

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

April 24, 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. 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 March 2019.
- e. Wellness/Insurance Update
Staff will present the Trust Board with updates on the District's Insurance and Wellness programs.

5. Action

- a. Minutes
It is recommended the Trust Board approve the minutes of the February 27, 2019 and March 27, 2019 meetings as presented.

6. Adjournment

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: 4.A. TOPIC: Assistant Superintendent's Update

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 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: 4.B. TOPIC: Claims Experience Review - Medical

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 2019

In March, GESD incurred \$425,075 in medical claims and represents a monthly loss ratio of 61%.

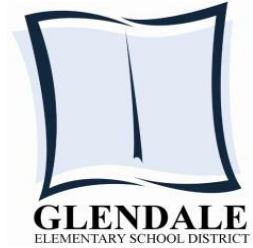
Overall, GESD has incurred \$5,005,412 YTD in medical claims and represents a loss ratio of 82%.

GESD has 11 claims above \$75,000 and three above the \$150,000 stop loss level. Collectively, the 11 claims have incurred \$1,514,245 or 30% of the total overall medical cost YTD. Based on the information, GESD anticipates a \$188,889 refund.

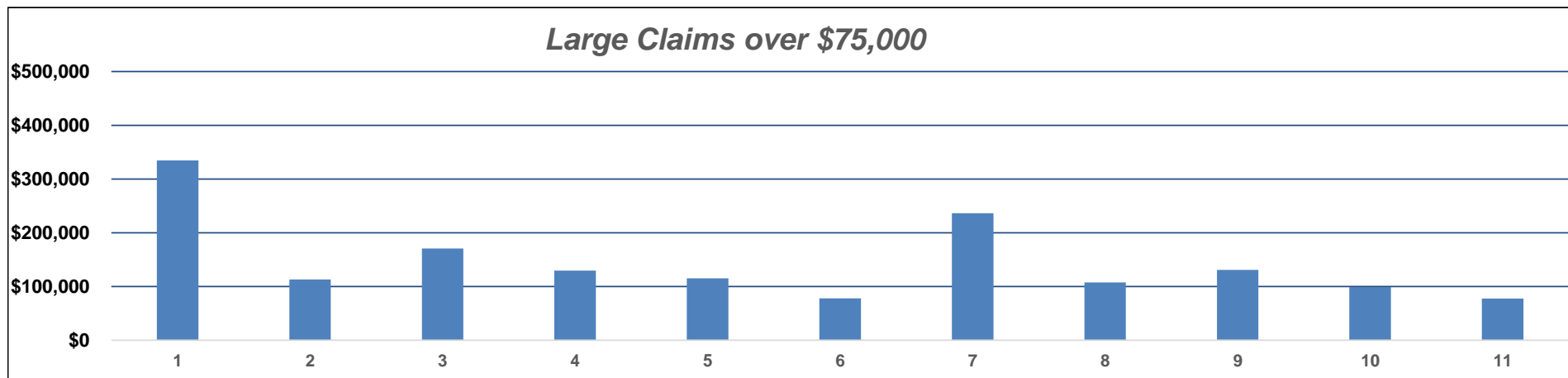
Based on the trend, we project revenues to generate \$8,183,052 and we anticipate to incur \$6,673,884 in medical claims or a loss ratio of 82% by June 30, 2019.



**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	11

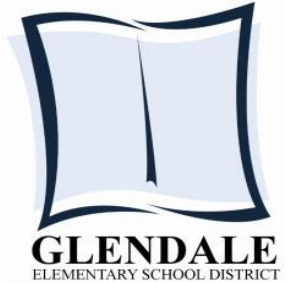


Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds	Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1*	\$334,456	\$150,000	\$0	\$92,228	11	\$77,405	\$150,000	\$72,596	\$0
2	\$113,058	\$150,000	\$36,942	\$0					
3*	\$170,649	\$150,000	\$0	\$10,324					
4*	\$129,432	\$150,000	\$20,568	\$0					
5	\$115,145	\$150,000	\$34,855	\$0					
6	\$77,800	\$150,000	\$72,200	\$0					
7	\$236,337	\$150,000	\$0	\$86,337					
8	\$107,508	\$150,000	\$42,492	\$0					
9*	\$130,754	\$150,000	\$19,246	\$0					
10	\$99,106	\$150,000	\$50,894	\$0					
Total	\$1,514,245			\$188,889	Total	\$77,405			\$0

4/11/2019 *expected refunds for this claimant have been adjusted due to exceeding the stop loss level for more than one year



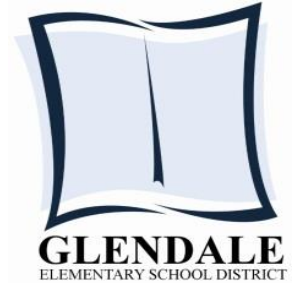
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



