



THE SCHOOL DISTRICT OF LEE COUNTY

Insurance Task Force Meeting Minutes
Thursday, December 5, 2019
3:00 PM - HR Community Training Room

Present:

Jill Castellano (3:02)
Karen Cooley
Kevin Daly
Kimberly Hutchins
Bonnie McFarland
Jamie Michael
Heather Parker
Joseph Pitura
Angela Pruitt
Agnes Upeslakis

Absent:

Toni Abrams
Shandra Backens
Ami Desamours
Kerr Fazzone
Elizabeth Peterson
Jimmy Riley
Gwynetta S. Gittens
Board Member Liaison

Others:

Cindy Proia, Secretary
Lisa Schoellermann, I & B
Jonathan Anderson, Aon
Susan Grimm, Aon
Kimberley Howe, Aetna
Clarissa Knowles, Aetna

Non-Voting Member:

Joe Pescatrice, Retiree Liaison
Leo Burt, Retiree Liaison

Bonnie McFarland, Director, Insurance & Benefits Management, called the meeting to order at 3:01 p.m. with a quorum present.

Approval of Minutes from November 7, 2019

Bonnie asked if anyone had any changes or amendments to the draft minutes; no one responded. Dr. Pruitt moved for approval of the minutes as written, seconded by Kevin Daly, called and carried.

2019-20 Medical Plan Health & Financials as well as the Legislative Updates

Bonnie introduced Susan Grimm with Aon, who would present the Plan and Financial updates to the Insurance Task Force members. Susan reviewed the Medical Plan Financial Review (10/1/2018 - 9/30/2019) and Health Care Reform / Legislative Updates as outlined in The Deck*. She referred to page 5, which shows the updated 2019-20 projected costs; these calculations consider the Districts' paid claims through October, 2019, Rx rebates, medical trend, and expenses. The updated projection is 1.6% above the net 2019-20 revenues, which is not out of the norm. The increased population of members to the plan jumped to 10,761. Karen Cooley, Benefits Coordinator, explained that most of the new hires would have had an effective date for benefits to begin of 10/1/2019, that is the reason for the increase in numbers. Susan reviewed page 6, which showed the updated deficit, it went from \$2.191M last month to \$1.466M this month, which is going in the right direction, however, the Loss Ratio went up just a bit this month. The Large Claims over \$250,000 went up to 21 this month, but everyone will notice that the dollar amounts paid out drastically has been reduced since this time last year.

With regards to Health Care Reform / Legislation Updates, Susan said these are the annual Federal updated dollar amounts for year 2020; also, the IRS Tax Inflation Adjustments are happening, however, the Lee County School District is following these updates. Susan said that brings them to the Appendix, which she was not going to review with the Insurance Task Force members, unless they wanted her to; otherwise they could do it at their leisure.

Bonnie said this month has been a good month for the plan and that is reflected in the numbers outlined by Aon.

2019-20 Wellness Updates

Heather said they have completed all Health Screenings for the year, except for one additional screening set for February 10, 2020 at the LCPEC. She felt the number of participants has leveled off this year with regards to participation in the Health Screenings. Last year they conducted 4896 screenings; this year the number was 4767, however, she feels after the February date, the number will be fairly comparable to last year's number. Heather felt the incentive money has gotten much harder to receive, and that is why she feels the numbers have lessened. She was excited that the number of flu shots had increased to over 100, as well as the extended vaccine number went to 752, which includes DTP, Pneumonia, Shingles, to name a few. This she felt was very encouraging. Kevin Daly asked when and where the Health Screening would be held in February. Heather said it is scheduled for February 10th from 7:30 a.m. to 4:30 p.m. in the Wellness Center. Kevin said he would push that information out to his members looking to receive incentive money. Heather said screenings can also be done at their local Quest locations; and members have until March 31, 2020 to complete both the screening and online assessment to be eligible for incentive dollars.

BOARD MEMBERS: MARY FISCHER, CHAIR, DISTRICT 1 | DEBBIE JORDAN, VICE CHAIR, DISTRICT 4 | MELISA W. GIOVANNELLI, DISTRICT 2
CHRIS N. PATRICCA, DISTRICT 3 | GWYNETTA S. GITTENS, DISTRICT 5 | BETSY VAUGHN, DISTRICT 6
CATHLEEN O'DANIEL MORGAN, DISTRICT 7 | GREGORY K. ADKINS, Ed.D., SUPERINTENDENT | MITCHELL BIERMAN, BOARD ATTORNEY



Heather said the ecofriendly straws that were distributed, have been well received and they were to hopefully help employees increase their water consumption each day, as well as be friendly for the environment.

Heather wanted to share that the Zombie Challenge (LCSD Program) will run parallel to the Million Mile Movement Challenge (Healthy Lee Program). Both of these programs will begin on December 14, 2019, which also is the date of the American Heart Association Walk, to be held at Centennial Park that Saturday. Heather said she purchased 2,000 licenses and so far, she has 1335 people signed up. Our school district miles earned through the zombie challenge will be shared with our Million Mile Movement challenge, which she hopes will get the School District the win. The deadline to sign up is tomorrow, 12/6 at midnight. Heather said this is a fun program where the employee participation rate is great.

Heather wanted to share that the Full Plate Diet is a no-go this year, but her and Bonnie have held conversations about an alternate program. This program is called "Eat Real", which is pushed out by Chef Zonya Foco. Heather felt this will be a wonderful alternative for employees to learn how to cook while being coached and encouraged to eat real foods. The program will help employees with real and whole foods, better meal planning, and an interactive shopping list aid for her recipes. The participants will have access to her website. Heather said she has ordered 500 licenses to start, however, she can order more, if needed. If she does not use all 500 licenses, they will roll over into the next school year. She is very excited about this alternative. This program will begin January 7, 2020. Kevin said he is excited to hear that the licenses roll over; some of his members wonder why the district is paying for these type programs, instead of using that money for raises. Bonnie said this money is the Aetna money that is donated and earmarked for "Employee Incentives", so it cannot be used for employee raises.

No Good of the Order Items, so Bonnie wished everyone a Happy Holiday and said she would see everyone on January 9, 2020.

Motion to adjourn was made by Kevin Daly, seconded by Jamie Michael, called and carried unanimously.

(*A copy of "The Deck" is on file in the Insurance & Benefits Management Office.)

