



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
*Human Resources Department*

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**Health Care Committee Meeting**  
**REVISED Minutes**

October 6, 2022

1:30 p.m. to 3:30 p.m. via GoogleMeet

**Health Care Committee Members Present:**

**Superintendent Appointed Reps:**

Andreau Degraw, COO, Admin Svs.  
Joseph Tyson, Risk & Safety Coord.  
Nicole Herbert, Accounting & Payroll

**FEA Reps:**

Megan Eilers, HUT  
David Devaughn, WVH (Chair)  
Sandi Ryan for Jessica Iglesias,  
MNS

**ESSA Reps:**

Jasmine Adkins-Brown, School Tech  
Melody Dalbec, SPED Secretary  
Danielle Logan for Amber Zellweger,  
Admin Secretary

**FPA Rep:**

Mark Winford, NPE

**FNSB Risk Managers (Non-Voting):**

Brandi Wehner, Risk Manager  
Carrie Carnes, Borough and Risk Management

**Staff Support:**

Teresa Paulsen, HR Assistant  
Robyn Anderson, Employee Relations Specialist  
Colleen Savoie, Health Care Consultant,  
Parker, Smith & Feek

**I. Call to Order & Reports**

- **Called to order by David Devaughn at 1:32 pm**
- **Mission Statement**
- **Meeting Check-In**
  
- **Approve Agenda**  
Moved: Melody Dalbec  
Seconded: Jasmine Adkins-Brown  
**All-in-favor: Motion Passes**
  
- **Approve Minutes from September 1, 2022, Meeting**  
Moved: Jasmine Adkins-Brown with change: Remove comments under Good of the Order.  
Seconded: Melody Dalbec  
**All-in-favor: Motion Passes**
  
- **Claims Experience Report and Presentation – Colleen Savoie**
  
- **Benefits Report - Robyn Anderson**  
(Discussion)

## **Old Business**

- Prescription Cost Formulary

Motion that FNSBSD health plan implements the Prescription Cost Formulary program that was presented to the committee.

Moved: Andy Degraw

Seconded: Nico Herbert

(Discussion)

Andy Degraw states that the formulary plan makes sense since prescription costs have increased; this seems like a common-sense move.

Colleen Savoie reports that if the committee approves today, it could be implemented in April.

Jasmine Adkins-Brown states that we have a fiduciary responsibility to staff which includes not pushing the costs of medications off to employees and that she can't stand in favor of this motion. She would be in favor of postponing and having a second reading and getting out to all employees for feedback.

Colleen Savoie confirms that medications can be approved if a doctor determines medical necessity and that the approval process isn't too time-consuming. Many health plans have been doing this for years, including the borough, without any issues.

Danielle Logan reports issues getting medications approved and does not stand in favor of this program.

David Devaughn reports that he knows borough employees who are okay with the program and that the committee has fiduciary responsibilities.

Andy Degraw states we have a fiduciary responsibility to all 5000 employees; other companies wouldn't have jumped to this if it doesn't work.

Jasmine Adkins-Brown comments that the committee has a responsibility to follow the mission statement of the committee, and to keep in mind it is not just a financial decision.

Vote on the motion for FNSBSD health plan to implement the Prescription Cost Formulary program that was presented to the committee.

All in favor: Joseph Tyson, Nico Herbert, Megan Eilers, Andy Degraw, David Devaughn, Mark Winford

Opposed: Sandi Ryan, Melody Dalbec, Jasmine Adkins-Brown, Danielle Logan

**Motion failed.**

David Devaughn states that he is disappointed the motion didn't get to a second reading and that it would have been good to get more information and talk to employees prior to making a decision.

## **Good of the Order**

Jasmine Adkins-Brown would like to look again at open enrollment dates.

David Devaughn reports issues with CHC and not being able to be seen by a physician and having necessary tests/bloodwork done all in one visit. Colleen Savoie will reach out to CHC regarding this.

Megan Eilers comments that she feels it would have been good to move the prescription formulary to a second reading to have time to get input from staff and to consider more information.

**Check Out**

**Next Meeting:** December 8, 2022

Motion to Adjourn

Moved: Jasmine Adkins-Brown

Seconded: Sandi Ryan

Adjourned at 2:44