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
2019-01	Traditional		\$21,820.61
2019-02	Traditional		\$34,823.76
2019-03	Traditional		\$7,370.60
		Total for Claimant 1	\$334,455.87
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
2019-01	Traditional		\$100.45
2019-02	Traditional		\$485.44
2019-03	Traditional		\$260.65
		Total for Claimant 2	\$113,057.93



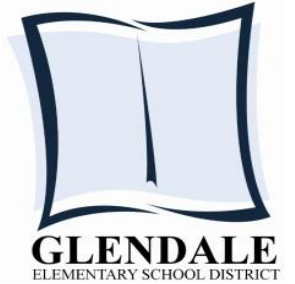
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	Traditional		-\$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
2019-01	Traditional		\$31,847.84
2019-02	Traditional		\$8,877.32
2019-03	Traditional		\$15,953.89
		Total for Claimant 3	\$170,648.91



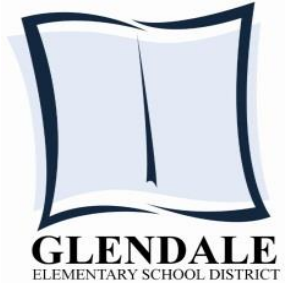
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2018 through 6/30/2019)



Date	Plan Name		Paid Amount
2018-07	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
2019-01	HDHP Base		\$24,807.69
2019-02	HDHP Base		\$640.59
2019-03	HDHP Base		\$6,297.22
		Total for Claimant 5	\$115,145.41
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
2019-01	Traditional		\$12,424.35
2019-02	Traditional		\$5,169.48
2019-03	Traditional		\$4,094.90
		Total for Claimant 7	\$236,336.71
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
2019-01	Nav Plus HDHP		\$206.73
		Total for Claimant 8	\$107,508.38



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		\$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
2019-01	Traditional		\$542.31
2019-02	Traditional		\$29,398.80
2019-03	Traditional		\$369.92
		Total for Claimant 9	\$130,753.94
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
2019-01	Traditional		\$455.23
2019-02	Traditional		\$671.22
2019-03	Traditional		\$12,446.50
		Total for Claimant 10	\$99,105.95



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		\$34,834.22
2018-08	Traditional		\$10,444.37
2018-09	Traditional		\$4,969.25
2018-10	Traditional		\$4,997.03
2018-11	Traditional		\$5,483.47
2018-12	Traditional		\$5,239.14
2019-01	Traditional		\$5,053.82
2019-02	Traditional		\$5,269.83
2019-03	Traditional		\$1,113.37
		Total for Claimant 11	\$77,404.50
TOTAL		Total	\$1,591,649.30



Monthly Experience Report

Glendale EI-All

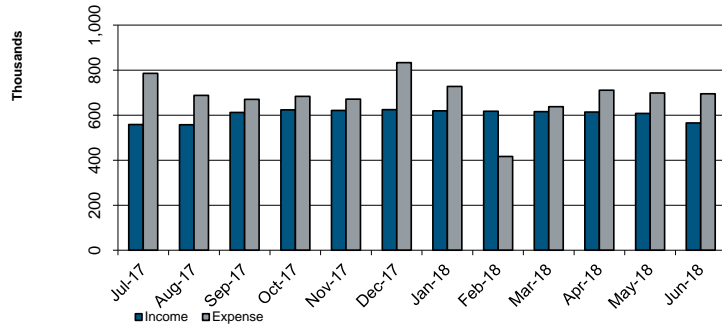
Dates: (7/1/2018-6/30/2019)



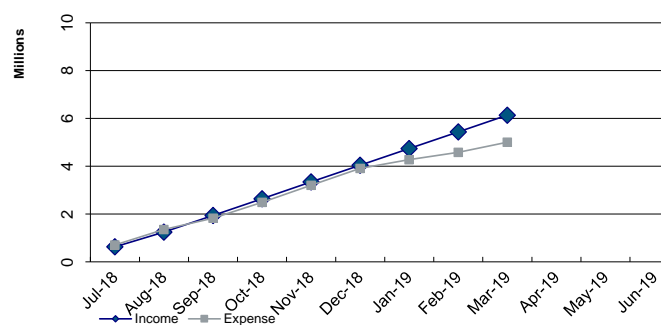
Name: Valley Schools Employee Benefits Group
Plan: All

