

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
January 10, 2007**

The Conroe ISD Employee Benefits Committee Meeting was called to order by Susan Law at 4:00 pm. The following members were present: Beth Blevins, Kelly Bond, Debbie Burns, Chris Camerino, Shelly Cartwright, Irma Causey, Dan Cox, Mark Cremeans, Mike Crawl, Miriam Floyd, Michael Flynn, Roger Garvey, Todd Harris, Charlanna Hooker, Chris Kattner, Susan Law, Jennifer Margritz, Brenda Meadows, John Nabors, Jan Protteau, Darrin Rice, JoAnn Taler and Janice Tantillo.

The minutes were reviewed and a motion was made by Susan Law to accept the minutes of November 8, 2006.

The Financial report on Self-Funded Health Insurance was presented by Darrin Rice. For the plan year, the plan has a deficit of \$174,528.

Judy Haley, (Aetna Representative) reported Aetna will be sending out new letters to employees by January 18th that Memorial Hospital is still on our plan. Physicians will receive a letter as well and the contract will be in affect until 2010.

Judy also commented on the large claim report for September 1, 2005 – August 2006. There are 19 employees, 10 spouses and 3 children who are presently on this large claim report. Judy stated this is good considering the size of the District.

Discussion of the employee + 1 child rate proposal continued from the previous meeting. The committee voted to leave the plan as it is due to the possibility of affecting the rates of all plans. Dr. Kattner stated our goal is to the assist the family in keeping rates low not to put a financial burden on any employee and their family.

Brian George, (Aetna Representative), stated in order to get more people signed up for the Simple Steps program, an incentive for employees to will be a drawing for two *Apple iPod* Nanos. One will be given at the February meeting and the other *iPod* at the end of April. The suggestions that were given to get the word out to the employees include: 1) there is a link on the Employee Benefit web-site for Simple Steps, 2) e-mails will be sent out and flyers placed in mailboxes, and 3) Dr. Kattner will create a pop-up for the CISD homepage.

Terry Brown, (Consultant) stated the Requests For Proposals (RFP) will be ready in a couple of weeks for the voluntary benefits. The RFP process will advertise for 2 weeks, the bid process will continue for 3 weeks following the advertising process. Terry also stated that it is possible that plan design changes will be made. The question was asked on the importance of having a third party administrator? Terry replied “a third party administrator was there to keep employees from being harassed by various outside benefits vendors.”

Karen Corr (Paragon Representative) presented the changes that were made to the summary page of the Benefits Solver site. The employees cost now can be viewed on this page.

The next benefits meeting will be held Wednesday, February 14, 2007 at 4:00 pm in the Large Conference Room.

The meeting adjourned at 4:35 pm.

Respectfully Submitted,

Diana J White