

**Minutes of the Monthly Meeting of the
Conroe ISD Employee Benefits Committee
February 13, 2013**

The meeting was called to order at 4:00 p.m. by Tim Douglas. The following members were present: Beth Blevins, Debbie Burns, Shelly Cartwright, Ki Clarke, Cassandra Clevenger, Dan Cox, Robert Derheim, Tim Douglas, Janet Emmons, Roger Garvey, Paula Green, Chris Hines, Holly Boyet, Ann Knoedl, Ena McFarland, Larry Moore, Becky Page, Jan Protteau, Darrin Rice, Kathy Sharples, Janice Tantillo, Rhonda Tate, Dale Ward, and Dee Winslett.

Approval of the Minutes

The minutes of the January 9, 2013 meeting were approved.

Financial Report on Self-Funded Health Insurance (handout)

Darrin Rice shared financial information through the month of January 2013:

Total revenues \$11,798,706

Total expenses \$13,827,270

Loss \$2,028,564

It was reported that the Wellness Center is doing very well with approximately 654 visits per month.

Self-Funded Health Insurance Premiums for 2013-2014 (handout)

Dan Cox presented a Health Plan Update which compared CISD with other district plans. The District will contribute \$3 million dollars to cover current losses to the fund. Employees have not had premium increases for several years. The 2013-14 insurance will need an increase to premiums and deductibles.

Health Fair Recap – January 12, 2013:

✓ **Dr. Kathy Sharples:**

- Special thanks were given to Ki Clarke for designing the note pads for the Benefits Committee.
- Thank you to everyone that helped to make the Health Fair successful. Good feedback was received.
- Quest Screening results: 223 registered participants of which 192 completed, approximately 20 walk-ins were screened, and 20 PSA screenings were completed.
- 45 vendors participated this year.
- Suggestions for next year included exercise/fitness classes and the continuation of education sessions. Another suggestion was made to put vendor numbers on table to match the map.
- Approximately 400 employees were in attendance. Lecture group feedback was also good with suggestions that presenters present twice so employees can attend more than one lecture.

Representative Reports

✓ **Terry Brown, Consultant**

- The Benefit Plan was reviewed. Possible cost reductions included larger medical deductibles, prescription deductibles, and copays. All would be a reduction in benefits. The \$250 increase in the deductible was the smallest change that could have been done to the plan. This is still a rich plan. Committee members should emphasize these points as they talk to employees. The Board has put in \$4 million to prevent an increase to employees.
- Once in TRS-ActiveCare, there is no going back. TRS-ActiveCare has the same benefit plan but more expensive. Conroe ISD controls its own plan which is a great benefit.

✓ **Dawson Schnautz, First Financial**

- Next year, there will be no increases to other benefits other than health insurance. The dental plan will be reviewed. If higher deductibles are chosen, CISD can participate in FSAs (Flexible Spending Arrangement).
- No changes to the Flex Card: \$2500 maximum contribution and no changes for how it can be used.
- Everything else is going well.

✓ **Judy Haley, Aetna**

- Grades 1-6 are participating in “Kids are Running for Kids” in conjunction with Celebration Church on Market Street – Saturday, February 16, 2013. Aetna will have a table set up.

Other Issues/Agenda Items for Next Meeting

- ✓ Prescriptions – Aetna find a similar drug at cheaper price; an alternative for generic brands.
- ✓ Wellness Clinic
 - Dan Cox discussed turnover rate at the front desk. Survey feedback reported that 90% of problems are turn over at front desk. Marlene Wendel, Nurse Practitioner, left and a replacement has been hired. Employees at the clinic work for HCA. Conroe ISD does not hire front desk employees but does have input on the final selection of the medical staff. Complaints seem to have increased when volume of participation increased. HCA hospital has discussed with the District adding a part time clinic in Conroe which would allow us to reserve four hours a day to increase capacity for employees. A proposal will be presented to the district.
 - Feedback from committee members:
 - Most complaints from TSTA members are administrative, not medical.
 - Service is great once you get there.

Date for Next Meeting

March 6, 2013