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	1,048	1,467	\$ 641,589	\$ 96,062	\$ 98,287	\$ 643,814	\$ 64,893	\$ 708,707	\$ 701,599	\$ (7,108)	101%	\$ 483	121%
2019-01	1,040	1,462	\$ 214,498	\$ 23,335	\$ 103,759	\$ 294,922	\$ 64,397	\$ 359,319	\$ 697,224	\$ 337,905	52%	\$ 246	120%
2019-02	1,040	1,465	\$ 121,676	\$ 24,930	\$ 147,625	\$ 244,371	\$ 64,398	\$ 308,769	\$ 698,227	\$ 389,458	44%	\$ 211	113%
2019-03	1,040	1,466	\$ 299,168	\$ 15,756	\$ 77,265	\$ 360,677	\$ 64,398	\$ 425,075	\$ 698,976	\$ 273,902	61%	\$ 290	112%
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			113%
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			113%
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			114%
Total	9,132	12,810	\$ 3,682,122	\$ 188,889	\$ 946,719	\$ 4,439,952	\$ 565,460	\$ 5,005,412	\$ 6,137,287	\$ 1,131,876	82%	\$ 391	
Mo. Avg.	1,015	1,423	\$ 409,125	\$ 20,988	\$ 105,191	\$ 493,328	\$ 62,829	\$ 556,157	\$ 681,921	\$ 125,764		\$ 391	
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	1,029	1,444	\$ 631,750	\$ 96,062	\$ 98,038	\$ 633,726	\$ 63,716	\$ 697,442	\$ 689,652	\$ (7,790)	101%	\$ 483
2019-01	1,023	1,441	\$ 180,967	\$ 23,335	\$ 103,499	\$ 261,131	\$ 63,344	\$ 324,475	\$ 686,730	\$ 362,255	47%	\$ 225
2019-02	1,025	1,446	\$ 112,465	\$ 22,582	\$ 144,718	\$ 234,601	\$ 63,469	\$ 298,070	\$ 688,793	\$ 390,722	43%	\$ 206
2019-03	1,024	1,447	\$ 240,398	\$ 7,780	\$ 74,246	\$ 306,864	\$ 63,407	\$ 370,271	\$ 689,448	\$ 319,177	54%	\$ 256
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	8,956	12,593	\$ 3,442,951	\$ 178,565	\$ 927,166	\$ 4,191,552	\$ 554,558	\$ 4,746,110	\$ 6,024,282	\$ 1,278,171	79%	\$ 377
Mo. Avg.	995	1,399	\$ 382,550	\$ 19,841	\$ 103,018	\$ 465,728	\$ 61,618	\$ 527,346	\$ 669,365	\$ 142,019		\$ 377



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	17	21	\$ 33,531	\$ -	\$ 260	\$ 33,791	\$ 1,053	\$ 34,844	\$ 10,494	\$ (24,350)	332%	\$ 1,659
2019-02	15	19	\$ 9,210	\$ 2,348	\$ 2,907	\$ 9,769	\$ 929	\$ 10,698	\$ 9,434	\$ (1,264)	113%	\$ 563
2019-03	16	19	\$ 58,770	\$ 7,976	\$ 3,019	\$ 53,813	\$ 991	\$ 54,804	\$ 9,529	\$ (45,275)	575%	\$ 2,884
2019-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	176	217	\$ 239,171	\$ 10,324	\$ 19,553	\$ 248,400	\$ 10,902	\$ 259,302	\$ 113,006	\$ (146,296)	229%	\$ 1,195
Mo. Avg.	20	24	\$ 26,575	\$ 1,147	\$ 2,173	\$ 27,600	\$ 1,211	\$ 28,811	\$ 12,556	\$ (16,255)		\$ 1,195



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 PMPM
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	501	683	\$ 449,605	\$ 96,062	\$ 84,471	\$ 438,014	\$ 31,022	\$ 469,036	\$ 354,374	\$ (114,663)	132%	\$ 687
2019-01	496	682	\$ 68,928	\$ 23,335	\$ 88,170	\$ 133,763	\$ 30,712	\$ 164,475	\$ 353,167	\$ 188,692	47%	\$ 241
2019-02	493	679	\$ 118,225	\$ 22,582	\$ 110,964	\$ 206,607	\$ 30,527	\$ 237,134	\$ 351,428	\$ 114,294	67%	\$ 349
2019-03	489	677	\$ 193,194	\$ 7,780	\$ 61,885	\$ 247,299	\$ 30,279	\$ 277,578	\$ 350,091	\$ 72,513	79%	\$ 410
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	4,527	6,171	\$ 2,287,284	\$ 178,565	\$ 789,624	\$ 2,898,343	\$ 280,313	\$ 3,178,656	\$ 3,201,471	\$ 22,815	99%	\$ 515
Mo. Avg.	503	686	\$ 254,143	\$ 19,841	\$ 87,736	\$ 322,038	\$ 31,146	\$ 353,184	\$ 355,719	\$ 2,535	99%	\$ 515

