

**El Paso Independent School District
Budget Review Committee (BRC) and
Benefits Review Committee
Austin High School - Library
Minutes May 20, 2010 – *Special Meeting***

Dr. Rene Rosas, Chairman, called the meeting to order at 07:35 a.m. in the Austin High School Library.

BRC Committee members present

Delia Camacho, Rick Chumsae, Lucy Clarke, Pete Euzarraga, Ken Gezelius

BRC - EPISD personnel present

Walter Byers, Esther Jacobo, Jose A. Lopez, Kenneth Parker, Teresa Thompson, Bill Wachtel, and Stephen Stiles

Board member present

David Dodge and Patricia Hughes

Benefit Review Committee

EPISD Administration: Robert Almanzan, Elizabeth Bulos, Patricia Castillo, Kenneth Parker, Vince Sheffield

Benefit Consultants: Elisa Holguin

Employee Association Members: David Jones, Lucy Clarke, Richard McLaughlin, and Chad Shugart

Benefit Review Committee – EPISD Participants

Oscar Anchondo, Terry Brewster, Walter Byers, Fernando Fabela, Francisco Hernandez, Esther Jacobo, John Tanner, Ina Lachmann, Barbara V. Mendez, Javier Navarro, Nancy Nordell, Maximina Razo, and Imelda Sanchez

Welcome

Dr. Rosas introduced himself and welcomed BRC members, Benefit Review Committee members and participants to the third of three special meetings.

Presentation of TRS-ActiveCare Plan Options

Dr. Rosas introduced BCBSTX Presenters Carol Riley, Sr. Director, Government Accounts, and Cathy Alaniz, Account Executive, a native El Pasoan and graduate of Bel Air High School. They delivered a very informative PowerPoint presentation and handouts were given to everyone. Ms. Riley and Ms. Alaniz went over the main points of TRS-ActiveCare, which includes membership/eligibility, benefits, enrollment, PPO plan overview, and other health plan comparisons. After their presentation, members will be allowed to ask questions.

Ms. Riley and Cathy Alaniz were on the TRS Implementation Team prior to TRS going into effect in 2002. Each year they go out to the 20 service centers and provide training to district benefit administrators. Eighty-nine (89%) percent of the districts in Texas attended training in 2010. A survey is sent to all the districts each year which provide them with wonderful feedback; over 60% of the districts responded to the survey.

As was brought to everyone's attention during the March 25th BRC Joint Committee meeting, once a district joins TRS Active Care, it *can not* get out of it. By holding fast to this rule, the TRS-ActiveCare Plan continues to sustain rate stability.

For those interested in acquiring more information, website links to TRS-ActiveCare and BCBSTX are included in presentation handout.

Dr. Rosas thanked Ms. Riley and Ms. Alaniz for their very informative presentation. He directed everyone to another room for the video conferencing.

Video Conference with Board Members of TRS Active Care Participants

Patricia Hughes, EPISD Board of Trustees President, introduced administrators from the following Texas school districts. Each representative had the opportunity to briefly express their district's decision to transition to TRS-ActiveCare.

- Plano ISD – Becky Garrett, Director of Benefits and Risk Management and Nikki James, Employee Benefits Manager
- El Paso ISD – Dr. Rosas, BRC Chairman, Ken Parker, CBO Business Services, and Robert Almanzan, Associate Superintendent of Human Resources
- Fort Worth ISD – Charles Richardson, Executive Director of Benefits and Risk Management

Plano and Fort Worth ISDs were given the opportunity to answer the following general questions concerning TRS-ActiveCare.

1. "Briefly describe the issues related to your decision to move from a self fund insurance plan to TRS-ActiveCare."
2. "When did you go to TRS-ActiveCare?"
3. "Was there concern over the change that TRS-ActiveCare being permanent?"
4. "Are the employees satisfied with the program?"
5. "What was the feedback when the transition was made?"
6. "Do you believe BCBSTX does a good job of processing claims?"
7. Ken Parker... "Do you find the Wellness Program to be beneficial for your employees? Do your employees participate?"
8. Robert Almanzan... "Do you have clinics available for your employees and did you transition those clinics? Who was your third party administrator before you transitioned?"

Dr. Rosas expressed his appreciation of the presentation. On behalf of EPISD, Patricia Hughes thanked Plano and Fort Worth ISDs for their participation. She asked them to communicate EPISD's appreciation to Judy Needham, Fort Worth ISD BOT and to Mary Beth King, Plano ISD BOT. All IT personnel working with Ashton Graham was acknowledged for making the video conferencing a success. Acknowledgement to Region X and Region XI was expressed by Becky Garrett. A 'thank you' also went out to Austin High School for hosting the meeting.

Presentation of Sub-Committees (Fully Insured & Self Funded)

Ken Gezelius, Chair for Fully Insured and Lucy Clarke, Chair for Self Funded presented the consensus of there sub-committee meetings. The sub-committees worked diligently and thoroughly reviewing the options, data/information, and employee concerns.

- Fully Insured recommendation is to wait a little longer before making a decision. There is a need to accumulate more data. There is no deadline to make a hurried decision.
- Self Insured recommendation is to remain self funded for the next school year. It is in agreement from several sub-committee members/participants that the District, once health care is fully recovered, needs to get out of the self funding business.

Discuss Future Actions

Two (2) meetings are available for presentation of summaries from the Benefits Review Committee:

1. June 17, 2010 Board of Trustees Workshop (discussion of Budget and Compensation Package)

2. June 22, 2010 Board of Trustees Meeting (Compensation Package to be passed) – It was agreed that the BRC take recommendations on this date. Dr. Rosas, with assistance of the chairs, will present recommendations.
3. Information will be made available to employees on the Benefits website. Existence of the committees and recommendations to the Board of Trustees will be made known to EPISD employees.

Recommendations to Board of Trustees

1. It was **unanimously** agreed that EPISD continue with existing health care plan at least until the new health care fiscal year January 2011 through December 2011.
2. Therefore, it was **unanimously** agreed that the BRC ask the Board of Trustees to take action of renewing the AETNA contract for the fiscal year January 2011 through December 2011.
3. On Dr. Rosas' suggestion, it was agreed to ask the Board of Trustees to extend ad-hoc ability of the committee.

Closing Comments

Elizabeth Bulos informed everyone that a survey, currently in draft, will be released Friday, May 21st. In addition, it is planned to send out a notice of upcoming events in the summer time. It was encouraged to inform fellow employees to check out information by navigating the Benefits website, the AETNA Navigator, and Wellness. A Mini Health Fair is scheduled for June 16.

Dr. Rosas thanked everyone for their attendance and participation today. Mr. John Tanner, Austin High School Principal, was thanked for providing the meeting room and technology for the video conferencing.

Meeting adjourned at 09:35 a. m.