

**Minutes of the Monthly Meeting of the  
Conroe ISD Employee Benefits Committee  
May 8, 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, Tim Douglas, Donna Fisher, Paula Green, Chris Hines, Ann Knoedl, Tiffany Mattfeld, Ena McFarland, Becky Page, Jan Protteau, Darrin Rice, Dawson Schnautz, Kathy Sharples, Sharon Sterchy, Elizabeth Strickford, Janice Tantillo, Rhonda Tate, Dale Ward, and Dee Winslett.

#### **Approval of the Minutes**

The minutes of the April 10, 2013 meeting were approved.

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

- ✓ Darrin Rice shared financial information through the month of April 2013:
  - Total revenues \$2,353,371 ~ Total expenses \$2,780,567
  - Revenues under expenses (\$427,196)
  - The Health & Wellness Center's participation for April 2013 was 515 visits.

#### **Health & Wellness Center / Fitness Center**

- ✓ Dan Cox stated that it is anticipated for the Health & Wellness Center to open a second location beginning 9-1-2013 in the former Sadler Clinic Building on South Loop 336 in Conroe and will have physicians available to see patients 2 days a week for 4 hours per day but could increase based on demand.
- ✓ Sharon Sterchy inquired about updating the CISD Fitness Center:
  - Darrin Rice - Funds are not budgeted for fitness room update but could be considered if needed.
  - Kathy Sharples – Wellness budget could be eligible to fund fitness room update and a proposal may be created and submitted to Aetna.

#### **Representative Reports**

- ✓ Dawson Schnautz, First Financial
  - Vision Plan Update – The Employee Benefits Committee voted by email to go with High Plan only for Vision for the 2013-2014 enrollment.
- ✓ Judy Haley, Aetna
  - Accountable Care Organization, ACO - Proposal
    - Aetna signed a contract with Memorial Herman Health Care Systems to offer the Accountable Care Organization (ACO) to Aetna customers. If approved by the EBC, Aetna could offer CISD employees the ACO plan with or in place of the HMO plan.
    - With Memorial Herman ACO, patients designate a Memorial Herman Primary Care Physician, and patient information is shared between physicians and specialists within the Memorial Healthcare System.
    - The difference between an ACO and a HMO is that there are private practicing doctors in many locations instead of using a group of doctors in a clinic setting.
    - A motion was made and a vote approved for Aetna to pursue the ACO option and bring research back to the EBC in 2013-2014. The EBC can consider if it would be an option to offer to CISD employees in the future.

### **Sick Leave Bank Proposal for 2013-14 – Paula Green, Chris Hines**

- ✓ Positive Feedback from employees
- ✓ Concerns
  - Suspicions of abuse
  - Point of being vested
  - No mechanism for non-members if they need leave
    - New plan will not be for 2013-14 but with EBC support, will keep pursuing the policy change
    - Will present policy change to the Board next fall to be implemented at open enrollment in July 2014 for the 2014-15 school year

### **Other Issues/Agenda Items for Next Meeting**

- ✓ Rhonda Tate shared concerns about the CISD standard Aetna medical plan paying for abortions and the morning after pill. It was recommended that a committee be created to research policies for other school districts and TRS. Rhonda Tate and Shelly Cartwright will research and discuss at September 2013 meeting.
- ✓ Thank you Tim Douglas for serving as President of the EBC this year.
- ✓ Tiffany Mattfeld will send an email after school starts for 2013-14 inquiring about EBC membership.
- ✓ Open Enrollment
  - Guidelines will be made available in June for open enrollment in July.
  - Assisted enrollment will be Monday-Thursday and limited to 2 locations, College Park High School and Conroe High School. Aetna will be available at each location on Mondays from 9-4 pm.
  - Electronic version will be available online.
- ✓ Minutes for this meeting will be emailed for committee approval.

### **Adjournment**

The meeting adjourned at 4:42 pm.