

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

January 23, 2019 4:30 p.m.

Public Notice - Meeting Agenda

Notice of this meeting has been posted consistent with the requirements of A.R.S. §38-431.02.
The meeting's location is the East Board Room in the District Office, 7301 N. 58th Avenue, Glendale.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time. Board members may participate via telephone conference call, if necessary. At the chair's discretion, the Board may carry over consideration of any business not concluded by 6:00 p.m. to the next regular meeting's agenda.

1. Call to Order and Roll Call

2. Opening Exercises

- a. Adoption of Agenda
- b. Board and Staff Introductions
- c. Pledge of Allegiance

3. Call to the Public

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Trust Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, the law permits Trust Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be put on a future agenda.

Those wishing to address the Trust Board should complete a "Call to the Public" form and submit it to the Trust Board Secretary prior to the start of the meeting. Each speaker will be provided three (3) minutes to address the Trust Board, unless provided other direction by the Board. At the outset of the speaker's remarks, the speaker should state their name and the Trust Board requests that the speaker provide his/her address.

4. Action Item

a. Approval of Minutes

The minutes of the October 24, 2018 Regular Trust Board Meeting are submitted for approval.

5. Reports and Informational Items

a. Assistant Superintendent's Update

Administration will present the Trust Board with an update on the District's business operations.

b. Claims Experience Review - Medical

The Trust Board will review medical claims experience for the current and fiscal year to date periods.

c. Claims Experience Review - Dental

The Trust Board will review dental claims experience for the current and fiscal year to date periods.

d. Financial Review

The Trust Board will review financial statements for November and December, 2018.

e. Wellness/Insurance Update

Administration will present the Trust Board with updates on the District's Insurance and Wellness programs.

6. Discussion Item

a. Meet and Confer Survey Results

The Trust Board will discuss the results of the Meet and Confer employee survey.

7. Adjournment

Anyone wishing to review copies of reports of detailed information provided to the Trust Board to substantiate recommendations might find this information available at the District Office. Persons with disabilities may request reasonable accommodations by contacting (623) 237-7110 at least two days prior to the meeting.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.A. TOPIC: Approval of Minutes

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

RECOMMENDATION:

The minutes of the October 24, 2018 Regular Meeting are submitted for approval.

The minutes of the October 24, 2018 Regular Meeting are attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office, East Board Room 4:30 p.m.
October 24, 2018

Present: Board Members
Ms. Mary Ann Wilson
Ms. Cathey Mayes
Ms. Bernadette Bolognini
*Mr. Mike Martinez

Other Attendees:
Mr. Mike Barragan
Mrs. Joanna Morse
Mr. Jay Pizarro
Ms. Jodi Finnesy

Absent: Mr. Lee Peterson

*Mr. Mike Martinez arrived at 4:53 p.m.

Recorder: Barbara Renfro

CALL TO ORDER

Ms. Wilson acknowledged a quorum was present and called the meeting to order at 4:37 p.m.

BOARD AND STAFF INTRODUCTIONS

Ms. Wilson welcomed everyone and asked Mr. J.E. Pizarro, Account Manager with Valley Schools to introduce himself.

APPROVAL OF AGENDA

Ms. Mayes motioned to accept and approve the agenda as presented; Ms. Bolognini seconded; Upon a call to vote, the motion carried with three votes in favor from Ms. Wilson, Ms. Mayes and Ms. Bolognini.

ACTION ITEMS

Approval of Minutes

Ms. Bolognini motioned to approve the September 26, 2018 minutes; Ms. Mayes seconded; Upon a call to vote, the motion carried with three votes in favor from Ms. Wilson, Ms. Mayes and Ms. Bolognini.

INFORMATIONAL ITEMS

Assistant Superintendents Update

Mr. Barragan announced that the GESD Wellness Fair is taking place at Landmark School and invited attendees to take some time and visit after today's meeting.

Mr. Barragan attended the Valley Schools Management Group Meeting today and shared these facts:

- Fiscal year 2018, 13 out of 20 or 65% of the entities had a loss ratio of 100% or greater.
- Fiscal year 2019, 9 out of 20 or 45% of the entities had a loss ratio of 100% or greater in September.
- Currently not one Valley School member offers one plan. Some Valley School members offer two - five plans.
- We are meeting with Valley Schools next Monday and have our first renewal meeting.

Mr. Barragan expressed concerns regarding the continued decline in enrollment.

Mr. Barragan stated staff has been doing financial presentations throughout the district. These presentations are given in both English and Spanish.

Mr. Barragan stated at the last GESD Governing Board meeting, Glendale Uniting Students, Teachers and Others (GUSTO) Foundation was introduced to the Governing Board.

Mr. Barragan stated at the last GESD Governing Board meeting, Educational Services provided an Academic update presenting the academic gains the district is making, we are definitely moving in the right direction.

Mr. Barragan announced the retirement of Barb Renfro, effective January 7, 2019.

Claims Experience Review – Medical

In September, GESD incurred \$470,530 in medical claims and represents a monthly loss ratio of 68%.

Overall, GESD has incurred \$1,823,088 YTD in medical claims and represents a loss ratio of 94%.

GESD has two claims above \$75,000 which are quickly approaching the \$150,000 stop-loss level.

Based on the trend, we project revenues to generate \$7,752,756 and we anticipate to incur \$7,292,352 in medical claims or a loss ratio of 94% by June 30, 2019.

Claims Experience Review – Dental

In September, Pool I (or base plan) incurred \$48,036 in dental claims or a monthly loss ratio of 63%.

Pool I (or base plan) incurred \$184,530 in dental claims year to date (YTD) and a loss ratio of 84%.

Based on the trend, we project revenues to generate \$878,004 by June 30, 2019 and we anticipate Pool I (or base plan) to incur approximately \$738,120 or a loss ratio of 84% by June 30, 2019.

In September, Pool III (or buy-up plan) incurred \$171,937 in dental claims or a monthly loss ratio of 60%.

Pool III (or buy-up plan) incurred \$757,878 in dental claims YTD and a loss ratio of 92%.

Based on the trend, we project revenues to generate approximately \$3,302,268 by June 30, 2019 and we anticipate Pool III (or buy-up plan) to incur approximately \$3,031,512 or a loss ratio of 92% by June 30, 2019.

Financial Review

The financial report for September 30, 2018 reflects the “Ending net position reserved for claims and expenses” as \$18,799,504.01”.

Please keep in mind, GESD’s contribution of \$10,136,000 for fiscal year 2019 premiums are now reflected in September’s financial statements.

Wellness and Insurance Benefit Update

Ms. Jodi Finnesy, Benefits Analyst presented on wellness activities.



It's time to get moving!
Join the GESD
Wellness Program's
Yoga Classes.
FREE to all GESD
employees

Schedule is subject to change
Look for the signs

Mondays	7:15 a.m.	Challenger
	9:30 a.m.	Challenger (Transportation)
	4:00 p.m.	Sunset Vista
	4:15 p.m.	Landmark
Thursdays	4:15 p.m.	Landmark
Fridays	7:15 a.m.	Challenger
	9:30 a.m.	Challenger (Transportation)

Watch for the signs directing you to the room

Certified Yoga Instructors Debra Raeder and Amanda Lutha will assist you with:

- ◆ Flexibility
- ◆ Increased muscle strength and tone
- ◆ Improved respiration, energy and vitality

Looking for a new workout?
How about PiYo?

PiYo combines the muscle-sculpting, core-firming benefits of Pilates with the strength and flexibility advantages of yoga. And, we crank up the speed to deliver a true fat-burning, low impact workout that leaves your body looking long, lean and incredibly defined.

Every Monday, excluding holidays

4:30-5:30 p.m.

Horizon Workout Room 60

Certified instructor Barbara Winch will assist
and lead you through the workout.

All invited!



Men's Basketball Team Fall League 2018

Glendale Elementary School District Wellness Program

Glendale Elementary School District Wellness Program will sponsor one men's basketball team in the City of Glendale's Adult Men's Recreational Fall League.


League begins September 18-November 20

Games will be held Tuesday evenings either at 6:30, 7:30 or 8:30 p.m.

Location: Foothills Recreation and Aquatics Center, 4600 West Union Hills Drive, Glendale 85308

Sign up now:
<https://www.eventbrite.com/e/mens-basketball-team-tickets-50503279669>

Space is limited to 9 men per team.
Kane Wilson at Isaac Imes will be team captain.
Shirts and shorts will be provided.



Glendale Elementary School District Wellness Program

2254 N. 50th Avenue
Glendale, AZ 85305
Phone: 602-237-7221
Fax: 602-237-7262
E-mail: wellness@gesd40.org

Leading Balance Physically, Emotionally and Mentally

FITNESS REIMBURSEMENT PROGRAM

FOR ALL GESD EMPLOYEES



WHY: Make your health a priority!

WHAT: \$50 reimbursement each quarter if you attend a fitness facility on an average of three times per week*

HOW: Provide **proof of a paid membership** to a fitness facility AND **proof of participation** of the fitness activity. If you are unsure, email dsolter@gesd40.org

Attendance sheets will be available online and must be signed by someone at your fitness facility, unless the facility prints out your attendance. Turn in proof of attendance and payment to Davita Solter (Wellness Program Specialist) at the District Office.

WHEN: Program starts July 1, 2018.

- First Quarter: July 1-September 30. Reimbursement forms due by October 10.
- Second Quarter: October 1-December 31. Reimbursement forms due by January 9.
- Third Quarter: January 1-March 31. Reimbursement forms due April 10.
- Fourth Quarter: April 1-June 30. Reimbursement forms due July 10.

*Only one time per day will count at a particular facility. The program is intended to encourage employees to visit the fitness facility three times a week all quarter. Attendance logs are verified. Each employee will be given one week's grace each month. The reimbursement is taxable as it appears in your paycheck.

Thank you for participating!

IT'S YOUR TIME TO THRIVE.

The Virgin Pulse wellbeing program gives you the tools to get active, get healthy, and get rewarded.



Find our new ways to get healthy and stay healthy!

What You'll Do

- Register for your Virgin Pulse account.
- Download the Virgin Pulse mobile app for iOS and Android. Plus, the first time you log in you'll earn bonus points.
- Track your healthy activities, like getting fit, eating better, staying hydrated, sleeping enough, and more.
- Check in by taking health measurements like weight and blood pressure.
- Take part in challenges with friends, discover healthy tips, and more.

	Level 1	Level 2	Level 3	Level 4
POINTS EARNED	5,000	15,000	35,000	60,000
REWARD OF CHOICE (\$AMOUNT)	\$20	\$60	\$60	\$60
		C860 Total	C940 Total	C3200 Total


Your rewards

It's easy to earn points by making healthy decisions. The more you make, the more you earn. Here's how your points translate into rewards!



