

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
February 12, 2014**

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Nicole Anderson, Lacy Austin, Terry Brown, Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Dan Cox, Robert Derheim, Janet Emmons, Thomas Eversdyk, Donna Fisher, Paula Green, Chris Hines, Ann Knoedl, Tiffany Matfeld, John Nabors, Darrin Rice, Dawson Schnautz, Kathy Sharples, Todd Snider, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, and Dale Ward.

Thank you cards and snacks were shared with committee members for their help in making the Health Fair a success. Balloon bouquets were presented to Ki Clarke, First Financial and Aetna for the additional support they provided for the fair.

Approval of Minutes

The minutes of the January 8, 2014 meeting were approved.

Financial Report on Self-Funded Health Insurance

Darrin Rice reported that numbers for the Health Fund are in the positive ~ \$354,245.00.

Update on Health Plan Bid

Five proposals were received for the health plan administrator bid: Blue Cross Blue Shield, Aetna, Cigna/Kelsey Seybold, United Healthcare, and Memorial Hermann. Dan Cox advised the sub-committee met earlier that day to review the proposals and had eliminated Blue Cross Blue Shield and Cigna/Kelsey Seybold as contenders. The three remaining vendors will present their best and final proposals to the full committee at the next meeting. The committee will then vote and make a recommendation to the School Board. Ultimately, the final decision rests with the Board. The goal is for employees to have the best coverage, best options and the best price. Timing is of the essence. A choice needs to be made by the March School Board meeting so that changes can be communicated to the employees before the end of the school year.

Employee Wellness Center

Dan Cox informed the committee that H2U has proposed changing the North County Employee Wellness Center location from Conroe Physician Associates (CPA) to a new HCA employee clinic: Conroe Regional Medical Center (CRMC) Healthy You. The new clinic is located across from CRMC Emergency Room, and CISD Employees would have access to it Monday through Friday during all operating hours. Tiffany Matfeld advised Healthy You is staffed by a Nurse Practitioner and overseen by a physician, which is the model as our on-site South County clinic. By partnering with the Healthy You location, the District would be charged a fee for each patient visit rather than a per hour fee currently charged by CPA. The switch could be made as early as March 3, 2014. The committee voted to accept this change.

Health Fair Recap

Paula Green shared that survey feedback was very positive about the fair and that attendance numbers were up this year. Communication about Quest screenings will be reviewed for next year.

Live Healthy America 2014, Amazing Challenge

Tiffany Matfeld shared that we currently have 1,034 participants with 3,074 points logged. All points must be recorded by the 25th of each month. Prizes will be awarded by random drawing of participants that have earned a minimum number of points each month. Some of the prizes include ear buds, towels,

blender bottles, t-shirts and Academy gift cards. iPad minis will also be awarded as grand prizes along with a Southwest Airlines voucher provided by Live Healthy America. In order to be eligible for the grand prize drawing, you will have to participate in at least 3 months of the challenge. Live Healthy America has a mobile version of their site, not an app, as previously announced.

Feedback on Sick Leave Bank Proposal for 2014-2015

Paula Green and Dr. Chris Hines talked about proposed changes to the District's sick leave policy. Requests were made for the proposal to provide a better definition of catastrophic and what will qualify for Catastrophic Leave. It was noted that Catastrophic Leave Days would be at full pay and limited to 30 days per school year. The tradeoff for eliminating Extended Sick Leave would be every employee receives an additional local day. Proposed changes will need to be finalized by the end of March in order to take a recommendation to the School Board for the 2014-2015 school year.

Representative Reports

✓ Aetna/Judy Haley

Judy Haley discussed the importance of mail-order prescriptions and how they are more cost effective in the long run. One-time prescriptions should be filled at a retail pharmacy. You can save money on maintenance medications, such as those prescribed for chronic illness, by filling a 90-day prescription through mail-order because you pay 2 co-payments instead of three. An exception to this savings program would be prescriptions for low-cost generics. If you can get the lower cost at a retail pharmacy, then that is the better way to go. The committee was reminded that the CISD medical plan has a mandatory generic prescription policy. If you fill a brand name prescription and your doctor has not documented that you are unable to take the generic, then you must pay the co-payment and the difference in the prescription drug cost. Aetna Navigator is a good tool to estimate costs.

✓ First Financial/Dawson Schnautz

Dawson Schnautz reinforced the importance of finalizing 2014-2015 plan changes as soon as possible to ensure the enrollment site and EDI files are ready to go for the new plan year. Coming soon, the Flex Account will have a new smartphone app that will allow employees to take pictures of receipts and submit them by email. Any questions or concerns can be addressed by sending an email to dawson.schnautz@ffga.com.

✓ Consultant/Terry Brown

Terry commented the ACA continues to cause trouble for the Health Insurance Marketplace and large employer mandates have been postponed. He noted we received great quotes on the medical plan TPA bid and will continue to explore plan opportunities and plan changes.

Other Issues

- ✓ Dr. Sharples announced Todd Snider, committee member, will be joining Human Resources as the new Recruitment and Retention Specialist in June 2014.
- ✓ Discussion about the Action Series at the Health Fair was held. Attendance in each session was no less than 30 in each event. Suggestions for improvement are welcome.

Agenda Items for Next Meeting

Health Plan Bid Presentations

Date for Next Meeting ~ March 5, 2014, at 3:00 p.m.

Adjournment

The meeting adjourned at 4:57 pm.