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	11	11	\$ 33,310	\$ -	\$ 156	\$ 33,466	\$ 681	\$ 34,147	\$ 6,503	\$ (27,644)	525%	\$ 3,104
2019-02	11	11	\$ 8,838	\$ 2,348	\$ 114	\$ 6,604	\$ 681	\$ 7,285	\$ 6,503	\$ (782)	112%	\$ 662
2019-03	11	11	\$ 17,176	\$ 7,976	\$ 185	\$ 9,385	\$ 681	\$ 10,066	\$ 6,503	\$ (3,564)	155%	\$ 915
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	125	134	\$ 192,286	\$ 10,324	\$ 13,361	\$ 195,323	\$ 7,741	\$ 203,064	\$ 79,702	\$ (123,362)	255%	\$ 1,515
Mo. Avg.	14	15	\$ 21,365	\$ 1,147	\$ 1,485	\$ 21,703	\$ 860	\$ 22,563	\$ 8,856	\$ (13,707)	255%	\$ 1,515

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	671	\$ 180,753	\$ -	\$ 13,046	\$ 193,799	\$ 30,155	\$ 223,954	\$ 303,818	\$ 79,864	74%	\$ 334
2019-01	486	672	\$ 106,376	\$ -	\$ 14,477	\$ 120,853	\$ 30,093	\$ 150,946	\$ 302,871	\$ 151,925	50%	\$ 225
2019-02	491	680	\$ (8,561)	\$ -	\$ 33,345	\$ 24,784	\$ 30,403	\$ 55,187	\$ 306,672	\$ 251,485	18%	\$ 81
2019-03	492	679	\$ 46,804	\$ -	\$ 11,662	\$ 58,466	\$ 30,465	\$ 88,931	\$ 306,842	\$ 217,911	29%	\$ 131
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	4,097	5,679	\$ 1,100,593	\$ -	\$ 133,313	\$ 1,233,906	\$ 253,686	\$ 1,487,592	\$ 2,561,144	\$ 1,073,552	58%	\$ 262
Mo. Avg.	455	631	\$ 122,288	\$ -	\$ 14,813	\$ 137,101	\$ 28,187	\$ 165,288	\$ 284,572	\$ 119,284	58%	\$ 262

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	5	9	\$ 221	\$ -	\$ 104	\$ 325	\$ 310	\$ 635	\$ 3,521	\$ 2,886	18%	\$ 71
2019-02	3	7	\$ 372	\$ -	\$ 2,793	\$ 3,165	\$ 186	\$ 3,351	\$ 2,461	\$ (890)	136%	\$ 479
2019-03	4	7	\$ 41,593	\$ -	\$ 2,834	\$ 44,427	\$ 248	\$ 44,675	\$ 2,555	\$ (42,120)	1748%	\$ 6,382
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	42	74	\$ 46,489	\$ -	\$ 6,192	\$ 52,681	\$ 2,603	\$ 55,284	\$ 29,070	\$ (26,214)	190%	\$ 747
Mo. Avg.	5	8	\$ 5,165	\$ -	\$ 688	\$ 5,853	\$ 289	\$ 6,143	\$ 3,230	\$ (2,913)	190%	\$ 747

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	41	90	\$ 1,392	\$ -	\$ 521	\$ 1,913	\$ 2,539	\$ 4,452	\$ 31,461	\$ 27,009	14%	\$ 49
2019-01	41	87	\$ 5,663	\$ -	\$ 852	\$ 6,515	\$ 2,539	\$ 9,054	\$ 30,692	\$ 21,638	30%	\$ 104
2019-02	41	87	\$ 2,801	\$ -	\$ 409	\$ 3,210	\$ 2,539	\$ 5,749	\$ 30,692	\$ 24,943	19%	\$ 66
2019-03	43	91	\$ 400	\$ -	\$ 699	\$ 1,099	\$ 2,663	\$ 3,762	\$ 32,515	\$ 28,753	12%	\$ 41
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	332	743	\$ 55,074	\$ -	\$ 4,229	\$ 59,303	\$ 20,559	\$ 79,862	\$ 261,667	\$ 181,805	31%	\$ 107
Mo. Avg.	37	83	\$ 6,119	\$ -	\$ 470	\$ 6,589	\$ 2,284	\$ 8,874	\$ 29,074	\$ 20,201	31%	\$ 107

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	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2019-02	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2019-03	1	1	\$ -	\$ -	\$ -	\$ -	\$ 62	\$ 62	\$ 470	\$ 408	13%	\$ 62
2019-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2019-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	9	9	\$ 395	\$ -	\$ -	\$ 395	\$ 558	\$ 953	\$ 4,233	\$ 3,280	23%	\$ 106
Mo. Avg.	1	1	\$ 44	\$ -	\$ -	\$ 44	\$ 62	\$ 106	\$ 470	\$ 364	23%	\$ 106

