

El Paso Independent School District
Minutes of Board's Employee Health/Insurance Committee Meeting
October 22, 2002
4:00 p.m.
Education Center-Boeing

Present: Mr. Sal Mena, Jr., Board Member, Board's Employee Health/Insurance Committee Chairperson
Miss Leonor Garcia, Board Secretary
Mr. Joe Rosales, Board Member
Mr. Anthony Safi, School District Attorney¹

Administration: Mr. Charles Tafoya, Acting Superintendent
Mr. William Goodman, Associate Superintendent, Finance
Ms. Carolyn Grantham, Acting Executive Director, Human Resources
Ms. Elizabeth Bulos, Director, Employee Benefits
Mr. Kyle Jeglum, Assistant Director, Risk Management/Workers' Compensation

Guests: Mr. Dan Wever, Board President
Dr. Gene Finke, Board Vice President
Dr. Charles Roark, Board Member
Mr. Richard Telles, Board Member²
Mr. Pat Graham, G. P. Graham & Associates
Ms. Anna Maynard, Central States of Omaha

The meeting was called to order at 4:06 p.m. by Mr. Mena.

The topics discussed were as follows:

1. Discuss Rescinding Board's Action on July 23, 2002, Approving a Moratorium on Offering and Payroll Deduction of All Cancer Plans and Reinstating Payroll Deduction for Cancer Plans (Item #1, A.)
 - a. Elimination of cancer insurance coverage, and offer from Anna Maynard to pay 5 percent of her commission for administrative fees if other companies do the same
 - b. Rationale for recommending moratorium – problems encountered with cancer coverage, lack of information on the policies, and problems with representatives
 - c. Administration's having no control over cancer plans (individual plan and not group plan)
 - d. Consider group cancer plan for next year and recovering District's operational costs to manage a cancer program
 - e. Implications of reinstating cancer plan at this time

¹ Mr. Safi arrived at 4:50 p.m.

² Mr. Telles arrived at 4:50 p.m.

The following person requested to speak to this item:

1. Ms. Anna Maynard, Central States of Omaha, spoke about cancer plans and the benefits of payroll deduction.
 - f. Not allowing cancer insurance representatives to attend employee enrollment meetings and/or limiting their exposure to employees and disrupting process (allowing information on cancer plans to be provided after enrollment process)
2. Discuss Employee Cost Sharing Level for Health Benefits Plan Approved by the Board on July 9, 2002, and October 8, 2002, and Revisions to Same (Item #1, B.)
 - a. When Administration will readdress employee cost sharing for Health Plan
 - b. Health Plan fund balance
3. Discuss Extending Dependent Health Care Coverage Up to Age 25 (not conditioned on enrollment in an institute of higher education) for Classic and Standard Medical Plan Options (Item #1, C.)
 - a. Cost to provide dependent coverage to age 25 and possibly providing coverage to age 23
 - b. Bringing recommendation to Board for age 23

Meeting Adjourned

The meeting was adjourned 5:00 p.m.

Date Approved: March 11, 2003