

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

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

**Approval of Minutes**

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

**Selection of Committee Chairperson**

Chairperson Dee Ann Winslett resigned her position with the District. Ann Knoedl was approved as the new Committee Chairperson for the remainder of the 2013-14 school year.

**Financial Report on Self-Funded Health Insurance**

Darrin Rice shared financial information for the month of October 2013.

- Total revenues \$2,738,996
- Total expenses \$2,977,937
- Revenues under expenses \$238,941

**Health & Wellness Centers**

<b>Participation for the month of October:</b>	<b>Participation for the 2013-14 school year:</b>
Oak Ridge 614	Oak Ridge 1,112
Conroe 67	Conroe 150
Total of 681	Total of 1,262

The clinics are averaging about 631 participants per month.

Dr. Sharples and other employees shared about their experiences during visits at our wellness clinics. The overall experiences were very positive.

Dan Cox talked about new hours to for the north clinic, Conroe Physician Associates.

Mondays 11 am – 1 pm

Tuesdays 3:30 pm - 5:30 pm

Thursdays 2 pm – 6 pm

There are no hour changes at the south clinic, Oak Ridge Elementary School.

**Update on Bid process for the Employee Group Health TPA**

Dan Cox gave an update on the bid process for employee group health TPA. The contract with AETNA ends this year. Terry Brown and Dan Cox are working on the bid that will be released on December 13, 2013, and the bids will be opened Jan 29, 2014. He wanted everyone to know that they are only bidding on the TPA relationship. This does not impact the provisions within the plan. We are looking for a partner that can help us design and implement the most cost effective plan. He hopes to have it down to two finalists that will then make presentations to the committee in February.

**Health Fair, January 11, 2014**

Paula Green talked about the Health Fair. Our goal is to get people to make life style changes. There will be new exhibitors participating this year such as My Fit Foods and a BMI booth. We will have an Action

Series that is being run by Dr. Sterchy. The series will focus on getting people up and moving during a variety of physical activities. Door prizes will be available for participants. First Financial will be providing t-shirts again for our volunteers and coffee at the Health Fair. We thank them for their continued support of this event.

### Live Healthy 2014

Tiffany Mattfeld talked about Live Healthy America. This year we will participate in the Amazing Challenge. It is a four month challenge that runs from February 1 to May 31. The challenge will consist of teams with 1 to 10 people and team captains. Each month will have a destination, and there will be three challenges each month consisting of physical, nutritional and stress challenges. Each month you will be able to earn points to earn incentives for meeting goals. We will start promoting the Amazing Challenge in January and begin the challenge in February. The first destination will be New York City.

### Sick Leave Bank Proposal for 2014-2015

Paula Green and Dr. Chris Hines presented a revised proposal to the current policy for leaves and absences. The proposal was presented to the committee last spring.

#### Pros-

- It is easier to understand.
- Employees will receive an extra day of local personal leave for full-time staff.
- Allows for the accumulation of local personal days.
- Improves consistency, equality, and fairness in the decision-making process.

#### Cons-

- The employee will have to be a member of the bank to withdraw days from the bank.
- It will require central management.
- Lots of labor involved.
- Could increase absenteeism.

A copy of the PowerPoint presented will be sent to committee members to share with staff and personnel at campuses/departments. Any feedback should be sent to Paula Green.

### Representative Reports

#### ✓ Wayne Parker/AETNA

Care Pass handout ~ will share information at next month's meeting.

The Humble Surgical Hospital was discussed. AETNA is currently denying all claims from this hospital as of October 25th. The facility is being investigated for fraud.

#### ✓ Mack Whiteman/First Financial

First Financial will be providing t-shirts for the Health Fair. They also want to look into getting a coffee vendor for the fair.

### Other Issues

None

### Agenda Items for Next Meeting

- Care Pass
- Sick Leave Bank

### Date for Next Meeting ~ January 8, 2014

### Adjournment

The meeting adjourned at 5:16 pm.