How to Earn Points

Activity	Frequency	Points Earned
WALKING	10,000 steps	10 Points
WALKING	20,000 steps	20 Points
WALKING	30,000 steps	30 Points
WALKING	40,000 steps	40 Points
WALKING	50,000 steps	50 Points
WALKING	60,000 steps	60 Points
WALKING	70,000 steps	70 Points
WALKING	80,000 steps	80 Points
WALKING	90,000 steps	90 Points
WALKING	100,000 steps	100 Points
WALKING	110,000 steps	110 Points
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WALKING	1,440,000 steps	1,440 Points
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WALKING	2,030,000 steps	2,030 Points
WALKING	2,040,000 steps	2,040 Points
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WALKING	2,350,000 steps	2,350 Points
WALKING	2,360,000 steps	2,360 Points
WALKING	2,370,000 steps	2,370 Points
WALKING	2,380,000 steps	2,380 Points
WALKING		

<p>GESD Wellness presents: MIXXEDFIT!</p> <p>What is MIXXEDFIT??</p> <p>MixedFit® is a people-inspired fitness program that is a mix of explosive dancing and boot camp toning. We dance to our favorite songs on the radio, then, we spice things up by adding boot camp-inspired exercises to make your workout more effective and challenging. The steps are repetitive and easy to follow, that way, our students can focus on working out rather than following dance steps. Relieve some stress after school and try this class!!</p> <p>Mondays 4:00-5:00 p.m.</p> <p>Harold W. Smith School- CAFETERIA 6534 N. 63rd Ave Glendale, AZ 85301</p> <p>*Bring water!*</p> <p>Questions? Contact the instructor! Ajouli Butler: ajbutler@gesd40.org</p> <p>EXPLOSIVE DANCING. BOOT CAMP INSPIRED TONING. MIXXEDFIT® <small>PEOPLE INSPIRED DANCE FITNESS</small> <small>MIXXEDFIT.COM</small></p>	<p><small>GESD Wellness Benefits and the Employee Network Present</small></p> <p>WELLNESS FAIR</p> <p>Wednesday October 24th 2:00pm – 5:30pm Landmark Gym/Cafeteria 5720 W. Myrtle, Glendale 85301</p> <p>Register for Biometric Screenings https://brovantevents.com/valleveschools register using sponsorcode U0KRX</p> <p>*Vision and Hearing Screening * Biggest Loser Contest</p> <p></p> <ul style="list-style-type: none">* FREE Flu shots for ALL employees* Discounts* Prizes to win
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ADJOURNMENT

Ms. Bolognini motioned to adjourn; Ms. Mayes seconded; Upon a call to vote, the motion carried with four votes in favor from Ms. Wilson, Ms. Mayes, Ms. Bolognini and Mr. Martinez.

There being no further business, the meeting adjourned at 5:09 p.m.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 5.A. TOPIC: Assistant Superintendent's Update

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance & Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

Mr. Barragan will provide the Trust Board with an update on the Glendale Elementary School District's business operations.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 5.B. TOPIC: Claims Experience Review - Medical

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

In November, GESD incurred \$710,302 in medical claims and represents a monthly loss ratio of 101%.

In December, GESD incurred \$708,583 in medical claims and represents a monthly loss ratio of 101%.

Overall, GESD has incurred \$3,912,125 YTD in medical claims and represents a loss ratio of 97%.

GESD has ten claims above \$75,000 and two above the \$150,000 stop loss level. Collectively, the ten claims have incurred \$1,295,179 or 33% of the total overall medical cost YTD. Based on the information, GESD anticipates a \$124,868 refund.

Based on the trend, we project revenues to generate \$8,083,560 and we anticipate to incur \$7,824,252 in medical claims or a loss ratio of 97% by June 30, 2019.



Monthly Experience Report

Glendale EI-All

Dates: (7/1/2018-6/30/2019)

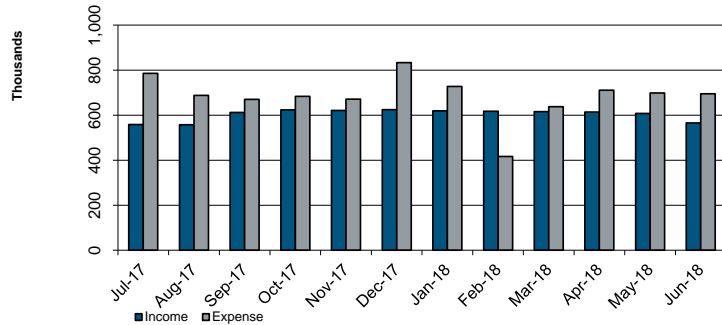


Name: Valley Schools Employee Benefits Group

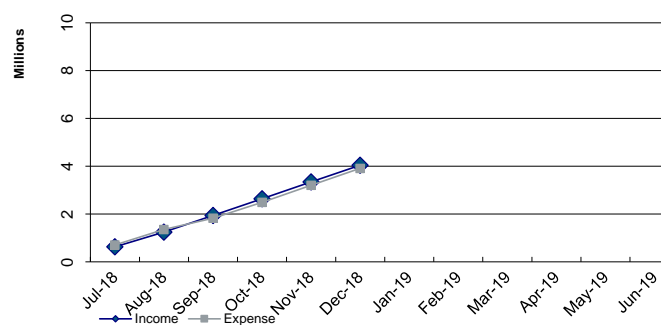
Plan: All

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM	Prior Year YTD Loss Ratio
2018-07	926	1,296	\$ 553,344	\$ -	\$ 95,142	\$ 648,486	\$ 57,338	\$ 705,824	\$ 626,702	\$ (79,122)	113%	\$ 545	140%
2018-08	916	1,289	\$ 482,162	\$ -	\$ 107,791	\$ 589,953	\$ 56,719	\$ 646,672	\$ 622,020	\$ (24,652)	104%	\$ 502	131%
2018-09	1,031	1,444	\$ 298,457	\$ -	\$ 108,480	\$ 406,937	\$ 63,840	\$ 470,777	\$ 692,378	\$ 221,601	68%	\$ 326	124%
2018-10	1,046	1,460	\$ 519,882	\$ 15,719	\$ 101,034	\$ 605,197	\$ 64,770	\$ 669,967	\$ 700,122	\$ 30,154	96%	\$ 459	121%
2018-11	1,045	1,461	\$ 551,346	\$ 13,087	\$ 107,336	\$ 645,595	\$ 64,707	\$ 710,302	\$ 700,039	\$ (10,262)	101%	\$ 486	118%
2018-12	1,046	1,464	\$ 641,589	\$ 96,062	\$ 98,287	\$ 643,814	\$ 64,769	\$ 708,583	\$ 700,519	\$ (8,064)	101%	\$ 484	121%
2019-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	120%
2019-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	113%
2019-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	112%
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	113%
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	113%
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-	114%
Total	6,010	8,414	\$ 3,046,780	\$ 124,868	\$ 618,070	\$ 3,539,982	\$ 372,143	\$ 3,912,125	\$ 4,041,779	\$ 129,654	97%	\$ 465	
Mo. Avg.	1,002	1,402	\$ 507,797	\$ 20,811	\$ 103,012	\$ 589,997	\$ 62,024	\$ 652,021	\$ 673,630	\$ 21,609		\$ 465	
PY Mo. Avg. @ 6/30/18	1,049	1,447	\$ 589,195	\$ 75,183	\$ 105,857	\$ 619,869	\$ 64,955	\$ 684,823	\$ 602,731	\$ (82,092)		\$ 473	

HISTORICAL MONTHLY INCOME VS EXPENSE



CURRENT PLAN YR CUMULATIVE INCOME VS EXPENSE





Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)

Name: Valley Schools Employee Benefits Group

Plan: All Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	900	1,262	\$ 533,234	\$ -	\$ 93,047	\$ 626,281	\$ 55,728	\$ 682,009	\$ 609,049	\$ (72,960)	112%	\$ 540
2018-08	893	1,261	\$ 464,499	\$ -	\$ 101,195	\$ 565,694	\$ 55,294	\$ 620,988	\$ 606,332	\$ (14,656)	102%	\$ 492
2018-09	1,010	1,418	\$ 281,090	\$ -	\$ 106,925	\$ 388,015	\$ 62,539	\$ 450,554	\$ 678,603	\$ 228,049	66%	\$ 318
2018-10	1,026	1,436	\$ 468,567	\$ 15,719	\$ 100,120	\$ 552,968	\$ 63,531	\$ 616,499	\$ 687,583	\$ 71,084	90%	\$ 429
2018-11	1,026	1,438	\$ 529,981	\$ 13,087	\$ 105,378	\$ 622,272	\$ 63,530	\$ 685,802	\$ 688,092	\$ 2,290	100%	\$ 477
2018-12	1,027	1,441	\$ 631,750	\$ 96,062	\$ 98,038	\$ 633,726	\$ 63,592	\$ 697,318	\$ 688,571	\$ (8,747)	101%	\$ 484
2019-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
2019-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
2019-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	
Total	5,882	8,256	\$ 2,909,121	\$ 124,868	\$ 604,703	\$ 3,388,956	\$ 364,214	\$ 3,753,170	\$ 3,958,231	\$ 205,061	95%	\$ 455
Mo. Avg.	980	1,376	\$ 484,853	\$ 20,811	\$ 100,784	\$ 564,826	\$ 60,702	\$ 625,528	\$ 659,705	\$ 34,177		\$ 455



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)

Name: Valley Schools Employee Benefits Group

Plan: All COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	26	34	\$ 20,110	\$ -	\$ 2,095	\$ 22,205	\$ 1,610	\$ 23,815	\$ 17,652	\$ (6,163)	135%	\$ 700
2018-08	23	28	\$ 17,663	\$ -	\$ 6,596	\$ 24,259	\$ 1,425	\$ 25,684	\$ 15,688	\$ (9,996)	164%	\$ 917
2018-09	21	26	\$ 17,367	\$ -	\$ 1,555	\$ 18,922	\$ 1,301	\$ 20,223	\$ 13,775	\$ (6,448)	147%	\$ 778
2018-10	20	24	\$ 51,316	\$ -	\$ 914	\$ 52,230	\$ 1,239	\$ 53,469	\$ 12,538	\$ (40,930)	426%	\$ 2,228
2018-11	19	23	\$ 21,364	\$ -	\$ 1,958	\$ 23,322	\$ 1,177	\$ 24,499	\$ 11,947	\$ (12,552)	205%	\$ 1,065
2018-12	19	23	\$ 9,839	\$ -	\$ 249	\$ 10,088	\$ 1,177	\$ 11,265	\$ 11,947	\$ 682	94%	\$ 490
2019-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	128	158	\$ 137,659	\$ -	\$ 13,367	\$ 151,026	\$ 7,929	\$ 158,955	\$ 83,548	\$ (75,407)	190%	\$ 1,006
Mo. Avg.	21	26	\$ 22,943	\$ -	\$ 2,228	\$ 25,171	\$ 1,322	\$ 26,493	\$ 13,925	\$ (12,568)		\$ 1,006



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Traditional PPO-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost MPPM
2018-07	518	701	\$ 382,034	\$ -	\$ 84,101	\$ 466,135	\$ 32,075	\$ 498,210	\$ 363,800	\$ (134,410)	137%	\$ 711
2018-08	513	698	\$ 371,674	\$ -	\$ 87,398	\$ 459,072	\$ 31,765	\$ 490,837	\$ 361,345	\$ (129,493)	136%	\$ 703
2018-09	511	691	\$ 219,663	\$ -	\$ 96,992	\$ 316,655	\$ 31,641	\$ 348,296	\$ 359,205	\$ 10,909	97%	\$ 504
2018-10	506	682	\$ 226,792	\$ 15,719	\$ 83,198	\$ 294,271	\$ 31,332	\$ 325,603	\$ 355,232	\$ 29,629	92%	\$ 477
2018-11	500	678	\$ 257,169	\$ 13,087	\$ 92,445	\$ 336,527	\$ 30,960	\$ 367,487	\$ 352,830	\$ (14,657)	104%	\$ 542
2018-12	500	680	\$ 449,605	\$ 96,062	\$ 84,471	\$ 438,014	\$ 30,960	\$ 468,974	\$ 353,256	\$ (115,718)	133%	\$ 690
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	3,048	4,130	\$ 1,906,937	\$ 124,868	\$ 528,605	\$ 2,310,674	\$ 188,733	\$ 2,499,407	\$ 2,145,668	\$ (353,739)	116%	\$ 605
Mo. Avg.	508	688	\$ 317,823	\$ 20,811	\$ 88,101	\$ 385,112	\$ 31,456	\$ 416,568	\$ 357,611	\$ (58,957)	116%	\$ 605

