

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
April 9, 2014**

The meeting was called to order at 4:00 p.m. by Ann Knoedl. The following members were present: Nicole Anderson, Lacy Austin, Terry Brown, Debbie Burns, Shelly Cartwright, Cassandra Clevenger, Dan Cox, Robert Derheim, Janet Emmons, Donna Fisher, Paula Green, Chris Hines, Ann Knoedl, Tiffany Mattfeld, John Nabors, Becky Page, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Sharon Sterchy, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, and Dale Ward.

Approval of Minutes

The minutes from the March 2014 meeting were approved.

Financial Report on Self-Funded Health Insurance ~ Darrin Rice

Darrin Rice reported good news for the plan. Total revenue was \$19,209,795 and expenses were \$18,740,100 leaving a balance of \$470,000. The wellness clinics were doing great. The Oak Ridge clinic was seeing around 500 patients a month, while the Conroe clinic was increasing its numbers.

Health Plan ~ Judy Haley with Aetna

Judy Haley presented the information she will share with employees at campus meetings to be held in May 2014 and during open enrollment. Under the new medical plan, Aetna has partnered with Memorial Hermann to offer an Accountable Care Organization (ACO). Their goal is to keep you healthy and to provide quality care at the lowest cost. The new Aetna plan will be one plan with two tiers. The first tier is the Memorial Hermann Accountable Care Network and it is the plan offering the employee maximum savings. The second tier is a broader Aetna select group. This tier will have more providers than the previous HMO plan and will have more options nationally. The plan will still require a PCP and referrals for specialists. Employees can use Aetna's public Doc Find directory to find a provider by selecting the Aetna Whole Health plan, then by choosing *Best Results* for tier one and *All Other Results* for tier two.

Representative Reports

- First Financial ~ Dawson Schnautz

All voluntary plans will continue to be offered without any changes in coverage or premiums. The enrollment system will need to be updated to reflect the health plan changes.

- Consultant ~ Terry Brown

Terry Brown thanked the committee for its time and commitment though the approval of the new medical plan.

Other Issues ~ Paula Green

Paula updated the committee on the proposed sick leave pool policy changes. She and Dr. Hines had visited 5 different campuses and the Child Nutrition Department to get feedback on the proposal.

Most attendees liked the proposals, but there were concerns about the 30 day half pay and the definition of catastrophic leave. There were still some leave issues that needed to be tweaked such as the number of days that could be donated to one person. Dr. Hines shared that we cannot start implementing any changes before next year due to the need for more communication before insurance sign up.

The other issue brought up was the change in the TRS-ActiveCare administrator from Blue Cross/Blue Shield to Aetna effective September 1, 2014. Their current plan contains an exclusion clause concerning abortion and the CISD plan does not. The committee voted to decide if the CISD plan should mirror TRS-ActiveCare or make no changes to the current plan. The majority vote reflected that there would not be a change in the CISD plan for the 2014-2015 plan year.

Date for Next Meeting

A motion was made and seconded to conclude the committee's work for the 2013-2014 school year and to cancel a May meeting. The vote passed.

Adjournment

4:25pm