



Employee Benefits Committee

Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee January 11, 2006

Susan Law called the Conroe ISD Employee Benefits Committee meeting to order at 4:00 p.m. The following members were present: Beth Blevins, Kelly Bond, Debbie Burns, Chris Camerino, Shelly Cartwright, Irma Causey, Dan Cox, Mark Cremeans, Mike Crowl, Michael Flynn, Todd Harris, Leslie Holtkamp, Chris Kattner, Maria Koukas, Susan Law, Jennifer Margritz, Brenda Meadows, Melodye Pinson, Marsha Porter, Darrin Rice, Kevin Schoppe, Janice Tantillo, John Tucker, Linda VanMatre.

The minutes were reviewed and a motion was made by Susan Law to accept the minutes of November 9, 2005.

The Financial report on Self-Funded Health Insurance was presented by Darrin Rice. Darrin reported for the month(s) of November and December our revenue over expenses was \$68, 893 and our monthly average was \$17, 233.

Karen Corr (Paragon Representative) presented an overview of a 457 plan that could offer different options and easier accessibility to employees. Chris Kattner stated his main objective was to provide CISD employees with more information about retirement plan options during open enrollment.

Karen also presented Legalease to the committee: a voluntary benefit legal service that could be offered to employees next year. The base cost of this service is \$16.21 for employee (spouse and dependents to age 25 included). Some of the services and benefits mentioned – preventative legal services; debt-credit management services; identity theft services and elder solutions. Karen will e-mail comparisons from other companies to Chris Kattner and Terry Brown, and information will be passed on to committee members for consideration.

Terry Brown gave an update on the RFP process for the upcoming year. The RFP process is substantially ready with a few changes and should be complete in approximately one week. The bid process will begin February 6, 2006, with return of bids by March 22, 2006.

Karen Corr encouraged committee members to inform any employee that has waived all medical coverage to consider choosing the Alternate plan provided by the District. This plan cost the employee nothing but offers: hospital indemnity (\$165/day), dental insurance, term life insurance and accidental death or dismemberment.

Sabina Rahman-Garcia (Aetna Representative) reported the date error on the Aetna cards is available for replacement.

Chris Kattner reported every two years we are required by law to participate in a TRS Comparability study to determine if our health coverage plan is comparable to the state plan. Chris will be working on this study this spring.

The next Employee Benefits meeting will be held March 29 or April 5th. Chris will notify members of the date when it is set. The February 15 and March 8 meetings are canceled.

The meeting adjourned at 4:50 p.m.