Monthly Contribution Rates

Premiums

Employee Only	\$ 579.58
Employee + Spouse	\$ 1,212.02
Employee + Child(ren)	\$ 1,117.22
Employee + Family	\$ 1,543.84



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Traditional PPO-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	16	18	\$ 17,137	\$ -	\$ 2,035	\$ 19,172	\$ 991	\$ 20,163	\$ 10,749	\$ (9,414)	188%	\$ 1,120
2018-08	17	19	\$ 16,244	\$ -	\$ 6,522	\$ 22,766	\$ 1,053	\$ 23,819	\$ 11,340	\$ (12,479)	210%	\$ 1,254
2018-09	16	18	\$ 16,996	\$ -	\$ 1,474	\$ 18,470	\$ 991	\$ 19,461	\$ 10,749	\$ (8,712)	181%	\$ 1,081
2018-10	15	16	\$ 51,312	\$ -	\$ 868	\$ 52,180	\$ 929	\$ 53,109	\$ 9,513	\$ (43,597)	558%	\$ 3,319
2018-11	14	15	\$ 21,364	\$ -	\$ 1,908	\$ 23,272	\$ 867	\$ 24,139	\$ 8,921	\$ (15,218)	271%	\$ 1,609
2018-12	14	15	\$ 9,908	\$ -	\$ 99	\$ 10,007	\$ 867	\$ 10,874	\$ 8,921	\$ (1,953)	122%	\$ 725
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	92	101	\$ 132,962	\$ -	\$ 12,906	\$ 145,868	\$ 5,698	\$ 151,566	\$ 60,194	\$ (91,373)	252%	\$ 1,501
Mo. Avg.	15	17	\$ 22,160	\$ -	\$ 2,151	\$ 24,311	\$ 950	\$ 25,261	\$ 10,032	\$ (15,229)	252%	\$ 1,501

Monthly Contribution Rates

Premiums	
Employee Only	\$ 591.17
Employee + Spouse	\$ 1,236.26
Employee + Child(ren)	\$ 1,139.56
Employee + Family	\$ 1,574.72



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	359	504	\$ 145,385	\$ -	\$ 8,863	\$ 154,248	\$ 22,229	\$ 176,477	\$ 225,703	\$ 49,225	78%	\$ 350
2018-08	357	506	\$ 91,964	\$ -	\$ 13,742	\$ 105,706	\$ 22,105	\$ 127,811	\$ 225,440	\$ 97,629	57%	\$ 253
2018-09	460	636	\$ 60,144	\$ -	\$ 9,261	\$ 69,405	\$ 28,483	\$ 97,888	\$ 287,499	\$ 189,611	34%	\$ 154
2018-10	479	661	\$ 218,647	\$ -	\$ 16,630	\$ 235,277	\$ 29,660	\$ 264,937	\$ 299,079	\$ 34,142	89%	\$ 401
2018-11	486	670	\$ 259,081	\$ -	\$ 12,287	\$ 271,368	\$ 30,093	\$ 301,461	\$ 303,220	\$ 1,759	99%	\$ 450
2018-12	487	673	\$ 180,753	\$ -	\$ 13,046	\$ 193,799	\$ 30,155	\$ 223,954	\$ 304,245	\$ 80,291	74%	\$ 333
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,628	3,650	\$ 955,974	\$ -	\$ 73,829	\$ 1,029,803	\$ 162,725	\$ 1,192,528	\$ 1,645,186	\$ 452,658	72%	\$ 327
Mo. Avg.	438	608	\$ 159,329	\$ -	\$ 12,305	\$ 171,634	\$ 27,121	\$ 198,755	\$ 274,198	\$ 75,443	72%	\$ 327

Monthly Contribution Rates

Premiums	
Employee Only	\$ 519.58
Employee + Spouse	\$ 1,024.31
Employee + Child(ren)	\$ 946.57
Employee + Family	\$ 1,296.40



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	9	15	\$ 2,973	\$ -	\$ 60	\$ 3,033	\$ 557	\$ 3,590	\$ 6,433	\$ 2,843	56%	\$ 239
2018-08	5	8	\$ 1,024	\$ -	\$ 74	\$ 1,098	\$ 310	\$ 1,408	\$ 3,878	\$ 2,470	36%	\$ 176
2018-09	4	7	\$ 371	\$ -	\$ 81	\$ 452	\$ 248	\$ 700	\$ 2,555	\$ 1,856	27%	\$ 100
2018-10	4	7	\$ 3	\$ -	\$ 46	\$ 49	\$ 248	\$ 297	\$ 2,555	\$ 2,258	12%	\$ 42
2018-11	4	7	\$ -	\$ -	\$ 50	\$ 50	\$ 248	\$ 298	\$ 2,555	\$ 2,257	12%	\$ 43
2018-12	4	7	\$ (69)	\$ -	\$ 150	\$ 81	\$ 248	\$ 329	\$ 2,555	\$ 2,226	13%	\$ 47
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	30	51	\$ 4,302	\$ -	\$ 461	\$ 4,763	\$ 1,859	\$ 6,622	\$ 20,533	\$ 13,910	32%	\$ 130
Mo. Avg.	5	9	\$ 717	\$ -	\$ 77	\$ 794	\$ 310	\$ 1,104	\$ 3,422	\$ 2,318	32%	\$ 130

Monthly Contribution Rates

Premiums	
Employee Only	\$ 529.97
Employee + Spouse	\$ 1,044.80
Employee + Child(ren)	\$ 965.50
Employee + Family	\$ 1,322.33



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Navigate Plus HDHP Base-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	23	57	\$ 5,815	\$ -	\$ 83	\$ 5,898	\$ 1,424	\$ 7,322	\$ 19,547	\$ 12,225	37%	\$ 128
2018-08	23	57	\$ 861	\$ -	\$ 55	\$ 916	\$ 1,424	\$ 2,340	\$ 19,547	\$ 17,207	12%	\$ 41
2018-09	39	91	\$ 1,283	\$ -	\$ 672	\$ 1,955	\$ 2,415	\$ 4,370	\$ 31,899	\$ 27,530	14%	\$ 48
2018-10	41	93	\$ 23,128	\$ -	\$ 292	\$ 23,420	\$ 2,539	\$ 25,959	\$ 33,272	\$ 7,313	78%	\$ 279
2018-11	40	90	\$ 13,731	\$ -	\$ 646	\$ 14,377	\$ 2,477	\$ 16,854	\$ 32,042	\$ 15,188	53%	\$ 187
2018-12	40	88	\$ 1,392	\$ -	\$ 521	\$ 1,913	\$ 2,477	\$ 4,390	\$ 31,070	\$ 26,680	14%	\$ 50
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	206	476	\$ 46,210	\$ -	\$ 2,269	\$ 48,479	\$ 12,756	\$ 61,235	\$ 167,377	\$ 106,143	37%	\$ 129
Mo. Avg.	34	79	\$ 7,702	\$ -	\$ 378	\$ 8,080	\$ 2,126	\$ 10,206	\$ 27,896	\$ 17,690	37%	\$ 129

Monthly Contribution Rates

Premiums	
Employee Only	\$ 461.16
Employee + Spouse	\$ 982.35
Employee + Child(ren)	\$ 911.60
Employee + Family	\$ 1,229.95



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Navigate Plus HDHP Base-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2018-07	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2018-08	1	1	\$ 395	\$ -	\$ -	\$ 395	\$ 62	\$ 457	\$ 470	\$ 13	97%	\$ 457
2018-09	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2018-10	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2018-11	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2018-12	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2019-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	6	6	\$ 395	\$ -	\$ -	\$ 395	\$ 372	\$ 767	\$ 2,822	\$ 2,055	27%	\$ 128
Mo. Avg.	1	1	\$ 66	\$ -	\$ -	\$ 66	\$ 62	\$ 128	\$ 470	\$ 343	27%	\$ 128

Monthly Contribution Rates

Premiums	
Employee Only	\$ 470.38
Employee + Spouse	\$ 1,002.00
Employee + Child(ren)	\$ 929.83
Employee + Family	\$ 1,254.55



GLENDALE
ELEMENTARY SCHOOL DISTRICT

Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Traditional PPO

Date	Active				Total	Cobra				Total	Medical Plan Totals
	EE	SP	CH	FAM		EE	SP	CH	FAM		
2018-07	415	28	62	13	518	14	2	0	0	16	534
2018-08	409	27	64	13	513	15	2	0	0	17	530
2018-09	409	28	61	13	511	14	2	0	0	16	527
2018-10	406	28	59	13	506	14	1	0	0	15	521
2018-11	398	28	61	13	500	13	1	0	0	14	514
2018-12	398	28	60	14	500	13	1	0	0	14	514
2019-01	0	0	0	0	0	0	0	0	0	0	0
2019-02	0	0	0	0	0	0	0	0	0	0	0
2019-03	0	0	0	0	0	0	0	0	0	0	0
2019-04	0	0	0	0	0	0	0	0	0	0	0
2019-05	0	0	0	0	0	0	0	0	0	0	0
2019-06	0	0	0	0	0	0	0	0	0	0	0



GLENDALE
ELEMENTARY SCHOOL DISTRICT

Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base

Date	Active				Total	Cobra				Total	Medical Plan Totals
	EE	SP	CH	FAM		EE	SP	CH	FAM		
2018-07	279	15	54	11	359	6	0	2	1	9	368
2018-08	276	15	54	12	357	3	0	1	1	5	362
2018-09	362	18	65	15	460	3	0	1	0	4	464
2018-10	378	19	66	16	479	3	0	1	0	4	483
2018-11	383	19	69	15	486	3	0	1	0	4	490
2018-12	383	20	69	15	487	3	0	1	0	4	491
2019-01	0	0	0	0	0	0	0	0	0	0	0
2019-02	0	0	0	0	0	0	0	0	0	0	0
2019-03	0	0	0	0	0	0	0	0	0	0	0
2019-04	0	0	0	0	0	0	0	0	0	0	0
2019-05	0	0	0	0	0	0	0	0	0	0	0
2019-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Navigate Plus HDHP Base

Date	Active				Total	Cobra				Total	Medical Plan Totals
	EE	SP	CH	FAM		EE	SP	CH	FAM		
2018-07	7	2	9	5	23	1	0	0	0	1	24
2018-08	7	2	9	5	23	1	0	0	0	1	24
2018-09	14	6	12	7	39	1	0	0	0	1	40
2018-10	15	6	13	7	41	1	0	0	0	1	42
2018-11	15	6	13	6	40	1	0	0	0	1	41
2018-12	17	5	12	6	40	1	0	0	0	1	41
2019-01	0	0	0	0	0	0	0	0	0	0	0
2019-02	0	0	0	0	0	0	0	0	0	0	0
2019-03	0	0	0	0	0	0	0	0	0	0	0
2019-04	0	0	0	0	0	0	0	0	0	0	0
2019-05	0	0	0	0	0	0	0	0	0	0	0
2019-06	0	0	0	0	0	0	0	0	0	0	0



