

**Minutes of the Monthly Meeting of the  
Conroe ISD Employee Benefits Committee  
October 9, 2013**

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Nicole Anderson, Lacy Austin, Beth Blevins, Terry Brown, Debbie Burns, Shelly Cartwright, Cassandra Clevenger, Dan Cox, Robert Derheim, Thomas Eversdyk, Donna Fisher, Roger Garvey, Paula Green, Judy Haley, Chris Hines, Ann Knoedl, Tiffany Mattfeld, Becky Page, Jan Protteau, Darrin Rice, Julie Roth, Dawson Schnautz, Kathy Sharples, Todd Snider, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, Dale Ward, Mack Whiteman, and Dee Winslett.

**Approval of the Minutes**

The minutes of the September 11, 2013 meeting were approved.

**Selection of Committee Chairperson**

Dee Ann Winslett was approved as Chairperson for 2013-2014 school year.

**Financial Report on Self-Funded Health Insurance (handout)**

Darrin Rice shared financial information through the month of September 2013.

- Total revenues \$2,691,843
- Total expenses \$2,526,169
- Revenues over Expenses \$165,674

**Update of Insurance Information for 2014-2015**

Dan Cox discussed the upcoming process for reassessing the Health Plan. The Plan is clearly in need of an overhaul. Projections show a shortfall again this year, even after increasing the employer and employee contributions to the plan. A deficit is being projected for the current year at \$3.6 million.

A subcommittee of the EBC was formed to address the health plan issues met on September 11, 2013. Changes to the current plan are expected. This subcommittee is working towards putting the current plan on solid ground and, at the same time, providing employees with a comprehensive plan. Mr. Cox provided a chart which showed a comparison of what employees are paying at other districts that participate in TRS Active Care.

**Aetna Navigator – Cost Estimator Tool**

Judy Haley shared that the Cost Estimator Tool on Aetna's website is one of their best tools to help plan participants compare medical charges. The tool can help plan participants decide where to go for procedures and still get the best prices. Saving the CISD self-funded plan money will save plan participants money as well.

**Representative Reports**

✓ **Dawson Schnautz, First Financial**

Dawson expressed that their role at meetings is to address any product concerns that may come up. As next year's enrollment nears, questions about voluntary products will be addressed.

✓ **Terry Brown, Consultant**

Terry welcomed new members to the committee and explained the Aetna relationship with the District as the administrator of the medical plan. Since we are in the final year of a five year contract with Aetna, a Request for Proposal (RFP) for medical plan administration beginning September 1, 2014 will be put together. As part of this process, Terry noted that changes will be made to the plan design to ensure compliance with Affordable Care Act requirements. We are going to take a look at how we can most efficiently design our plan to provide good benefits, yet remain financially viable for the next 24 months.

**Other Issues**

- ✓ Rhonda Tate, committee member, recommended that the committee consider changing our current plan benefits in the area of abortions. Dan Cox stated that there would not be a plan change for the 2013-2014 school year. This issue was tabled for a future meeting.
  
- ✓ The next meeting is November 13, 2013.

**Adjournment**

The meeting adjourned at 4:49 PM.