

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

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, Debbie Bloomfield, Kelly Bond, Debbie Burns, Chris Camerino, Shelly Cartwright, Irma Causey, Janet Emmons, Miriam Floyd, Michael Flynn, Roger Garvey, Todd Harris, Chris Kattner, Maria Koukas, Susan Law, Jennifer Margritz, Mike Marsh, Brenda Meadows, Melodye Pinson, Marsha Porter, Jan Protteau, Darrin Rice, JoAnn Taler, and Rhonda Tate.

The minutes were reviewed and a motion was made by Susan Law to accept the minutes of September 13, 2006. Rhonda Tate, new committee member was introduced and welcomed by Chris Kattner.

The Financial report on Self-Funded Health Insurance was presented by Darrin Rice. Darrin reported for the month of September we had a negative cash flow of (\$145,615).

Judy Haley (Aetna Representative) gave a review on the new Aetna program "Simple Steps". Judy emphasized how important committee members inform employees how beneficial it would be for them to participate in this new program. Judy commended the committee members for their participation in enrollment in the "Simple Steps" program and the winners of the Barnes and Noble gift cards were Brenda Meadows and Irma Causey.

Judy presented the large claim report for the 2005-2006 school year. There were 31 employees on the large claim report and a total in excess of \$3 million in large claims reported. The break down of the 31 employees was as follows: 22 employees were over \$50K, 9 employees were over \$100K and 2 employees were over \$200K. Out of these 31 employees all but five employees were not under Active Management Care offered by Aetna.

Judy informed committee members the request of information of Employee + one is still in progress. The Aetna Underwriters are still working on request and an updated report should be available for next Benefits meeting.

Karen Corr (Paragon Representative) gave an update of the Medical, Dental and Other benefit options offered. All plans showed an increase in employee participation from last year. Karen informed committee members if there were specific areas of benefits information she could present at the meetings she would be happy to do so.

Chris Kattner has placed a link on the Benefits web-page for the new program "Simple Steps". A question was asked about increasing the Flexible Spending amount. Chris informed members the amount of \$2500 was set by the District and because of the liability of employees who might leave this amount is unrecoverable and is absorbed by the District.

Agenda items for next meeting will be the continuation discussion on the alternate tier premiums for Employee + one. The interest of the Employee Assistance Program with information on the Employee in Crisis-Counseling assistance. Irma Causey footnoted to the committee the UNUM disability insurance has an Employee Assistance Program and is covered free of charge. Karen Corr will bring information for the next meeting.

The next Employee Benefits Committee meeting will be held Wednesday, November 8, 2006 at 4:00 pm. in the Large Conference Room.

The meeting adjourned at 4:35 pm.

Respectfully Submitted,  
Diana J White