

El Paso Independent School District  
Minutes of Board's Employee Health/Insurance Committee Meeting  
April 20, 2004  
4:00 p.m.  
Education Center-Boeing

Present: Mr. Sal Mena, Jr., Board President, Board's Employee Health/Insurance Committee Chairperson  
Miss Leonor Garcia, Board Member  
Dr. Charles Roark, Board Member

Absent: Mr. David Dodge, Board Member

Administration: Mr. Charles Tafoya, Superintendent  
Miss Carolyn Grantham, Associate Superintendent, Human Resources  
Ms. Elizabeth Bulos, Director, Employee Benefits  
Ms. Martha Piekarski, Director, Accounting Services  
Mr. James Damm, EPISD Consultant for Finance

Guests: Dr. Lorraine O'Donnell, Board Vice President  
Mr. Gerald Cheek, El Paso Council of PTAs  
Mr. Rick Hernandez, Student Accident Insurance  
Mr. Randy McGraw, G. P. Graham & Associates  
Ms. Frances Wever, El Paso Federation of Teachers and Support Personnel

The meeting was called to order at 4:04 p.m. by Mr. Mena.

The topics discussed were as follows:

1A. Presentation and Recommendation on International Association of Benefit Plan Proposal

Mr. Eddie Sinegal, representative of International Association of Benefits, provided information on an alternative employee benefit program for employees that do not have health coverage (does not replace District's health plan). Mr. Tafoya recommended that the program be offered to employees through the El Paso Federation of Teachers and Support Personnel or through a direct mailing to employees.

The Committee concurred with the recommendation.

1B. Information on Proportionate Employer Contribution

Administration is continuing to work with District's attorneys on issues related to HIPAA (Health Insurance Portability and Accountability Act). Results/recommendations will be brought back to Board's Employee Health/Insurance Committee.

1C. Final Recommendation on Medically Supervised Weight Loss Program Requirement for Consideration of Bariatric Surgery

Recommendation from Tenet Hospitals Limited to add the completion of a six-month weight loss program to the prerequisites for Bariatric surgery.

1D. Information on Certification of Financial Agents/Representatives for 403(b) Tax Sheltered Annuity Plan

- a. Started with 230 agents.
- b. Provided three training sessions attended by a total of 187 agents.
- c. TRS (Teacher Retirement System) began certifying 403(b) providers in June 2003.
- d. Training to provide certification.
- e. Quarterly sessions throughout the year to get all providers certified.

1E. Possible Discussion of Other Issues Related to Employee Health/Insurance

- a. How 457 Plan is insured.
  - (1) EPISD sponsors plan through Great West to provide services but no insurance.
  - (2) Liability for employee losses covered like an investment.
  - (3) Guaranteed investment covered by Great West.
- b. Discussed study on District participating with Social Security - \$18 million for initial cost and annual recurring cost.
- c. Discussed possible claim audit of hospital bills - cost to conduct audit approximately \$13,000.00.

Meeting Adjourned

The meeting was adjourned 4:43 p.m.

Date Approved: May 25, 2004