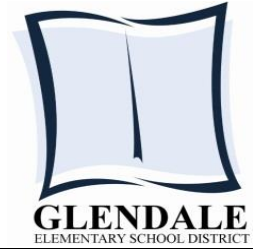
REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Members	Number of members as reported by provider source.
Paid Medical Claims	Paid medical claims as reported by provider source in reported month for all claims paid since the effective date including current report month except as noted.
Less Estimated Specific Stop Loss Refunds	Estimated specific stop loss refunds. This amount includes estimated refunds for individual claims in excess of the stop loss deductible. Actual reimbursements are credited to the District's account after June 30th of the plan year. Amounts are estimates and may change during the adjudication process by the stop loss carrier.
Paid Rx Claims	Paid prescription drug claims as reported by provider source in reported month for all claims paid since the effective date including current report month.
Total Net Medical/Rx Claims	Net paid medical claims plus paid Rx claims less estimated stop loss refunds.
PEPM Fixed Expenses	This amount includes all administrative, third party administrators, stop loss coverage, and other services provided through Valley Schools.
Total Paid Claims & Expenses	Estimated paid claims plus plan fixed expenses.
Total Calculated Premium Equivalent	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactivity reported by Districts.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PMPM	Total paid claims and expenses divided by total members.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

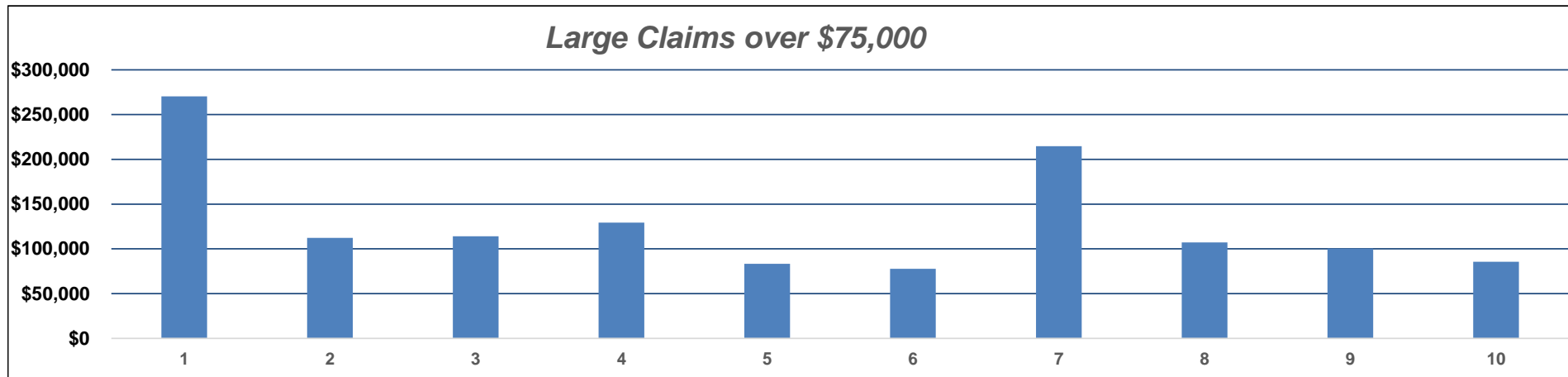
This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s) data.



**Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Large Claims by Plan
(7/1/2018 through 6/30/2019)**



# of claims > \$75K	
FY18	FY19
23	10

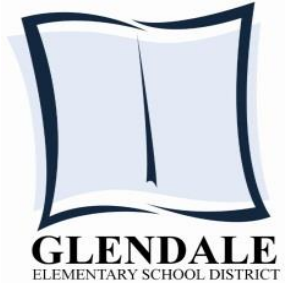


Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1*	\$270,441	\$150,000	\$0	\$60,220
2	\$112,211	\$150,000	\$37,789	\$0
3*	\$113,970	\$150,000	\$36,030	\$0
4*	\$129,432	\$150,000	\$20,568	\$0
5	\$83,400	\$150,000	\$66,600	\$0
6	\$77,800	\$150,000	\$72,200	\$0
7	\$214,648	\$150,000	\$0	\$64,648
8	\$107,302	\$150,000	\$42,698	\$0
9*	\$100,443	\$150,000	\$49,557	\$0
10	\$85,533	\$150,000	\$64,467	\$0
Total	\$1,295,179			\$124,868

1/14/2019 *expected refunds for this claimant have been adjusted due to exceeding the stop loss level for more than one year



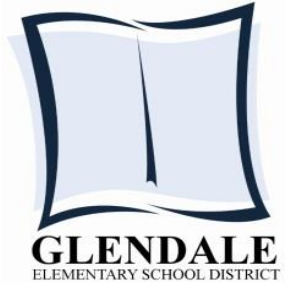
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	Traditional		\$46,966.71
2018-08	Traditional		\$70,535.05
2018-09	Traditional		\$17,913.46
2018-10	Traditional		\$46,023.00
2018-11	Traditional		\$26,173.52
2018-12	Traditional		\$62,829.16
		Total for Claimant 1	\$270,440.90
2018-07	Traditional		\$14,768.61
2018-08	Traditional		\$89,443.32
2018-09	Traditional		\$3,562.78
2018-10	Traditional		\$802.57
2018-11	Traditional		\$1,913.32
2018-12	Traditional		\$1,720.79
		Total for Claimant 2	\$112,211.39
2018-07	Traditional		-\$161.40
2018-07	Traditional		\$14,570.37
2018-08	Traditional		\$12,726.63
2018-09	Traditional		\$13,688.72
2018-10	Traditional		\$43,879.77
2018-11	Traditional		\$20,485.75
2018-12	Traditional		\$8,780.02
		Total for Claimant 3	\$113,969.86



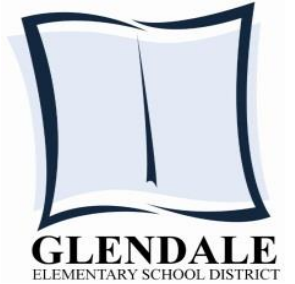
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	HDHP Base		\$6,250.59
2018-08	HDHP Base		\$9,561.77
2018-09	HDHP Base		\$6,801.39
2018-10	HDHP Base		\$751.83
2018-11	HDHP Base		\$105,910.36
2018-12	HDHP Base		\$155.86
		Total for Claimant 4	\$129,431.80
2018-07	HDHP Base		\$1,799.42
2018-08	HDHP Base		\$12,417.23
2018-09	HDHP Base		\$1,434.07
2018-10	HDHP Base		\$11,339.86
2018-11	HDHP Base		\$55,232.31
2018-12	HDHP Base		\$1,177.02
		Total for Claimant 5	\$83,399.91
2018-07	HDHP Base		\$10,999.98
2018-08	HDHP Base		\$1,240.97
2018-10	HDHP Base		\$706.74
2018-11	HDHP Base		\$42,052.21
2018-12	HDHP Base		\$22,800.00
		Total for Claimant 6	\$77,799.90



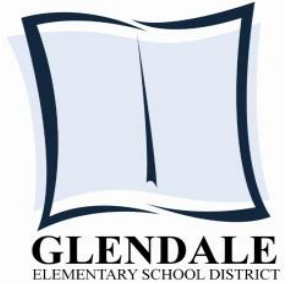
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	Traditional		\$86.81
2018-08	Traditional		\$1,495.61
2018-09	Traditional		\$1,710.62
2018-10	Traditional		\$3,299.63
2018-11	Traditional		\$8,962.59
2018-12	Traditional		\$199,092.72
		Total for Claimant 7	\$214,647.98
2018-07	HDHP Base		\$102.05
2018-08	Nav Plus HDHP		\$91.87
2018-09	Nav Plus HDHP		\$219.61
2018-10	Nav Plus HDHP		\$2,247.16
2018-11	Nav Plus HDHP		\$182.21
2018-11	HDHP Base		\$104,153.21
2018-12	Nav Plus HDHP		\$305.54
		Total for Claimant 8	\$107,301.65
2018-07	Traditional		\$14,405.57
2018-08	Traditional		\$17,930.66
2018-09	Traditional		\$11,768.53
2018-10	Traditional		\$11,768.53
2018-11	Traditional		\$18,027.09
2018-12	Traditional		\$26,542.53
		Total for Claimant 9	\$100,442.91



Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	Traditional		\$3,339.26
2018-08	Traditional		\$772.12
2018-09	Traditional		\$3,327.70
2018-10	Traditional		\$2,754.58
2018-11	Traditional		\$14,710.11
2018-12	Traditional		\$60,629.23
		Total for Claimant 10	\$85,533.00
TOTAL		Total	\$1,295,179.30

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 5.C. TOPIC: Claims Experience Review - Dental

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

In November, Pool I (or base plan) incurred \$50,204 in dental claims or a monthly loss ratio of 66%.

In December, Pool I (or base plan) incurred \$51,596 in dental claims or a monthly loss ratio of 68%.

Pool I (or base plan) incurred \$254,507 in dental claims year to date (YTD) and a loss ratio of 86%.

Based on the trend, we project revenues to generate \$906,552 by June 30, 2019 and we anticipate Pool I (or base plan) to incur approximately \$712,620 or a loss ratio of 80% by June 30, 2019.

In November, Pool III (or buy-up plan) incurred \$191,706 in dental claims or a monthly loss ratio of 69%.

In December, Pool III (or buy-up plan) incurred \$207,367 in dental claims or a monthly loss ratio of 74%.

Pool III (or buy-up plan) incurred \$1,376,648 in dental claims YTD and a loss ratio of 83%.

Based on the trend, we project revenues to generate approximately \$3,317,628 by June 30, 2019 and we anticipate Pool III (or buy-up plan) to incur approximately \$2,753,292 or a loss ratio of 83% by June 30, 2019.

Monthly Experience Report

VSEBG Master

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Master

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2018-07	9,749	\$ 516,323	\$ 33,736	\$ 550,059	\$ 518,221	\$ (31,838)	106%	\$ 56	131%
2018-08	9,991	\$ 592,627	\$ 34,541	\$ 627,168	\$ 528,660	\$ (98,508)	119%	\$ 63	131%
2018-09	10,469	\$ 318,046	\$ 36,170	\$ 354,216	\$ 552,014	\$ 197,798	64%	\$ 34	108%
2018-10	10,394	\$ 458,028	\$ 35,717	\$ 493,745	\$ 546,943	\$ 53,198	90%	\$ 48	100%
2018-11	10,413	\$ 354,293	\$ 35,800	\$ 390,093	\$ 547,768	\$ 157,675	71%	\$ 37	96%
2018-12	10,416	\$ 380,367	\$ 35,825	\$ 416,192	\$ 548,092	\$ 131,900	76%	\$ 40	91%
2019-01				\$ -	\$ -	\$ -			93%
2019-02				\$ -	\$ -	\$ -			92%
2019-03				\$ -	\$ -	\$ -			91%
2019-04				\$ -	\$ -	\$ -			90%
2019-05				\$ -	\$ -	\$ -			90%
2019-06				\$ -	\$ -	\$ -			90%
Total	61,432	\$ 2,619,684	\$ 211,789	\$ 2,831,473	\$ 3,241,698	\$ 410,225	87%	\$ 46	
Mo. Avg.	10,239	\$ 436,614	\$ 35,298	\$ 471,912	\$ 540,283	\$ 68,371		\$ 46	
PY Mo. Avg. @ 6/30/18	10,299	\$ 449,494	\$ 35,453	\$ 484,946	\$ 537,539	\$ 52,593	91%	\$ 47	

