

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
September 10, 2008**

The Conroe ISD Employee Benefits Committee Meeting was called to order by Chris Kattner at 4:00 pm. The following members were present: Labana Berry, Beth Blevins, Debbie Burns, Shelly Cartwright, Ki Clarke, Lee Dowden, Helia Fischer, Donna Fisher, Miriam Floyd, Michael Flynn, Michelle Forrest, Roger Garvey, Charlanna Hooker, Sarah Johnson, Chris Kattner, Susan Law, Tiffany Mattfeld, Brenda Meadows, John Nabors, Jan Protteau, Olivia Ramon, Darrin Rice, and Patricia Thacker.

Chris welcomed and introduced new members on the committee: Labana Berry, Sarah Johnson, Tiffany Mattfeld, and Patricia Thacker.

Darrin Rice provided a report on the status of the Self-Funded Insurance Plan. Through August 2008, the plan was \$1,359,016 in the positive. This is the first time in three years that the plan ended a plan year in the positive with losses in the two previous years totaling approximately \$3.4 million. The improvement in the plan was largely affected by premium increases and plan design changes made prior to the 2007-08 plan year.

A discussion of the open enrollment process was conducted by Dawson Schnautz from First Financial Group Administrators (FFGA), the district's third party administrator. Generally, the comments were positive, but Dawson solicited comments for improvement from committee members and encouraged them to email him with any other suggestions. There was some discussion about FFGA conducting educational sessions next year in the spring semester at each campus/department in advance of open enrollment.

Chris reported another session of the Retirement Planning Seminars offered last school year will be repeated in the Fall. The sessions are planned for November 11, 13, 18 at The Woodlands College Park High School.

Chris reported that the district will sponsor a Health Fair on January 10, 2009 at The Woodlands College Park High School. The fair is being coordinated by Kim Childers who was contracted to plan the event. Chris asked for volunteers.

Terry Brown, the district's insurance consultant, presented a proposal from Aetna for a 3-year renewal that included a rate reduction and introduction of some value added benefits and potential savings to the district. Chris noted that we need to determine if it is legal to extend the agreement or will the district be required to go through the bid process. Chris asked the committee to vote on the renewal proposal in case the district is not required to go through the bid process. A motion to accept the proposal was approved.

Terry Brown also presented a proposal from CBCA for a renewal with a modest rate increase. CBCA is the third party administrator for the Alternate Plan. A motion to accept the proposal was approved.

Dawson Schnautz from FFGA presented the changes to the district's 457 plan. The district is changing vendors from American United Life and Industrial Alliance Pacific to Fidelity Funds and Life Insurance Company of the Southwest. The CISD Board of Trustees recently approved for FFGA to administer the 457 plan.

Roger Garvey was approved by the committee to serve as the Chairman for the 2008-09 school year.

The next Employee Benefits Committee meeting will be held Wednesday, October 15, 2009, at 4:00 pm. in the Large Conference room. Future discussion items will include "Benefits 101" provided by Judy Haley from Aetna; discussion of the disability insurance plan, and Safeguard Dental.

The meeting adjourned at 5:15 pm.

Respectfully Submitted,

Chris Kattner