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	61	14	501	13	1	0	0	14	515
2019-01	391	30	60	15	496	11	0	0	0	11	507
2019-02	388	30	60	15	493	11	0	0	0	11	504
2019-03	382	29	63	15	489	11	0	0	0	11	500
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	384	20	68	15	487	3	0	1	0	4	491
2019-01	383	19	70	14	486	3	0	2	0	5	491
2019-02	386	19	71	15	491	1	0	2	0	3	494
2019-03	387	19	72	14	492	3	0	1	0	4	496
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: 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	18	4	13	6	41	1	0	0	0	1	42
2019-01	19	4	13	5	41	1	0	0	0	1	42
2019-02	19	4	13	5	41	1	0	0	0	1	42
2019-03	19	4	15	5	43	1	0	0	0	1	44
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
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: 4.C. TOPIC: Claims Experience Review - Dental

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 2019

In March, Pool I (or base plan) incurred \$53,335 in dental claims or a monthly loss ratio of 73%.

Pool I (or base plan) incurred \$542,874 in dental claims year to date (YTD) and a loss ratio of 81%.

Based on the trend, we project revenues to generate \$890,004 by June 30, 2019 and we anticipate Pool I (or base plan) to incur approximately \$723,828 or a loss ratio of 82% by June 30, 2019.

In March, Pool III (or buy-up plan) incurred \$208,104 in dental claims or a monthly loss ratio of 76%.

Pool III (or buy-up plan) incurred \$2,104,944 in dental claims YTD and a loss ratio of 85%.