Monthly Experience Report

VSEBG Pool I

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Pool I

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2018-07	1,990	\$ 61,529	\$ 6,883	\$ 68,412	\$ 70,239	\$ 1,827	97%	\$ 34	134%
2018-08	2,029	\$ 60,999	\$ 7,083	\$ 68,082	\$ 71,921	\$ 3,839	95%	\$ 34	139%
2018-09	2,153	\$ 40,537	\$ 7,499	\$ 48,036	\$ 75,900	\$ 27,864	63%	\$ 22	110%
2018-10	2,172	\$ 62,516	\$ 7,461	\$ 69,977	\$ 76,388	\$ 6,411	92%	\$ 32	101%
2018-11	2,178	\$ 42,722	\$ 7,482	\$ 50,204	\$ 76,492	\$ 26,288	66%	\$ 23	95%
2018-12	2,177	\$ 44,107	\$ 7,489	\$ 51,596	\$ 76,333	\$ 24,737	68%	\$ 24	90%
2019-01				\$ -	\$ -	\$ -			92%
2019-02				\$ -	\$ -	\$ -			92%
2019-03				\$ -	\$ -	\$ -			91%
2019-04				\$ -	\$ -	\$ -			90%
2019-05				\$ -	\$ -	\$ -			89%
2019-06				\$ -	\$ -	\$ -			89%
Total	12,699	\$ 312,410	\$ 43,897	\$ 356,307	\$ 447,273	\$ 90,966	80%	\$ 28	
Mo. Avg.	2,117	\$ 52,068	\$ 7,316	\$ 59,385	\$ 74,546	\$ 15,161		\$ 28	
PY Mo. Avg. @ 6/30/18	2,153	\$ 59,745	\$ 7,356	\$ 67,101	\$ 75,197	\$ 8,096	90%	\$ 31	

Monthly Contribution Rates

Premiums

Employee Only	\$ 26.11
Employee + Spouse	\$ 52.22
Employee + Child(ren)	\$ 54.83
Employee + Family	\$ 78.32

Monthly Experience Report

VSEBG Pool II

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

Plan: Pool II

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2018-07	3,840	\$ 203,682	\$ 13,344	\$ 217,026	\$ 178,034	\$ (38,992)	122%	\$ 57	122%
2018-08	4,051	\$ 223,848	\$ 13,918	\$ 237,766	\$ 187,228	\$ (50,538)	127%	\$ 59	122%
2018-09	4,181	\$ 119,864	\$ 14,379	\$ 134,243	\$ 193,005	\$ 58,762	70%	\$ 32	105%
2018-10	4,172	\$ 189,730	\$ 14,341	\$ 204,071	\$ 192,302	\$ (11,769)	106%	\$ 49	100%
2018-11	4,179	\$ 133,800	\$ 14,383	\$ 148,183	\$ 192,506	\$ 44,323	77%	\$ 35	98%
2018-12	4,179	\$ 142,853	\$ 14,376	\$ 157,229	\$ 192,538	\$ 35,309	82%	\$ 38	93%
2019-01				\$ -	\$ -	\$ -			96%
2019-02				\$ -	\$ -	\$ -			95%
2019-03				\$ -	\$ -	\$ -			94%
2019-04				\$ -	\$ -	\$ -			93%
2019-05				\$ -	\$ -	\$ -			94%
2019-06				\$ -	\$ -	\$ -			94%
Total	24,602	\$ 1,013,777	\$ 84,741	\$ 1,098,518	\$ 1,135,613	\$ 37,095	97%	\$ 45	
Mo. Avg.	4,100	\$ 168,963	\$ 14,124	\$ 183,086	\$ 189,269	\$ 6,183		\$ 45	
PY Mo. Avg. @ 6/30/18	4,341	\$ 173,280	\$ 14,926	\$ 188,207	\$ 200,228	\$ 12,021	94%	\$ 43	

Monthly Contribution Rates

Premiums

Employee Only	\$ 32.86
Employee + Spouse	\$ 65.72
Employee + Child(ren)	\$ 69.01
Employee + Family	\$ 98.58

Monthly Experience Report

VSEBG Pool III

Dates: (7/1/2018-6/30/2019)



Name: Valley Schools Employee Benefits Group

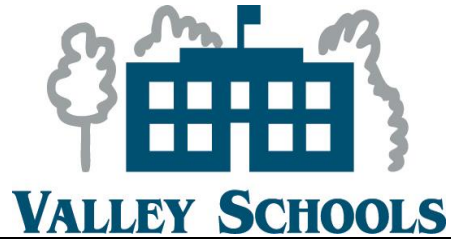
Plan: Pool III

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2018-07	3,919	\$ 251,112	\$ 13,509	\$ 264,621	\$ 269,948	\$ 5,327	98%	\$ 68	137%
2018-08	3,911	\$ 307,780	\$ 13,540	\$ 321,320	\$ 269,511	\$ (51,809)	119%	\$ 82	135%
2018-09	4,135	\$ 157,645	\$ 14,292	\$ 171,937	\$ 283,109	\$ 111,172	61%	\$ 42	110%
2018-10	4,050	\$ 205,782	\$ 13,915	\$ 219,697	\$ 278,253	\$ 58,556	79%	\$ 54	99%
2018-11	4,056	\$ 177,771	\$ 13,935	\$ 191,706	\$ 278,770	\$ 87,064	69%	\$ 47	95%
2018-12	4,060	\$ 193,407	\$ 13,960	\$ 207,367	\$ 279,221	\$ 71,854	74%	\$ 51	90%
2019-01				\$ -	\$ -	\$ -			92%
2019-02				\$ -	\$ -	\$ -			91%
2019-03				\$ -	\$ -	\$ -			89%
2019-04				\$ -	\$ -	\$ -			89%
2019-05				\$ -	\$ -	\$ -			88%
2019-06				\$ -	\$ -	\$ -			88%
Total	24,131	\$ 1,293,497	\$ 83,151	\$ 1,376,648	\$ 1,658,812	\$ 282,164	83%	\$ 57	
Mo. Avg.	4,022	\$ 215,583	\$ 13,859	\$ 229,441	\$ 276,469	\$ 47,027		\$ 57	
PY Mo. Avg. @ 6/30/18	3,805	\$ 216,468	\$ 13,171	\$ 229,639	\$ 262,115	\$ 32,476	88%	\$ 61	

Monthly Contribution Rates

Premiums

Employee Only	\$ 45.01
Employee + 1	\$ 90.03
Employee + 2	\$ 94.53
Employee + Family	\$ 135.04



REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Paid Dental Claims	Paid dental claims as reported by provider source in reported month for all claims paid since the effective date including current report month except as noted.
PEPM Fixed Expenses	This amount includes all administrative costs & third party administrator costs.
Total Paid Claims & Expenses	Estimated paid claims plus plan fixed expenses.
Contributions	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactivity reported by Districts.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PEPM	Total paid claims and expenses divided by total employees.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s) data.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 5.D. TOPIC: Financial Review

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

The financial report for November 30, 2018 reflects the “Ending net position reserved for claims and expenses” as \$17,260,801.78.

The financial report for December 31, 2018 reflects the “Ending net position reserved for claims and expenses” as \$16,492,355.13.



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

December 11, 2018

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the five months ended November 30, 2018. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

Dan Davison
Chief Financial Officer

**Valley Schools Employee Benefits Group
Statement of Revenues, Expenses and
Changes in Net Position by District--Cash Basis
For the Five Months Ended November 30, 2018**

	Glendale Elementary
Operating revenues	
Contributions	\$ 10,136,000.00
Total operating revenues	<u>10,136,000.00</u>
Operating expenses	
Paid claims	2,804,871.54
Fixed expense	329,724.00
Dental pool expense	216,460.95
H.S.A. contributions	304,582.09
Health insurance premiums	24,956.92
Short term disability premiums	36,038.90
Dental premiums	4,958.09
Vision plan premiums	26,283.80
Flexible spending premiums	67,902.50
Life insurance premiums	57,781.29
Prepaid legal premiums	0.00
Identity protection premiums	0.00
Wellness	41.73
Trust administration & mgmt.	0.00
Member administration expense	0.00
ACA Fees	3,244.23
Total operating expenses	<u>3,876,846.04</u>
Operating income/(loss)	<u>6,259,153.96</u>
Non-operating revenue	
Interest income	196,715.40
Change in market value	(172,097.05)
Return of net position	0.00
Total non-operating revenue	<u>24,618.35</u>
Change in net position	<u>6,283,772.31</u>
Beginning net position reserved for claims and expenses	<u>10,977,029.47</u>
Ending net position reserved for claims and expenses	<u>\$ 17,260,801.78</u>

**Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on: 12/05/2018**



VALLEY SCHOOLS WORKERS
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

January 10, 2019

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2018. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me

Sincerely,

Dan Davison
Chief Financial Officer

**Valley Schools Employee Benefits Group
Statement of Revenues, Expenses and
Changes in Net Position by District--Cash Basis
For the Six Months Ended December 31, 2018**

	Glendale Elementary
Operating revenues	
Contributions	\$ 10,136,000.00
Total operating revenues	<u>10,136,000.00</u>
Operating expenses	
Paid claims	3,535,945.71
Fixed expense	395,668.80
Dental pool expense	257,767.35
H.S.A. contributions	326,928.29
Health insurance premiums	35,708.58
Short term disability premiums	43,720.97
Dental premiums	6,095.40
Vision plan premiums	31,845.58
Flexible spending premums	67,902.50
Life insurance premiums	81,365.26
Prepaid legal premiums	0.00
Identity protection premiums	0.00
Wellness	41.73
Trust administration & mgmt.	0.00
Member administration expense	0.00
ACA Fees	3,244.23
Total operating expenses	<u>4,786,234.40</u>
Operating income/(loss)	<u>5,349,765.60</u>
Non-operating revenue	
Interest income	238,170.94
Change in market value	(72,610.88)
Return of net position	0.00
Total non-operating revenue	<u>165,560.06</u>
Change in net position	<u>5,515,325.66</u>
Beginning net position reserved for claims and expenses	<u>10,977,029.47</u>
Ending net position reserved for claims and expenses	<u>\$ 16,492,355.13</u>

**Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on: 01/11/2019**

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 5.E. TOPIC: Wellness and Insurance Update

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

Ms. Jodi Finnesy, Benefits Analyst and Ms. Davita Solter, Wellness Specialist, will present the Trust Board with Wellness and Insurance updates.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
DISCUSSION ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 6.A. TOPIC: Meet and Confer Survey Results

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

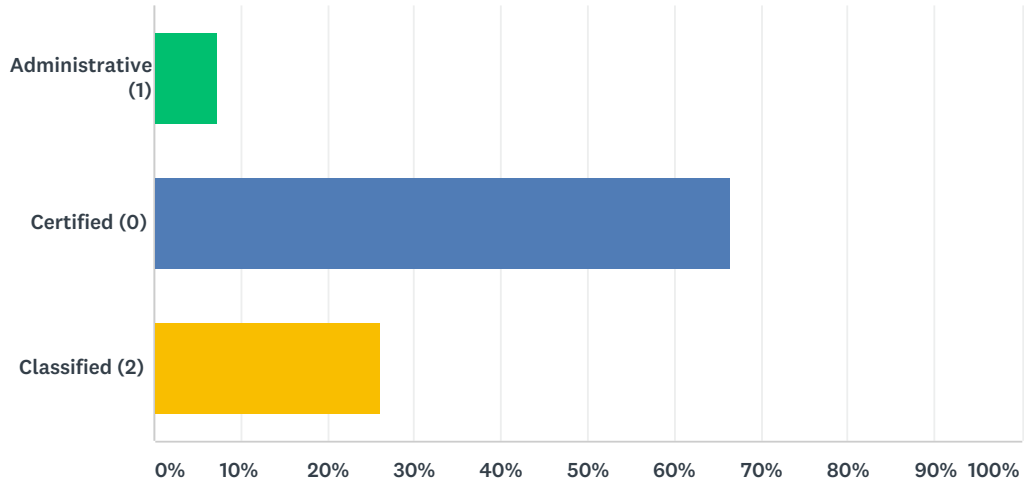
DATE ASSIGNED FOR CONSIDERATION: January 23, 2019

The Trust Board will discuss the results of the Meet and Confer employee survey.

