

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

2014-2015

January 20, 2015

Location:

Nathaniel Dysart Education Center
Dysart Unified School District

I. REGULAR MEETING - GENERAL FUNCTION

1. Ed Christy, Trustee, called the regular meeting to order at 3:58 p.m. Employee Benefit Trust Board members constituting a quorum were present: Edward Christy, Matthew Kinney, Jean Poe, Michele Caruso, and Jack Eaton, Executive Director for Business Services for Dysart Unified School District. Mark Bagnall, from *the bagnall company*, and Cynthia Walter, from *the bagnall company*, were also in attendance.

2. Public Comment NONE

CALL FOR EXECUTIVE SESSION

Pursuant to A.R.S. § 38-431.03 A.3 and A.4, the Trustees may convene an Executive Session for discussion or consultation for legal advice with the attorney regarding a subrogation claim. It is recommended the Trust Board establish an Executive Session to be held immediately during a recess in the Regular Meeting.

Motion: Matthew Kinney Second: Jean Poe Vote: UNANIMOUS

RECESSING FOR EXECUTIVE SESSION

EXECUTIVE SESSION

GENERAL FUNCTIONS

- A. Call to Order and Roll Call Time In: 3:59 p.m.
- B. Confidentiality Statement
All persons present are hereby reminded that it is unlawful to disclose or otherwise divulge to any person who is not now present, other than a current member of the Board, anything that has transpired or has been discussed during this executive session. To do so is a violation of ARS 38-431.03 unless pursuant to a specific statutory exception.
- C. Discussion:
Amendment to previous appeal
Motion to approve made by Matthew Kinney, seconded by Michele Caruso. Motion carried. UNANIMOUS

RECONVENE REGULAR MEETING

ACTION ITEMS

1. Approval of the Agenda Form UNANIMOUS
Motion to approve made by Matt Kinney, seconded by Jean Poe. Motion carried.
2. Approval of Minutes of the September 17, 2014 Regular Meeting UNANIMOUS
Motion to approve made by Jean Poe, seconded by Michele Caruso. Motion carried.
3. Claims Appeal - None UNANIMOUS

INFORMATION/DISCUSSION ITEMS

1. July 1, 2015 Benefit Plan and Services Renewal - Presented by Mark Bagnall, *the bagnall company*
Comments made by Jack Eaton: Regarding the changes to be made for next year 2015-2016 Benefits - costs will be passed on that the District has been absorbing through the Trust. This will need to go through the IBA process prior to Trust Board approval. The intent is to relieve the Trust from supporting the negative continued draw down.
 - a. Review Ancillary Benefit Renewals
 - a. Looked at alternative plan designs; competitive pricing and benefit offerings; renew all coverages with minimal rate changes.
 - b. Review and Discussion of Medical Plan Issues
 - c. HSA Contribution Alternatives/Strategy
 - a. Continue \$250 employer contribution for annual wellness physical.
 - b. District to go to a match of employee contribution up to \$500.
 - c. Employee contributions on pre-tax basis.
 - d. Wellness/Smoker Premium Differentials
 - a. About 26% of employer medical plans in private sector are adding Wellness plans.
 - b. The smoker premium differential can be up to 50% of the employee premium.
 - e. Teladoc
 - a. Consider implementing the Teladoc program. There is a cost, but there are advantages by lending to less absenteeism. Would need to determine if offered to all *benefit* eligible employees or all *medical benefit* eligible employees.
 - f. Update on IBA, Leadership process
 - a. Scheduled to start the first week in February 2015. Should have a plan in place by the third week in February.
 - b. Bringing back to them what they told us to do last year.
 - g. Approval of 2015 Benefit Plans; Employer and Employee Contributions
 - a. Would like each plan to stand alone and be self-sustaining.
 - b. Balance the increase contribution of the District and the contribution of employees and potential salary increase.
 - c. Timing change of Employer contribution to HSA accounts saved the District approximately \$170,000. Savings will also come with the employer match.
2. Wellness Updates - Presented by Cynthia Walter, *the bagnall company*
 - a. Recognized by the Wellness Council of Arizona December 2014
 - b. Different classes being offered, Pregnancy classes, Financial Wellness, CPR Certification, flu shots, etc. Walktober event again is a favorite – approximately 630 employees participated.

3. 2014-2015 Benefit Plan and Timeline Review – presented by Cynthia Walter, *the bagnall company*
 - a. February 4, 2015 is next EBT Board Meeting unless notified otherwise.
 - b. Open Enrollment April 27, 2015 – May 15, 2015

4. Financial Information
 - a. 2015 HSA and FSA Maximums
 - b. Blue Cross Performance & Discount Guarantee Results
 - c. Claim Experience Review
 - d. Trust Financial Information

ADJOURNMENT

A motion to adjourn the meeting was made by Matt Kinney, seconded by Jean Poe, and by a unanimous vote, the meeting ended at 5:09 p.m.

CONFIRMED