

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
October 4, 2001
2:00 p.m.
Education Center-Boeing

Present: Mr. Dan Wever, Board President, Board's Employee Health/Insurance Committee Chairperson
Miss Leonor Garcia, Board Secretary
Mr. Sal Mena, Jr., Board Member
Mr. Joe Rosales, Board Member¹
Mr. Clyde Pine, School District Attorney

Administration: Dr. Gilberto Anzaldúa, Superintendent
Mr. William Goodman, Associate Superintendent, Finance
Mr. Charles Tafoya, Associate Superintendent, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits
Mr. Richard Romero, Director, Budget
Mr. Kyle Jeglum, Safety Coordinator, Employee Benefits

Guests: Mr. Claire Naylor, American Benefits Solution
Mr. Rick Hernandez, Student Accident Insurance
Mr. Patrick Graham, G. P. Graham & Associates
Mr. Randy McGraw, G. P. Graham & Associates

The meeting was called to order at 2:10 p.m. by Mr. Wever.

The topics discussed were as follows:

1. Finalization of Employee Benefit Consultant Contract
 - a. Identity of firm to hold contract
 - b. Restrictions and controls
 - c. Conflict of interest issues
 - d. Revising language in agreement to eliminate conflict of interest issues involving the broker or the consultant
2. Worker's Compensation Integration with FMLA (Family Medical Leave Act)
 - a. Board Policy DEC (Local), Compensation and Benefits: Leaves and Absences – Coordinating Worker's Compensation with other benefits (FMLA, etc.)
 - b. Review of policies and procedures and revising current practices
 - c. Provide options for employees on OJI (on-the-job injury)
 - d. Integration of Washington National benefits and other sources of income offered by EPISD
 - e. Employees on extended OJIs being notified that as of December 31, 2001, COBRA will be offered because the District will no longer pay 100 percent of benefits once FMLA period terminates
 - f. Status report on Worker's Compensation Program

¹ Mr. Rosales arrived at 2:20 p.m.

3. Possible appeal of claim incurred outside of established Classic Network
4. Status of employee awarded settlement for removal of breast implants
5. Recommendations on Employee Dental/Vision RFP #70-01 (on agenda for October 9, 2001, Board meeting)
6. Flu Vaccination Program
 - a. Continuing 100 percent payment for employees and covered dependents enrolled in the EPISD Health Care Trust Medical Plan
7. Plan of benefits for January 2002
 - a. Amending effective date for family status changes to first of month following qualifying event
 - b. Excluding services, treatments, procedures, drugs, nutritional supplements, food, vitamins, or exercise therapy for obesity, weight loss, or dietetic control
 - c. Health Care Trust Medical Plan Premiums - Possible percentage to be paid by employee based on compensation, to be implemented in 2003
 - d. Remaining with Express Scripts National Formulary
 - e. Requiring prior authorization for CT (computerized tomography) and MRI (magnetic resonance imaging) scans
8. Other health/insurance-related issues
 - a. Report on District's property and casualty insurance
 - b. Return to Work and Accident Prevention Manual
 - c. Employee safety and return to work from OJI (on the job injury)
 - d. Employee incentives for non-absenteeism

Meeting Adjourned

The meeting was adjourned at 3:52 p.m.

Date Approved: January 22, 2002