The information attached is specific to insurance-related matters. Non-insurance related information is not included.

Q1 What is your classification?

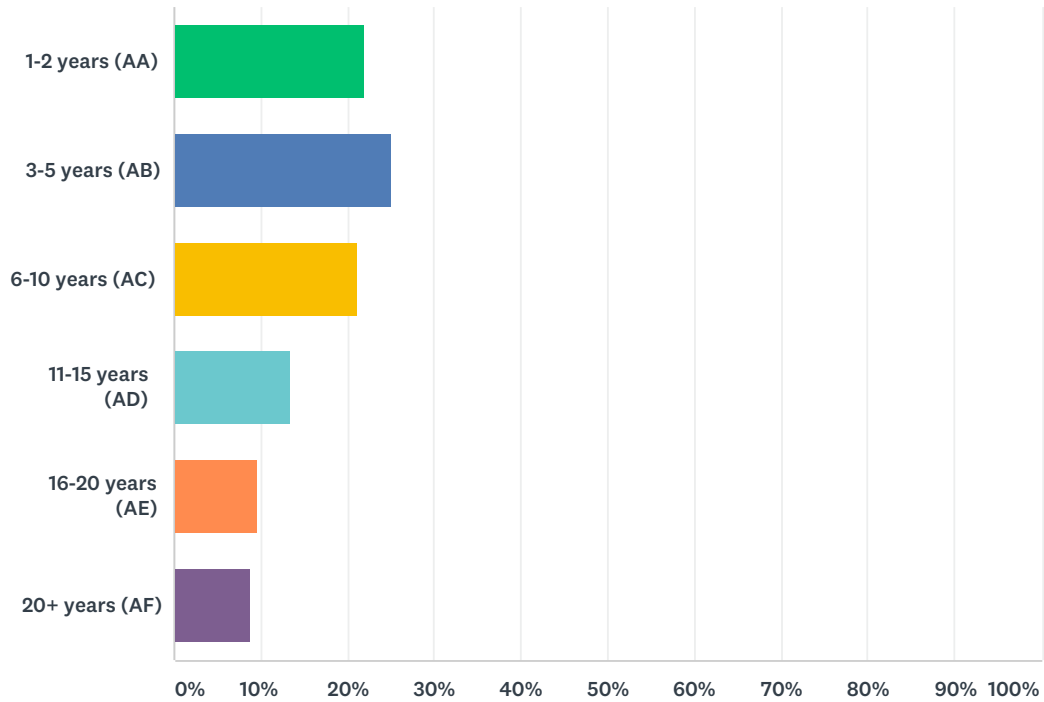
Answered: 440 Skipped: 3



ANSWER CHOICES	RESPONSES	
Administrative (1)	7.27%	32
Certified (0)	66.59%	293
Classified (2)	26.14%	115
TOTAL		440

Q2 How long have you been employed by GESD (including this school year)?

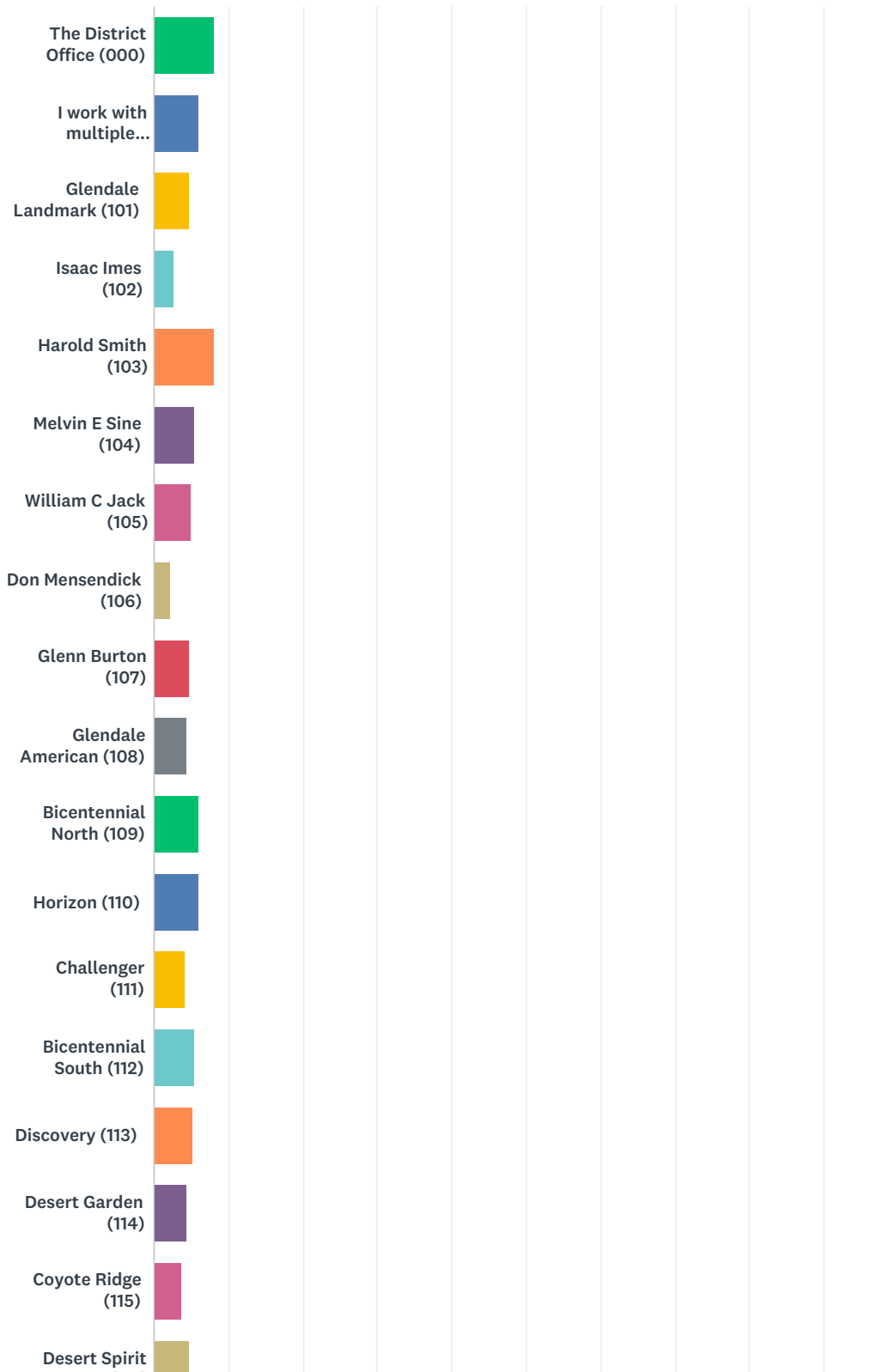
Answered: 441 Skipped: 2



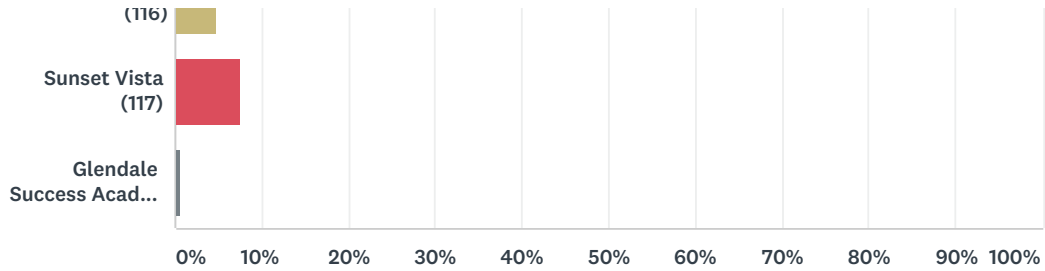
ANSWER CHOICES	RESPONSES	
1-2 years (AA)	22.00%	97
3-5 years (AB)	25.17%	111
6-10 years (AC)	21.09%	93
11-15 years (AD)	13.38%	59
16-20 years (AE)	9.52%	42
20+ years (AF)	8.84%	39
TOTAL		441

**Q3 Select the location where you spend the majority of your working day.
(If you are evenly split between two locations, select your "primary"
worksite as assigned by Human Resources)**

Answered: 436 Skipped: 7



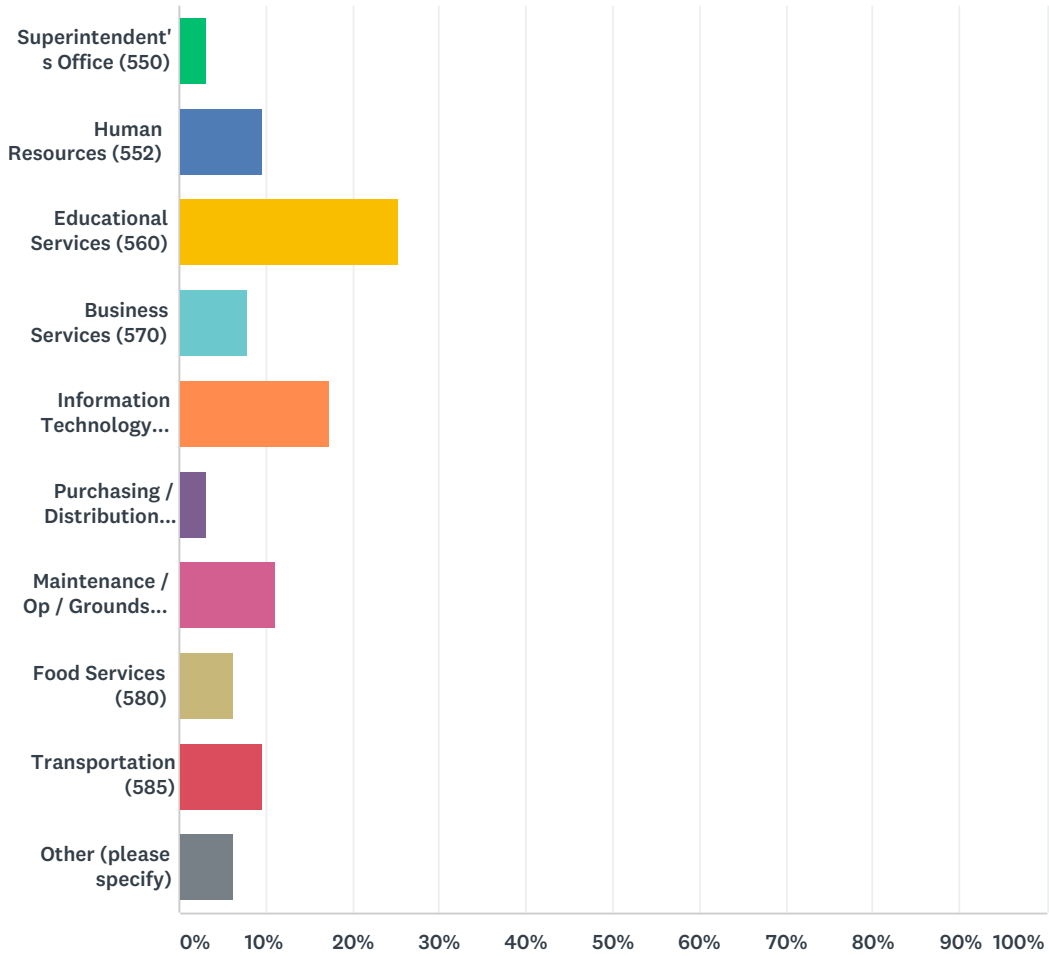
2018-2019 Meet and Confer Staff Survey



ANSWER CHOICES	RESPONSES	
The District Office (000)	8.26%	36
I work with multiple schools, and definitely do not have a "primary" school (e.g. support center). (001)	5.96%	26
Glendale Landmark (101)	4.82%	21
Isaac Imes (102)	2.75%	12
Harold Smith (103)	8.26%	36
Melvin E Sine (104)	5.50%	24
William C Jack (105)	5.05%	22
Don Mensendick (106)	2.29%	10
Glenn Burton (107)	4.82%	21
Glendale American (108)	4.36%	19
Bicentennial North (109)	5.96%	26
Horizon (110)	5.96%	26
Challenger (111)	4.13%	18
Bicentennial South (112)	5.50%	24
Discovery (113)	5.28%	23
Desert Garden (114)	4.36%	19
Coyote Ridge (115)	3.67%	16
Desert Spirit (116)	4.82%	21
Sunset Vista (117)	7.57%	33
Glendale Success Academy (118)	0.69%	3
TOTAL		436

