

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

The meeting was called to order at 4:00 p.m. by Paula Green. The following members were present: Jill Bartlett, Cassandra Clevenger, Dan Cox, Robert Derheim, Janet Emmons, Donna Fisher, Roger Garvey, Paula Green, Joni Hamilton, Christa Haymark, Chris Hines, Ann Knoedl, Tami Lowrie, Tiffany Mattfeld, John Nabors, Jan Protteau, Darrin Rice, Julie Roth, Kathy Sharples, Janice Tantillo, Rhonda Tate, Dale Ward, Dena Weaver.

Also in attendance were: Jamie Bone, Judy Haley, Terry Brown, and Mack Whiteman.

Approval of Minutes

The minutes from the September 2014 meeting were approved.

Financial Report on Self-Funded Health Insurance

Darrin Rice gave a report about the Affordable Care Act requirements and the associated Transitional Reinsurance Program contribution of \$495,000 that is being assessed (\$63 per covered life). They will have to talk to the School Board about assisting with the fee. The program will collect contributions from required entities for the 2014, 2015, and 2016 benefit years. The IRS proposed fees per covered life for 2015 and 2016 are \$44 and \$27, respectively.

Darrin Rice also reported an update on the health plan. Total revenue was \$5,796,371 and expenses were \$6,546,705, leaving a current balance of (\$750,334). The wellness clinics are doing great. The Oak Ridge clinic treated approximately 500 patients in October 2014, and the Conroe clinic treated 198 patients.

Health Fair, January 10, 2015

Paula Green shared information about the Health Fair in January 2015. All Benefits Committee members were strongly encouraged to assist with the Health Fair. There will be even more exhibitors participating in the Health Fair this year. Quest Diagnostics, flu shots (free to Aetna plan members, \$25 for all other employees and their family members) and mammograms will be offered this year. Massages will be back this year by popular demand! Other health activities that will be a part of the fair are Zumba, Pilates, and Yoga. H-E-B will be there to do a healthy cooking demo, and Seychelles will educate employees on proper skin care.

2015 Wellness Plan, Shape Up Houston

Our new wellness vendor for 2015 is Shape Up Houston which focuses on weight loss, sleep, hydration, and physical and mental health. Jill Bartlett, HR Benefits Specialist, and Elyse Heob, Shape Up Houston Representative, shared that Shape Up Houston is participating in a Million Pound Challenge throughout the Houston area. The plan is made up of two components, a wellness program and a community-wide challenge. Some of the great attributes of this program are an informational website and an app for smartphones. Employees are able to document their progress throughout the challenge. Shape Up Houston is looking to link with Fitbit by the time Conroe ISD launches our program on February 1, 2015.

Representative Reports

Aetna – Judy Haley

The biggest issues that have been faced are medical providers confusing Aetna with the TRS ActiveCare program. Aetna is working to educate providers to let them know that we are not affiliated with this program. Aetna is working on a letter to send out to the providers that explains our plan and that we are not associated with the TRS plan. As of September 1, 2014, Aetna has brought in 21 additional PCPs and 40 specialists in the Conroe and Woodlands areas. St. Luke's hospital is in Tier 2 plan. Their contract with Aetna has been renewed. Aetna will continue to add new doctors to the Memorial Hermann Accountable Care Network. Aetna is trying to come up with new ways to communicate with employees through post cards and email blasts. Reminders will be sent for yearly preventive care.

First Financial – Mack Whiteman

First Financial will provide the coffee bar again this year for the Health Fair. An iPad will also be provided as a door prize again. The Flex Spending Account and how the employees are reimbursed were also discussed.

Consultant – Terry Brown

Terry Brown will keep us up to date on the ACA and federal regulations as updates are made.

Other Issues

The CISD clinic closing time was discussed. Employees report that they are turned away when they show up close to closing time. Employees should receive services if they arrive prior to closing but they need to be aware of the time. It is more efficient to make an appointment in advance so that there is not a wait to see the provider.

Agenda Items for Next Meeting

There will not be a December 2014 meeting. Members may send any questions or comments for the January 2015 meeting to Paula Green via email.

Date for Next Meeting

January 7, 2015

Adjournment

5:00 pm