

CEDARBURG SCHOOL DISTRICT

Insurance Committee Meeting

March 10, 2016

5:30 p.m.

Upper IMC Conference Room

Minutes

This meeting will be considered an informational meeting of the School Board if a quorum is present

Committee Members: Jeff Brey, Kevin Kennedy, Mark Meisner, Todd Bugnacki, Karen Dvornik

Guests: Scott Fuller, Dave Williams and Beth Last of Associated Financial Group

Mr. Brey called the meeting to order at 5:41 p.m.

- I. Approve Minutes of October 26, 2015
Mr. Kennedy moved to approve the Minutes of October 26, 2015. Mr. Meisner seconded the motion. Motion passed, 3-0.
- II. Insurance Strategic Planning Committee Update/Recommendation

The Insurance Strategic Planning Committee met in December and January to discuss strategies on how to communicate to District employees' insurance updates and initiatives. Ms. Dvornik and the representative from Associated explained the committee was formed in 2014-15 and is made up of 15 people that include a board member, administrators, teachers and support staff. The focus of the committee in 2015-16 was to determine ways in which to manage employee and employer insurance costs and to educate employees.

Ms. Dvornik presented the Health and Wellness Program Calendar recommended by the committee as a way to educate employees on the many offerings provided by the district's different insurance providers. The calendar contains monthly topics and events to inform and remind employees what is available to them.

The Health Risk Assessment (HRA) Program document was presented by Associated. Ms. Dvornik explained that the Employee Strategic Planning Committee recommends the HRA program as a way to help manage future health insurance costs. The program will be made available to all employees eligible for the district health plan and spouses on the district health plan. She explained the committee recommends a surcharge of \$50 per month for employee and spouse not participating in the HRA/Biometric screening. The full cost estimate is approximately \$65 for biometric screening per employee and approximately \$25 for a 15 minute in-person coaching session to review results. WCA

will pay for the screening and the district will pay for the coaching, which will be applied to the incentive program of \$7,500 provided by WCA.

The timeline was discussed next.

Ms. Dvornik discussed the insurance premium comparisons chart. It was an illustration of current and historical premiums and showed what would have happened if the increase had been 5%.

Discussion ensued.

Mr. Kennedy moved to advance the Health Risk Assessment Program to the March Board meeting. Mr. Meisner seconded the motion. Motion passed, 3-0.

III. Actuarial Study

Ms. Dvornik distributed the Key Benefits Summary of Post-Employment Benefit Valuation Study. She asked the committee members review it and call her or email her with questions. Key Benefits will attend the next meeting to discuss study.

Ms. Weaver and Ms. Dvornik will work on scheduling dates for the next meeting.

IV. Future Meeting Dates

To be determined.

Mr. Kennedy moved to adjourn the meeting. Mr. Meisner seconded the motion. Motion passed, 3-0.

V. Adjournment

The meeting adjourned at 6:35 p.m.

Respectfully Submitted,

Ann Weaver
Secretary to the School Board