Q4 Please specify the department you work for(Do not answer this question unless you selected "District" or "Multiple Schools" in the previous question)

Answered: 63 Skipped: 380



ANSWER CHOICES	RESPONSES	
Superintendent's Office (550)	3.17%	2
Human Resources (552)	9.52%	6
Educational Services (560)	25.40%	16
Business Services (570)	7.94%	5
Information Technology (571)	17.46%	11
Purchasing / Distribution Center (574)	3.17%	2
Maintenance / Op / Grounds / Const (577)	11.11%	7
Food Services (580)	6.35%	4
Transportation (585)	9.52%	6
Other (please specify)	6.35%	4

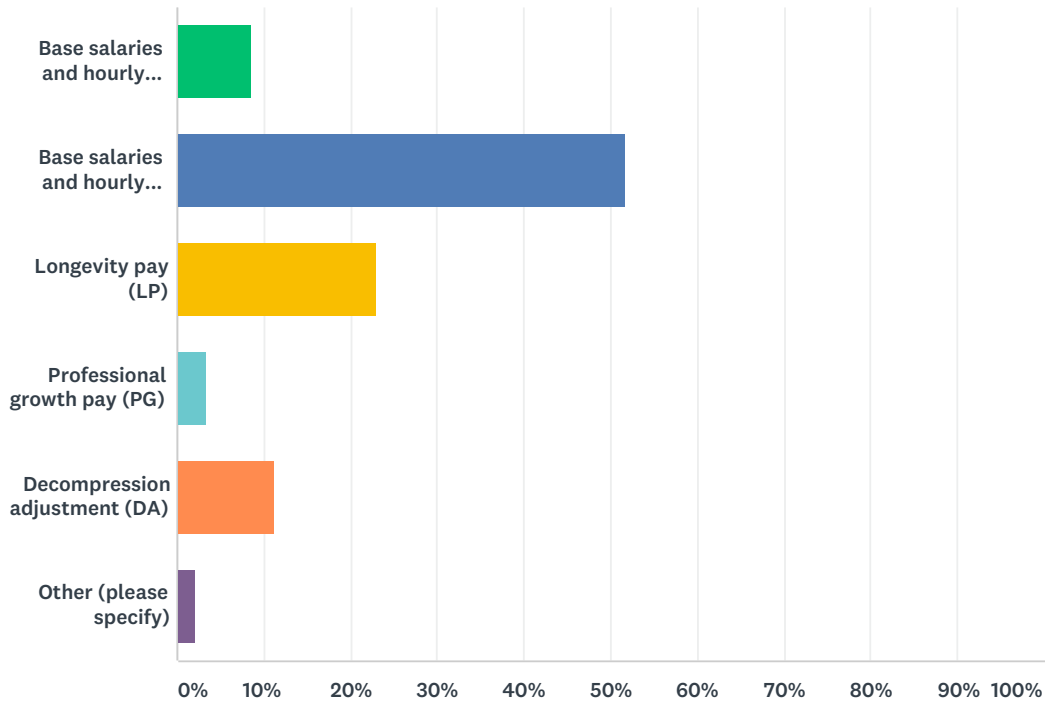
2018-2019 Meet and Confer Staff Survey

TOTAL	63
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#	OTHER (PLEASE SPECIFY)	DATE
1	special education	11/19/2018 12:18 PM
2	Finance	11/8/2018 1:41 PM
3	Security	11/7/2018 3:30 PM
4	Student Services	11/7/2018 9:15 AM

Q5 What is your top compensation priority

Answered: 431 Skipped: 12

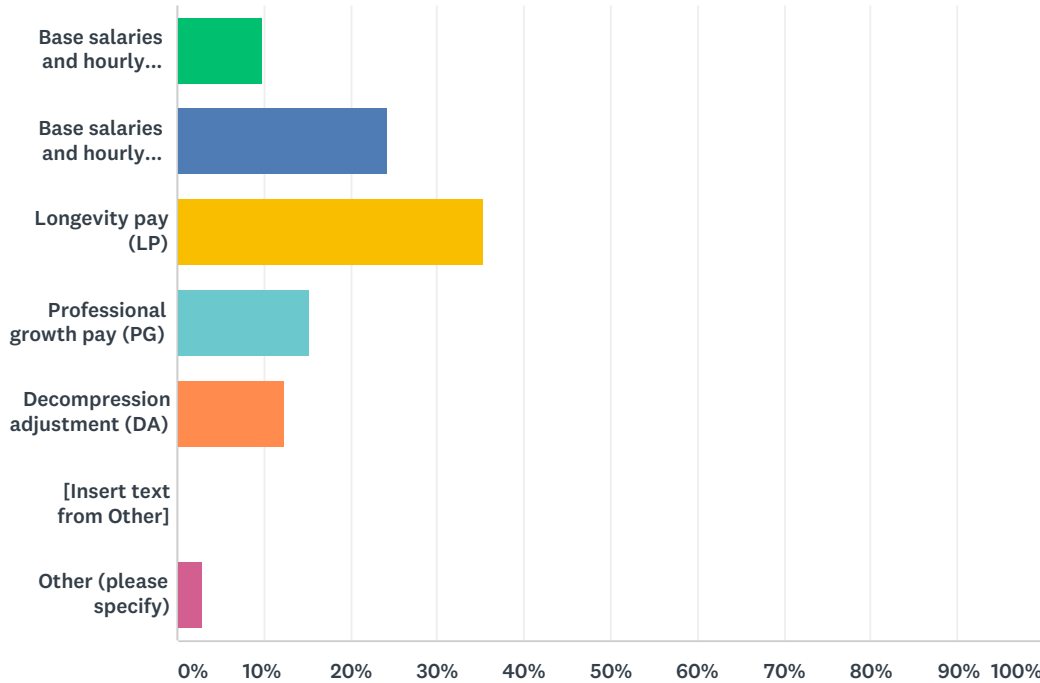


ANSWER CHOICES	RESPONSES
Base salaries and hourly rates for new employees. (SN)	8.58% 37
Base salaries and hourly rates for returning employees (SR)	51.74% 223
Longevity pay (LP)	22.97% 99
Professional growth pay (PG)	3.25% 14
Decompression adjustment (DA)	11.37% 49
Other (please specify)	2.09% 9
TOTAL	431

#	OTHER (PLEASE SPECIFY)	DATE
1	Step scale increases and performance based pay	11/9/2018 7:28 AM
2	Increasing the base salary for teachers	11/7/2018 3:36 PM
3	The social emotional learning specialists did not receive the pay raises received by teachers, which left the SEL specialists earning lower salaries than teachers.	11/7/2018 1:10 PM
4	Base salaries and hourly rates for returning employees plus the stipends	11/7/2018 11:13 AM
5	Base salaries and hourly rates for returning employees and longevity pay, people that are new are making what a seasoned teacher makes with a masters degree	11/7/2018 9:26 AM
6	Performance pay for classified	11/7/2018 9:24 AM
7	Many days off with no compensation	11/7/2018 9:16 AM
8	The climate and moral as it relates tot he lack of discipline and researched based RTI is growing worse. It is not fair for certain gradelevels, subjects or teachers to carry the school.	11/6/2018 7:50 PM

Q6 What is your second compensation priority?

Answered: 431 Skipped: 12



ANSWER CHOICES	RESPONSES	
Base salaries and hourly rates for new employees. (SN)	9.74%	42
Base salaries and hourly rates for returning employees (SR)	24.36%	105
Longevity pay (LP)	35.27%	152
Professional growth pay (PG)	15.31%	66
Decompression adjustment (DA)	12.30%	53
[Insert text from Other]	0.00%	0
Other (please specify)	3.02%	13
TOTAL		431

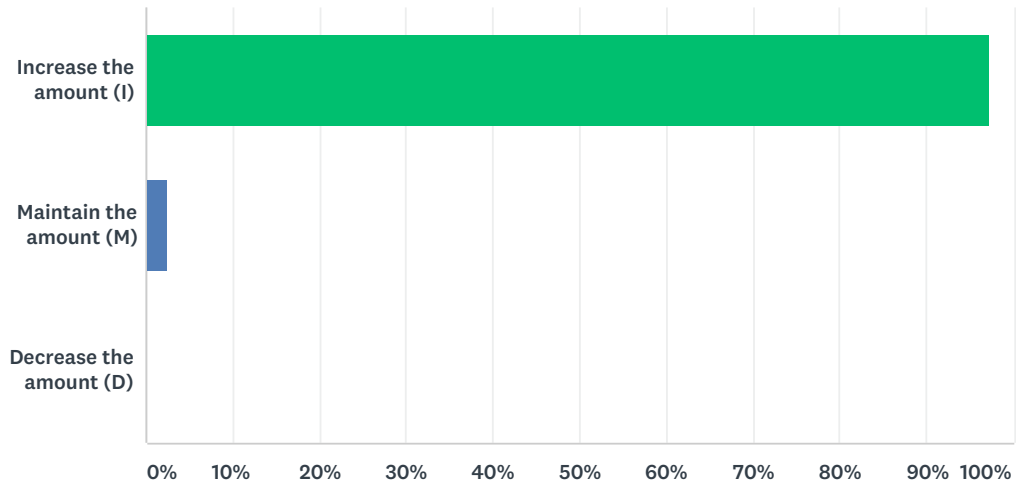
#	OTHER (PLEASE SPECIFY)	DATE
1	Professional growth pay for SELS	11/19/2018 4:30 PM
2	Compensation for work requirements outside of contractual time (i.e. attending IEP meetings before/after school hours, report writing outside of contact hours)	11/19/2018 2:13 PM
3	Insurance cost	11/19/2018 12:13 PM
4	Performance pay	11/8/2018 4:12 PM
5	Cost of living raises	11/8/2018 1:18 PM
6	Compensate teachers sub-pay rate hourly or by day when they have to cover a classroom or students when no substitute is available. Or if you have to cover a classroom and lose your prep time because no sub is available.	11/8/2018 7:24 AM
7	Na	11/7/2018 9:18 PM

2018-2019 Meet and Confer Staff Survey

8	New teachers coming right out of college with now experience are making more than those that have experience and degrees.	11/7/2018 11:14 AM
9	Every year there should be a higher increase of pay pertaining to the number of years in the district or teaching.	11/7/2018 11:08 AM
10	getting paid for years of experience (is that what longevity pay is??)	11/7/2018 10:43 AM
11	credit for years of service regardless of district	11/7/2018 10:38 AM
12	tutoring pay	11/7/2018 9:17 AM
13	All of the above	11/5/2018 12:08 PM

