

# **Minutes of the Monthly Meeting of the Conroe ISD Employee Benefits Committee April 15, 2020**

Julie Roth called the meeting to order at 1:00 p.m. The following members were present via a Zoom webinar: Jamie Almond, Jill Bartlett, Karen Brown, MaryEllen Bryant, Debbie Burns, Laura Carter, Shelly Cartwright, Cheryl Dentler, Robert Derheim, Donna Fisher, Paula Green, Joni Hamilton, Chris Hines, Lanell James, Tami Lowrie, Tiffany Mattfeld, Melissa Mitchell, Nolan Neugebauer, Lora Pennington, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Yaddira Smalls, Janice Tantillo, Brittany Theiss, Dale Ward, and Eve Whiteside.

Also in attendance were: Sarah Blakelock (CISD Communications), Terry Brown (T. Ross Brown & Associates), Angela Burk (CISD Benefits), and Kathlyn Crabtree (CISD Benefits).

## **Approval of Meeting Minutes – Julie Roth**

The minutes from the January 2020 meeting were approved.

## **Kelsey-Seybold Update – Tiffany Mattfeld**

Tiffany shared that Kelsey-Seybold acquired Conroe Family Medicine as of March 1, 2020. They are currently located on the 336 Loop South in Conroe and house two family medicine physicians, one physician assistant, and one nurse practitioner. Kelsey-Seybold plans to expand the office space and add six on-site specialties: cardiology, gastroenterology, neurology, pediatrics, pulmonary medicine, and sleep medicine. By 2023, Kelsey-Seybold plans to relocate the practice to a freestanding Kelsey-Seybold clinic in Conroe.

All Kelsey-Seybold clinic providers are offering video and telephone visits to accommodate patients during the pandemic, and if required, they can see people in-person, and patients can receive labs and diagnostic testing.

## **Financial Report of Self-Funded Health Insurance – Darrin Rice**

Total revenue for February 2020 was \$4,101,516 and total expenses were \$4,540,667, which resulted in a fund balance of (\$439,151). Total revenue for March 2019 was \$4,088,529 and total expenses were \$4,131,114, resulting in a fund balance of (\$42,585).

The total number of visits to the CISD Employee Health & Wellness Center for February and March were 589 and 395, respectively, for a total of 3,873 visits year-to-date.

## **Health Plan Premiums for 2020-2021 – Darrin Rice**

Darrin presented a historical perspective on the medical plan, and reviewed the medical plan options for next year and made the following recommendation:

- Nexus ACO R Memorial Hermann (Tiered Plan):
  - Increase premiums, deductibles, copays, and out-of-pocket maximums
- Choice Plus High Deductible Health Plan:
  - Increase premiums, deductibles, and out-of-pocket maximums
- Charter Kelsey-Seybold

- Increase premiums, deductibles, copays, and out-of-pocket maximums

The committee unanimously approved the medical plan recommendation. The committee's recommendation will be an agenda item at the Board of Trustees regular meeting April 21, 2020.

### **Voluntary Benefits for 2020-2021 – Tiffany Mattfeld**

After reviewing the proposals from Aetna, Ameritas, Cigna, and United Concordia, it was recommended that the dental plans remain with Aetna. The committee unanimously approved this, along with a DMO plan premium increase of 2.5% and a PDN premium increase of 6.2%.

Proposals were also solicited and received for vision coverage from Aetna, Ameritas/VSP, Davis Vision, Eyetopia, MESVision, MetLife, Superior Vision, and Unum. A recommendation was made and approved unanimously by the committee to retain Ameritas/VSP, with no premium increase.

For cancer coverage, proposals were received from Allstate, American Fidelity, and Guardian. Guardian offered slightly lower premiums, similar benefits, guaranteed issue coverage, and a three-year rate guarantee. The committee unanimously approved this plan. All current Allstate participants will be able to keep their current coverage and transition to direct bill, or they can enroll with Guardian, and the preexisting condition provisions will not apply.

### **Representative Report**

#### **T. Ross Brown & Associates – Terry Brown**

Terry shared that he is pleased with the committee's recommendation for the medical plan for next year, and he expects a decrease in the claims pattern for the spring due to COVID-19. He is also very pleased with how the pharmacy plan is performing, as well as the benefits that Kelsey-Seybold provides to our District.

### **Other Issues**

No additional issues

### **Agenda Items for Next Meeting – Tiffany Mattfeld**

Tiffany reminded the committee that the Benefits Office is still working during the District closure and is available to assist employees as needed. The benefits website is also being updated as new information becomes available.

Tiffany conveyed that the committee has concluded its business for the year, so there will not be a meeting on May 13, 2020, unless additional issues are identified that the committee must address.

### **Adjournment**

2:07 p.m.