Based on the trend, we project revenues to generate approximately \$3,307,236 by June 30, 2019 and we anticipate Pool III (or buy-up plan) to incur approximately \$2,806,596 or a loss ratio of 85% 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	9,747	\$ 516,323	\$ 33,736	\$ 550,059	\$ 518,029	\$ (32,030)	106%	\$ 56	131%
2018-08	9,989	\$ 592,627	\$ 34,541	\$ 627,168	\$ 528,463	\$ (98,705)	119%	\$ 63	131%
2018-09	10,469	\$ 318,046	\$ 36,170	\$ 354,216	\$ 551,920	\$ 197,704	64%	\$ 34	108%
2018-10	10,388	\$ 458,028	\$ 35,717	\$ 493,745	\$ 546,373	\$ 52,628	90%	\$ 48	100%
2018-11	10,405	\$ 354,293	\$ 35,800	\$ 390,093	\$ 547,206	\$ 157,113	71%	\$ 37	96%
2018-12	10,370	\$ 380,367	\$ 35,830	\$ 416,197	\$ 544,852	\$ 128,655	76%	\$ 40	91%
2019-01	10,246	\$ 567,825	\$ 35,622	\$ 603,447	\$ 539,720	\$ (63,727)	112%	\$ 59	93%
2019-02	10,229	\$ 416,182	\$ 35,418	\$ 451,600	\$ 538,815	\$ 87,215	84%	\$ 44	92%
2019-03	10,249	\$ 390,831	\$ 35,253	\$ 426,084	\$ 539,588	\$ 113,504	79%	\$ 42	91%
2019-04				\$ -	\$ -	\$ -			90%
2019-05				\$ -	\$ -	\$ -			90%
2019-06				\$ -	\$ -	\$ -			90%
Total	92,092	\$ 3,994,522	\$ 318,087	\$ 4,312,609	\$ 4,854,966	\$ 542,357	89%	\$ 47	
Mo. Avg.	10,232	\$ 443,836	\$ 35,343	\$ 479,179	\$ 539,441	\$ 60,262		\$ 47	
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	1,989	\$ 61,529	\$ 6,883	\$ 68,412	\$ 70,213	\$ 1,801	97%	\$ 34	134%
2018-08	2,028	\$ 60,999	\$ 7,083	\$ 68,082	\$ 71,894	\$ 3,812	95%	\$ 34	139%
2018-09	2,154	\$ 40,537	\$ 7,499	\$ 48,036	\$ 75,926	\$ 27,890	63%	\$ 22	110%
2018-10	2,173	\$ 62,516	\$ 7,461	\$ 69,977	\$ 76,414	\$ 6,437	92%	\$ 32	101%
2018-11	2,179	\$ 42,722	\$ 7,482	\$ 50,204	\$ 76,521	\$ 26,317	66%	\$ 23	95%
2018-12	2,177	\$ 44,107	\$ 7,489	\$ 51,596	\$ 76,310	\$ 24,714	68%	\$ 24	90%
2019-01	2,092	\$ 74,105	\$ 7,417	\$ 81,522	\$ 73,448	\$ (8,074)	111%	\$ 39	92%
2019-02	2,090	\$ 44,321	\$ 7,389	\$ 51,710	\$ 73,401	\$ 21,691	70%	\$ 25	92%
2019-03	2,089	\$ 46,149	\$ 7,186	\$ 53,335	\$ 73,375	\$ 20,040	73%	\$ 26	91%
2019-04				\$ -	\$ -	\$ -			90%
2019-05				\$ -	\$ -	\$ -			89%
2019-06				\$ -	\$ -	\$ -			89%
Total	18,971	\$ 476,985	\$ 65,889	\$ 542,874	\$ 667,502	\$ 124,628	81%	\$ 29	
Mo. Avg.	2,108	\$ 52,998	\$ 7,321	\$ 60,319	\$ 74,167	\$ 13,848		\$ 29	
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	3,838	\$ 203,682	\$ 13,344	\$ 217,026	\$ 177,873	\$ (39,153)	122%	\$ 57	122%
2018-08	4,049	\$ 223,848	\$ 13,918	\$ 237,766	\$ 187,067	\$ (50,699)	127%	\$ 59	122%
2018-09	4,179	\$ 119,864	\$ 14,379	\$ 134,243	\$ 192,844	\$ 58,601	70%	\$ 32	105%
2018-10	4,170	\$ 189,730	\$ 14,341	\$ 204,071	\$ 192,075	\$ (11,996)	106%	\$ 49	100%
2018-11	4,176	\$ 133,800	\$ 14,383	\$ 148,183	\$ 192,279	\$ 44,096	77%	\$ 35	98%
2018-12	4,174	\$ 142,853	\$ 14,381	\$ 157,234	\$ 192,279	\$ 35,045	82%	\$ 38	93%
2019-01	4,156	\$ 207,240	\$ 14,304	\$ 221,544	\$ 191,148	\$ (30,396)	116%	\$ 53	96%
2019-02	4,145	\$ 165,817	\$ 14,262	\$ 180,079	\$ 190,564	\$ 10,485	94%	\$ 43	95%
2019-03	4,153	\$ 150,359	\$ 14,286	\$ 164,645	\$ 190,909	\$ 26,264	86%	\$ 40	94%
2019-04				\$ -	\$ -	\$ -			93%
2019-05				\$ -	\$ -	\$ -			94%
2019-06				\$ -	\$ -	\$ -			94%
Total	37,040	\$ 1,537,193	\$ 127,598	\$ 1,664,791	\$ 1,707,038	\$ 42,247	98%	\$ 45	
Mo. Avg.	4,116	\$ 170,799	\$ 14,178	\$ 184,977	\$ 189,671	\$ 4,694		\$ 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	3,920	\$ 251,112	\$ 13,509	\$ 264,621	\$ 269,943	\$ 5,322	98%	\$ 68	137%
2018-08	3,912	\$ 307,780	\$ 13,540	\$ 321,320	\$ 269,502	\$ (51,818)	119%	\$ 82	135%
2018-09	4,136	\$ 157,645	\$ 14,292	\$ 171,937	\$ 283,150	\$ 111,213	61%	\$ 42	110%
2018-10	4,045	\$ 205,782	\$ 13,915	\$ 219,697	\$ 277,884	\$ 58,187	79%	\$ 54	99%
2018-11	4,050	\$ 177,771	\$ 13,935	\$ 191,706	\$ 278,406	\$ 86,700	69%	\$ 47	95%
2018-12	4,019	\$ 193,407	\$ 13,960	\$ 207,367	\$ 276,263	\$ 68,896	75%	\$ 52	90%
2019-01	3,998	\$ 286,480	\$ 13,901	\$ 300,381	\$ 275,124	\$ (25,257)	109%	\$ 75	92%
2019-02	3,994	\$ 206,044	\$ 13,767	\$ 219,811	\$ 274,850	\$ 55,039	80%	\$ 55	91%
2019-03	4,007	\$ 194,323	\$ 13,781	\$ 208,104	\$ 275,304	\$ 67,200	76%	\$ 52	89%
2019-04				\$ -	\$ -	\$ -			89%
2019-05				\$ -	\$ -	\$ -			88%
2019-06				\$ -	\$ -	\$ -			88%
Total	36,081	\$ 1,980,344	\$ 124,600	\$ 2,104,944	\$ 2,480,426	\$ 375,482	85%	\$ 58	
Mo. Avg.	4,009	\$ 220,038	\$ 13,844	\$ 233,883	\$ 275,603	\$ 41,720		\$ 58	
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: 4.D. TOPIC: Financial Review

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 2019

The financial report for March 31, 2019 reflects the "Ending net position reserved for claims and expenses" as \$15,095,513.65.

Beginning net position and ending net position do not include liability for incurred but not reported (IBNR) claims.