Q7 For your choice above, would you prefer to:

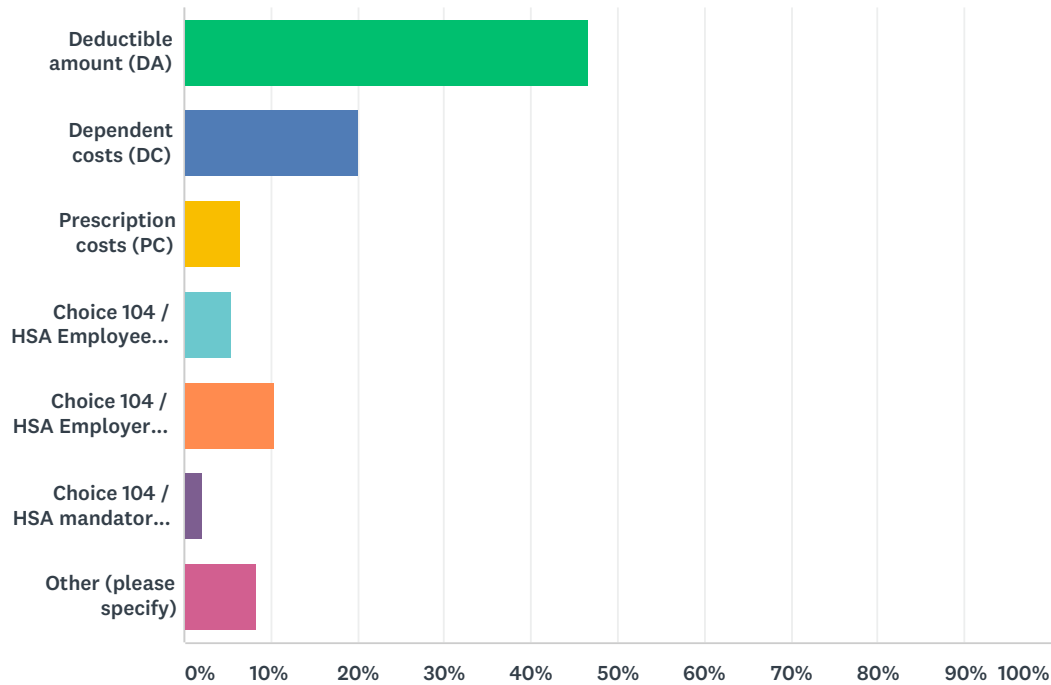
Answered: 425 Skipped: 18



ANSWER CHOICES	RESPONSES	
Increase the amount (I)	97.18%	413
Maintain the amount (M)	2.59%	11
Decrease the amount (D)	0.24%	1
TOTAL		425

Q8 What is your top insurance priority?

Answered: 426 Skipped: 17



ANSWER CHOICES	RESPONSES
Deductible amount (DA)	46.71% 199
Dependent costs (DC)	20.19% 86
Prescription costs (PC)	6.57% 28
Choice 104 / HSA Employee contribution amount (HE)	5.40% 23
Choice 104 / HSA Employer contribution amount (HG)	10.56% 45
Choice 104 / HSA mandatory activities (HM)	2.11% 9
Other (please specify)	8.45% 36
TOTAL	426

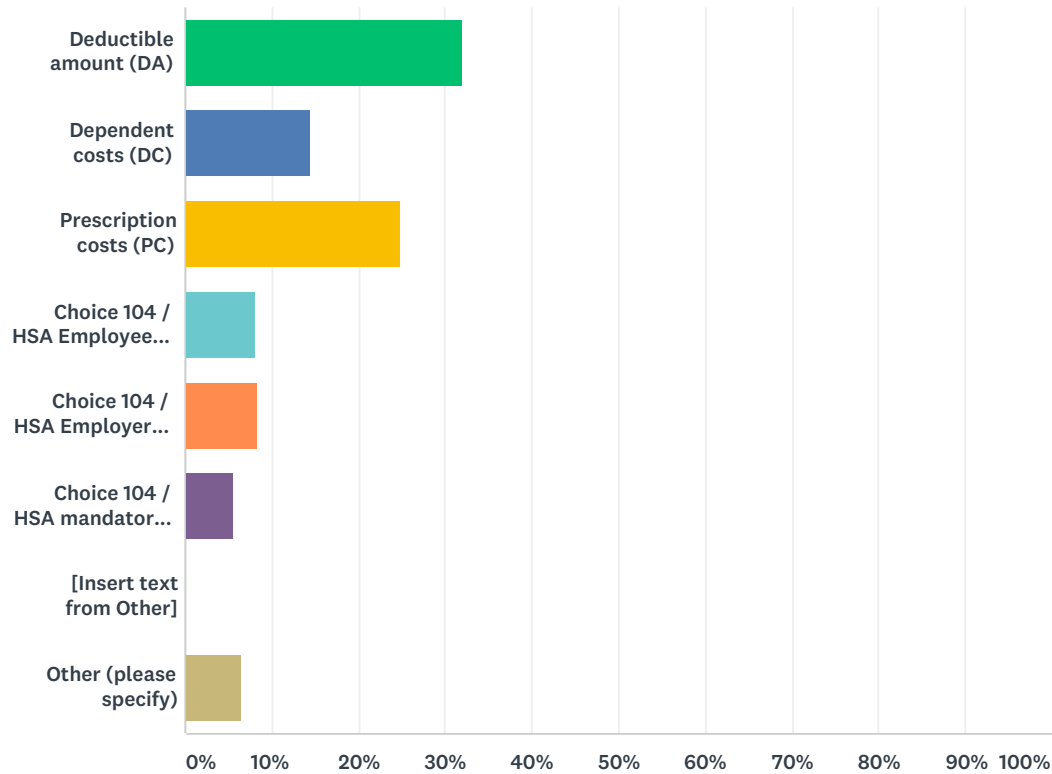
#	OTHER (PLEASE SPECIFY)	DATE
1	no insurance	11/26/2018 10:40 AM
2	Not insured through District	11/20/2018 1:21 PM
3	Overall costs combined (monthly payment, co-pays, Rx co-pays)	11/20/2018 11:53 AM
4	retirement coverage	11/16/2018 11:15 AM
5	I have outside insurance	11/16/2018 10:27 AM
6	I would say Dependent Cost is the top priority, about half of my check is spent before I even get it. After taxes and the cost to make sure we have health insurance. If I were the only income earner in the home and had dependents to provide for. I would have to work several other jobs to pay for it.	11/13/2018 3:55 PM
7	That it's offered.	11/12/2018 6:53 PM

2018-2019 Meet and Confer Staff Survey

8	N/A	11/10/2018 3:25 PM
9	Simply having insurance at all.	11/9/2018 2:06 PM
10	I am ok with insurance as is.	11/8/2018 4:59 PM
11	I dont have district insurance	11/8/2018 4:12 PM
12	Keeping traditional PPO Plan bc I have a pre-existing condition	11/8/2018 2:48 PM
13	Additional Plan Choices	11/8/2018 1:16 PM
14	Premium Amount	11/7/2018 11:38 PM
15	Keep my PPO plan	11/7/2018 11:46 AM
16	Can't stay here with a high deductible - Sorry - So much for our raise as it was taken away by the high deductible	11/7/2018 11:43 AM
17	Compensation for those opting not to select benefits.	11/7/2018 11:43 AM
18	availability of ppo plan	11/7/2018 11:35 AM
19	Monthly amount I owe for the PPO plan.	11/7/2018 11:31 AM
20	Keeping the insurance that is not connected to HSA	11/7/2018 10:44 AM
21	don't have one i think its fine	11/7/2018 10:44 AM
22	Maintaining the availability of the PPO plan for those who remain on it	11/7/2018 10:35 AM
23	Choice 104/HSA being mandatory	11/7/2018 10:03 AM
24	premium coast	11/7/2018 9:57 AM
25	offering something other than the HSA for existing employees who did not originally choose that option	11/7/2018 9:56 AM
26	Dental Coverage	11/7/2018 9:44 AM
27	Keeping the PPO insurance	11/7/2018 9:43 AM
28	The deductible is too high and the dependent cost	11/7/2018 9:40 AM
29	compensation to NOT take district insurance.	11/7/2018 9:17 AM
30	choice to opt in for a non HSA with an option to pay an amount	11/7/2018 9:15 AM
31	No medical options, as a new employee only have the high deductible.	11/7/2018 9:14 AM
32	That the enire package is affordable, reasonable... I don't want high deductibles so that there are low prescription costs or vice versa...	11/7/2018 9:13 AM
33	unsure	11/6/2018 10:17 AM
34	Higher amount on the initial HSA card (start with \$1000 to start with an additional \$500 if the 3 items are completed)	11/5/2018 4:08 PM
35	More options for insurance in general. Employees should get to pick between a high deductible plan and a low deductible plan. New employees had NO choices. This is a huge problem for those teachers that see therapists weekly, have reoccurring health issues, or are planning on having children.	11/5/2018 2:41 PM
36	A decreased/co-plan for spouses within the district	11/5/2018 11:51 AM

Q9 What is your second insurance priority?

Answered: 420 Skipped: 23



ANSWER CHOICES	RESPONSES	
Deductible amount (DA)	31.90%	134
Dependent costs (DC)	14.52%	61
Prescription costs (PC)	25.00%	105
Choice 104 / HSA Employee contribution amount (HE)	8.10%	34
Choice 104 / HSA Employer contribution amount (HG)	8.33%	35
Choice 104 / HSA mandatory activities (HM)	5.71%	24
[Insert text from Other]	0.00%	0
Other (please specify)	6.43%	27
TOTAL		420

#	OTHER (PLEASE SPECIFY)	DATE
1	no insurance	11/26/2018 10:40 AM
2	See previous	11/20/2018 1:21 PM
3	none	11/19/2018 2:39 PM
4	none	11/19/2018 12:14 PM
5	lower premium	11/16/2018 11:15 AM
6	NA	11/16/2018 10:27 AM

2018-2019 Meet and Confer Staff Survey

7	Medicare/TriCare	11/10/2018 3:26 PM
8	Lower deductible it is was too high! It should be around \$250	11/9/2018 7:30 AM
9	I am ok with insurance as is.	11/8/2018 4:59 PM
10	N/A	11/8/2018 4:12 PM
11	Availability of PPO plans for employees over 40	11/8/2018 11:41 AM
12	Maintaining my PPO option	11/8/2018 10:12 AM
13	what procedures are covered and their percent	11/7/2018 3:53 PM
14	being able to maintain current provider	11/7/2018 12:34 PM
15	They discontinued my prescription altogether effective Jan 1st	11/7/2018 11:44 AM
16	The monthly amount I have to pay to be on the PPO Plan.	11/7/2018 11:31 AM
17	Cost of plan to employee	11/7/2018 10:59 AM
18	don't have one i think its fine	11/7/2018 10:45 AM
19	option for copays vs high deductible	11/7/2018 10:40 AM
20	Not making any changes in the current PPO plan.	11/7/2018 10:36 AM
21	My first and second insurance priority is the cost of the deductible.	11/7/2018 10:09 AM
22	Dental	11/7/2018 9:50 AM
23	compensation if I do NOT have district insurance	11/7/2018 9:18 AM
24	Good medical coverage as we are exposed to sick children and need good insurance.	11/7/2018 9:14 AM
25	unsure	11/6/2018 10:18 AM
26	Keeping the Choice 104 PPO as an option	11/6/2018 7:31 AM
27	Keeping the PPO if you were grandfathered in to that plan	11/5/2018 3:34 PM