in attendance.

ACTION ITEMS

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| 1. A motion was made by Ed Christy, seconded by Matthew Kinney, to approve the agenda as posted. | UNANIMOUS |
| 2. A motion was made by Matthew Kinney, seconded by Julie Halleck, to approve the Minutes of the April 26, 2011 meeting of the Employee Benefit Trust Board. | UNANIMOUS |
| 3. A motion was made by Matthew Kinney, seconded by Scott Thompson to approve of moving forward and issuing an RFP on dependent coverage. | UNANIMOUS |
| 4. There were no claim appeals to consider | |

DISCUSSION ITEMS

Old Business

1. Regarding approval of timeline and issuance of RFP:
Mr. Bagnall is crafting RFP language now and will come back to the board. It was stated that it needs to be positive to our employees. Mr. Bagnall will bring some examples in how to structure RFP.
2. Regarding Domestic Partner Coverage:
An Action/Consent Agenda Item will go to the Governing Board to approve the inclusion of Domestic Partner Coverage in Employee Health Care Plan at the September 7, 2011 Governing Board Meeting.
3. Ms. Walter presented an overview of the summary of employee benefits to date.

New Business

1. Regarding Educating Employees

Mr. Kinney brought to the table the cost of employee and family coverage. Discussion centered on the possibility of approaching Blue Cross Blue Shield regarding a restructuring of the current plan. Also, the need to educate employees regarding HSA plan. Mr. Bagnall and Ms. Walter presented the use of a Health Equity tool to be used by employees. Mr. Dean stated that he will be going out to all the schools and holding mandatory meetings for employees to better educate them on the Health Plan options. Mr. Thompson agreed that now is the time to educate employees on medical plan alternatives. Ms. Halleck stated the need to educate employees of the rising cost of health benefits as being the health industry nationwide and not the District mandating the cost increases.

2. Regarding Wellness Plan:

Mr. Bagnall and Ms. Walter have put together a comprehensive wellness program. This program includes, but is not limited to, a wellness committee, newsletters, employee wellness and incentive survey, special events, and preventative procedures. Discussion involved the incorporation of diversity for some health needs. Also including the involvement of students and different student clubs in the program. The Board discussed the importance of support from senior management. This plan would bear little cost to the District.

3. Regarding Trust Financials:

Mr. Bagnall compares total cost claims/expenses with budget funding level; aggregation to the good of \$353,000. About 1% of employees have generated 19% of claims. Dental – the loss ratios are very high.

The District originally put \$5 Million into the Trust. That \$5 Million plus interest is still there. Mr. Thompson will continue to look for ways to leverage this fund on behalf of employees. Mr. Thompson would like to look into getting it invested to earn more interest.

ADJOURNMENT

At 5:30 p.m., motion was made by Mr. Kinney to adjourn, seconded by Ms. Halleck and unanimously passed.