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

April 8, 2019

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the nine months ended March 31, 2019. 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 Nine Months Ended March 31, 2019**

	Glendale Elementary
Operating revenues	
Contributions	\$ 10,136,000.00
Total operating revenues	<u>10,136,000.00</u>
Operating expenses	
Paid claims	4,636,713.57
Fixed expense	593,503.20
Dental pool expense	391,141.89
H.S.A. contributions	509,805.66
Health insurance premiums	52,727.10
Short term disability premiums	66,474.44
Dental premiums	9,901.51
Vision plan premiums	48,584.00
Flexible spending premiums	107,902.50
Life insurance premiums	117,445.80
Prepaid legal premiums	0.00
Identity protection premiums	0.00
Wellness	594.01
Trust administration & mgmt.	0.00
Member administration expense	0.00
ACA Fees	3,244.23
Total operating expenses	<u>6,538,037.91</u>
Operating income/(loss)	<u>3,597,962.09</u>
Non-operating revenue	
Interest income	371,506.23
Change in market value	143,796.70
Return of net position	0.00
Total non-operating revenue	<u>515,302.93</u>
Change in net position	<u>4,113,265.02</u>
Beginning net position reserved for claims and expenses	<u>10,982,248.63</u>
Ending net position reserved for claims and expenses	<u>\$ 15,095,513.65</u>

**Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on: 04/07/2019**

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: 4.E. TOPIC: Wellness and Insurance Update

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 2019

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

ACTION AGENDA ITEM

AGENDA NO: 5.A. TOPIC: Approval of Minutes

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

DATE ASSIGNED FOR CONSIDERATION: April 24, 2019

RECOMMENDATION:

The minutes of the February 27, 2019 and March 27, 2019 Regular Meetings are submitted for approval.

The minutes of the February 27, 2019 and March 27, 2019 meetings are attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office Executive Conference Room
4:30 p.m., February 27, 2019

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

Recorder: Mike Barragan

CALL TO ORDER

Mr. Peterson called the meeting to order at 4:30 p.m. He noted the presence of all five Board members, constituting a quorum

BOARD AND STAFF INTRODUCTIONS

Mr. Peterson welcomed everyone and everyone gave a brief introduction.

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 five votes in favor from Mr. Peterson, Ms. Wilson, Ms. Mayes Mr. Martinez and Ms. Bolognini.

ACTION ITEMS

Approval of Minutes

Ms. Mayes motioned to accept and approve the minutes of November 28, 2018 and January 23, 2019 with revisions made to correct the spelling of Ms. Davita Solter and Mr. Mike Martinez's names.

DISCUSSION ITEM

Valley Schools and/or Hays Companies Renewal Presentation

Mr. Jamison Davis of Hays Companies presented about the renewal process and the actuarial to include three years' worth of data. Mr. Davis presented a three year plan to reduce the medical cost. Mr. Peterson shared some concerns about eliminating out-of-network providers.

The Presentation is attached to these minutes as an addendum.

INFORMATIONAL ITEMS

Assistant Superintendents Update

Mr. Barragan informed the Trust Board of GESD's job fair that was held at the District Office. He explained over 80 individuals showed interest in working for GESD. He also informed the Trust Board of GESD's participation in Glendale's Chocolate Affair.

Mr. Barragan informed the Trust Board of the decrease in enrollment. Mr. Barragan provided the Trust Board and public with an overview of information provided during GESD Governing Board's study session that took place on February 9, 2019.

Claims Experience Review – Medical

In January, GESD incurred \$359,195 in medical claims and represents a monthly loss ratio of 52%.

Overall, GESD has incurred \$4,271,382 YTD in medical claims and represents a loss ratio of 90%.

GESD has ten claims above \$75,000 and two above the \$150,000 stop loss level. Collectively, the ten claims have incurred \$1,387,385 or 33% of the total overall medical cost YTD. Based on the information, GESD anticipates a \$148,203 refund.

Based on the trend, we project revenues to generate \$8,120,340 and we anticipate to incur \$7,322,364 in medical claims or a loss ratio of 90% by June 30, 2019.

Claims Experience Review – Dental

In January, Pool I (or base plan) incurred \$81,522 in dental claims or a monthly loss ratio of 108%.

Pool I (or base plan) incurred \$437,829 in dental claims year to date (YTD) and a loss ratio of 84%.

Based on the trend, we project revenues to generate \$896,316 by June 30, 2019 and we anticipate Pool I (or base plan) to incur approximately \$750,564 or a loss ratio of 84% by June 30, 2019.

In January, Pool III (or buy-up plan) incurred \$300,381 in dental claims or a monthly loss ratio of 108%.

Pool III (or buy-up plan) incurred \$1,677,029 in dental claims YTD and a loss ratio of 87%.

Based on the trend, we project revenues to generate approximately \$3,318,024 by June 30, 2019 and we anticipate Pool III (or buy-up plan) to incur approximately \$2,874,912 or a loss ratio of 87% by June 30, 2019.

Financial Review

The financial report for January 31, 2019 reflects the “Ending net position reserved for claims and expenses” as \$15,900,753.61”.

Beginning net position and ending net position do not include liability for incurred but not reported (IBNR) claims.

