

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

**2012-2013**

**April 11, 2013**

**Location:**  
Nathaniel Dysart Education Center

**GENERAL FUNCTION**

- I. Ed Christy, Trustee, called the regular meeting to order at 4:27 p.m. Employee Benefit Board members constituting a quorum were present: Edward Christy, Matt Kinney, Jean Poe, Michele Caruso, Jim Dean, Assistant Superintendent for Employee & Public Relations for Dysart Unified School District, and Mark Bagnall from *the bagnall company*, were also in attendance.

**ACTION ITEMS**

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| 1. Approval of Agenda<br>Motion to approve by Matthew Kinney, seconded by Jean Poe. Motion carried.             | UNANIMOUS |
| 2. Approval of Minutes of February 28, 2013<br>Motion made by Matt Kinney seconded by Jean Poe. Motion carried. | UNANIMOUS |
| 3. Claims Appeal: None  | UNANIMOUS |

**DISCUSSION ITEMS**

1. Introduction of New Trustee  
Welcome to Michele Caruso to the Employee Benefits Trust Board.
2. Recommendation to Extend a Three Year Term for Edward Christy  
Mr. Christy is recommending an extension of a two year term. He also would like to recommend the staggering of terms for long range planning. Recommendation will be taken to the Governing Board on May 1, 2013.
3. Recommendation to Extend a Three Year Term for Matthew Kinney  
Recommendation will be taken to the Governing Board on May 1, 2013.
4. Review Trustee Responsibility/Discussion  
Agreement and Declaration of Trust and A.R.S. §15-382 distributed to the Board. No questions by the Board Members at this time.
5. Review Trust Document/Discussion  
Item 6.1 of the Trust Document needs a language change. The Board recommends a more generic way to phrase the title to "One Trustee must be the Superintendent or designee."
6. Review Claim Experience  
Compared to the current 12 month rolling claims (3/1/12-2/28/13), this fiscal year to date is 3% higher. The current rolling 12 months is 18% higher than the prior year to date claims (7/1/11-

2/28/12) and 8% higher than the prior plan year (7/1/11-6/30/12).

As of July 1, 2013 the HMO Zero plan has been eliminated; the deductible on the other HMO has been changed from \$500 to \$750; the PPO plan has changed the deductible in-network from \$750 to \$1,000, with maximum out of pocket in-network from \$2,000 to \$2,750; a high deductible HSA plan with a \$2,500 deductible has been added.

As we move forward, keeping in mind the Health Care Reform as it doesn't affect us deductible wise, in the future it will affect us in terms of our maximum out of pocket cost that we could ever pass on to employees. This demonstrates a need for a significant thrust in Wellness. Our next step will be to look at a tiered premium system.

The Governing Board was very receptive with the benefit plan changes and that we were able to keep the premiums where they are currently.

Matthew Kinney recommends to focus on high points of Financial Review.

#### 7. Financial Review of Trust

Clarification was made to the Board that we have communicated to BlueCross BlueShield that we will continue to offer preventative health coverage out of network under the Health Saving Account programs. Also, both HMO and PPO have a \$250 first dollar benefit for procedures not covered under the preventative care benefit.

The Medical Financial Summary shows that we are currently a quarter of a million over budget this year, but this is a substantial recovery over last month where we were \$421,000 over budget. We still have four (4) months left in the year.

#### 7. Review 2014-2015 Tentative Employee Benefit Plan and Timeline.

Employee Benefits Trust Board Meetings are tentatively scheduled in August, November and March. Mark Bagnall will look at adding a fourth meeting.

This will be an extremely busy year because the majority of the benefit plan will need to go out for competitive bid.

A separate time line will be prepared for the Wellness Program.

### **ADJOURNMENT**

A motion to adjourn the meeting was made by Jean Poe, seconded by Matt Kinney, and by a unanimous vote, the meeting ended at 5:00 p.m.