

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

2012-2013

November 13, 2012

Location:

Nathaniel Dysart Education Center

GENERAL FUNCTION

- I. Ed Christy, Trustee, called the regular meeting to order at 4:05 p.m. Employee Benefit Board members constituting a quorum were present: Edward Christy, Matt Kinney, Julie Halleck and Scott Thompson. Jim Dean, Executive Director of Employee & Community Relations for Dysart Unified School District, and Mark Bagnall from *the bagnall company*, were also in attendance.

ACTION ITEMS

- | | |
|---|-----------|
| 1. Approval of Agenda
Motion to approve by Julie Halleck, seconded by Scott Thompson. All in favor. | UNANIMOUS |
| 2. Approval of Minutes of April 19, 2012 Meeting and August 22, 2012 Meeting | UNANIMOUS |
| 3. Claims Appeal: None | UNANIMOUS |
| 4. Vote to remove Julie Halleck as Board Trustee – based on attorney recommendation regarding statutory requirement that only one employee can be a Trust Board member
Motion to comply with the attorney’s recommendation made by Matt Kinney, seconded by Scott Thompson. All in favor. | UNANIMOUS |
| 5. Adoption and/or approval of changes
• Employee Benefit Plan Document Changes
• HIPAA Privacy Amendment
• HIPAA Security Amendment
• First Amendment to the Dysart Unified Employee Benefit Trust Agreement and Declaration of Trust
Motion made by Matt Kinney, seconded by Scott Thompson. All in favor. | UNANIMOUS |

DISCUSSION ITEMS

1. Health Risk Assessment Completion
Participation increased, but was not near where we anticipated it to be. Possible mistrust in where the information is going. In meeting with Blue Cross Blue Shield, they stated that there are companies now that are making it mandatory during Open Enrollment. We had a missed opportunity when scheduling onsite Health Assessments. Not enough people signed up.
Mr. Kinney made suggestions to 1) have Principals communicate out to their staff, 2) set up a Wiki.
Mr. Dean suggested using our video platform to push out information. For this to be successful, a minimum of 40% of response would be necessary. Mr. Christy suggested that January may be a good

month with resolutions, etc.

2. Wellness Program 2012-2013
Mr. Dean stated that despite participation in the Health Risk Assessment, our wellness numbers are up and efforts are catching on. Mr. Kinney suggested opening up as a community outreach.
3. RFP/RFQ Updates
Mr. Bagnall stated that claims audit goes out Decemeber 3rd, work site programs going out January 7th. All should be ready for review and approval for February Employee Bene Board Meeting.
4. Healthcare Reform Checklist
Presented by Mr. Bagnall. This checklist is being used as an audit, keeping everyone in check. This document should be viewed as a living document as we move forward in Healthcare Reform. Mr. Bagnall will keep the Board informed and updated on changes.
5. United Benefit Advisors 2012 National Health Plan Survey
Presented by Mr. Bagnall. Dysart benefit plans tend to be in the richer half or this survey. Costs are higher; yet in most instances our numbers are between state and industry group.
6. Financial Information
We saw movement from higher cost plans to a lower cost plan (consumer driven plans).
7. Claim Experience Review
Historically we see higher claims in summer months before school starts. September had lower claims.
8. Claim Experience Underwriting Projections
Hoping low claims in September will start a trend, but need to be prepared if the claims do not turn around. Underwriters will use the most recent 12 months claims experience for a group of our size to come up with our renewal. There will be some plan design credits due to design changes.
9. IBNR Options for Plan Year Ending 6/30/2012
Estimate of claim reserve in addition to the recommendation from BlueCross BlueShield for the District. Information will be available for the District audit.
10. Trust Financial Information – information will be provided at the next Board meeting.

ADJOURNMENT

A motion to adjourn the meeting was made by Scott Thompson, seconded by Matt Kinney, and by a unanimous vote, the meeting ended at 5:04 p.m.