Wellness and Insurance Benefit Update

Ms. Jodi Finnesy, Benefits Analyst presented on wellness activities and gave an insurance benefit update.

ADJOURNMENT

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

There being no further business, the meeting adjourned at 5:55 p.m.



All. Together. Certain.

Glendale ESD

2019-20 Plan Year - Renewal Projection

V3.0

February 27, 2019

Valley Schools Employee Benefit Group

Glendale ESD Dashboard

2019-20 Plan Year - Renewal Projection

February 27, 2019

1 The Glendale ESD Medical Plan Projection is increasing by .9%

	Current				Renewal				% Change
	EE	EE+SP	EE+CH	Fam	EE	EE+SP	EE+CH	Fam	
Estimated Medical Cost	\$7,594,374				\$7,671,862				1.0%
Estimated Fixed Cost	\$774,991				\$774,991				0.0%
Total Budget	\$8,369,365				\$8,446,852				0.9%
Estimated EE Contribution	\$1,034,172				\$1,034,172				0.0%
Traditional PPO									
Total Budget Rate	\$580	\$1,212	\$1,117	\$1,544	\$585	\$1,223	\$1,128	\$1,558	0.9%
EE Contributions	\$60	\$383	\$288	\$715	\$60	\$383	\$288	\$715	0.0% 0.0% 0.0% 0.0%
Assumed Enrollment	421	29	59	13	421	29	59	13	
HDHP Base									
Total Budget Rate	\$520	\$1,024	\$947	\$1,296	\$524	\$1,034	\$955	\$1,308	0.9%
EE Contributions	\$0	\$195	\$117	\$467	\$0	\$195	\$117	\$467	#DIV/0! 0.0% 0.0% 0.0%
Assumed Enrollment	379	18	66	16	379	18	66	16	
Navigate Plus HDHP									
Total Budget Rate	\$461	\$982	\$912	\$1,230	\$465	\$991	\$920	\$1,241	0.9%
EE Contributions	\$0	\$153	\$82	\$401	\$0	\$153	\$82	\$401	#DIV/0! 0.0% 0.0% 0.0%
Assumed Enrollment	16	6	13	7	16	6	13	7	

2 Prior Year Renewal and Plan Performance Info

> Prior year renewal increase was 17.4%.

> Plan performance thru PYTD is 94%

>2017-18 there were 9 Individuals who exceeded the StopLoss

>Ended 2017-18 Plan Year loss ratio 114%

>Increased HDHP Deductible plans to match HSA minimums

3 Plan Year 2019 Recommendation

>Add Real Appeal

>Consider no Out of Network

>There are 3 to 4 Individuals who are in review for ongoing claims. Current estimated adjustment is \$250K

4 HPR Review

> Large Claims represented 53.3% of total medical spend
>Pharmacy cost has improved. Diabetes is the number one Disease State.

> Virtual Visits had good utilization
> Tier 1 Provider Utilization was 37.6%
> Neoplasms and Musculoskeletal were the top two Cost Drivers

5 Compliance Considerations

>2022 Excise Tax*

>2019 No Change to HDHP Deductibles:
\$1,350 in / \$2,700 Fam
>2019 Change to Out of Pocket Max
From \$6,650 to \$6,750
>2019 ACA Out of Pocket Max
\$7,900 Ind / \$15,800 Fam
>HSA Contribution Limit (Up \$50/\$100):
\$3,500 Ind / \$7,000 Fam

6 Trends

> Medical Trend: 7.3%
> Rx Trend: 9.7%

Notes:

Glendale ESD

Expected Members

High-Case Normalization – \$50,000 to \$150,000

February 27, 2019

High Case Analysis Tool			
Network / Demographic Factor	1.17		
Pooling Threshold	\$50,000		
Specific Deductible	\$150,000		
Analysis Period	7/1/2016 to 6/30/2017	7/1/2017 to 6/30/2018	7/1/2018 to 1/31/2019
Membership	1,439	1,447	1,410
Actual Claims above \$50,000	\$2,081,449	\$2,801,627	\$940,895
Actual Claims above \$150,000	\$515,366	\$1,144,172	\$219,334
Expected Liability between \$50,000 and \$150,000	\$848,931	\$920,343	\$563,960
Net Underwriting Adjustment	(\$1,232,518)	(\$1,881,284)	(\$376,935)

Specific Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible
\$25,000	46.9	56	50.8	58	31.1	30
\$30,000	37.4	50	40.6	53	24.9	24
\$40,000	25.8	38	28.0	41	17.1	18
\$50,000	19.2	30	20.8	33	12.8	15
\$75,000	11.0	21	12.0	22	7.3	10
\$100,000	7.2	16	7.8	14	4.8	8
\$125,000	5.2	12	5.6	11	3.4	4
\$150,000	3.7	6	4.1	9	2.5	2
\$175,000	2.8	5	3.1	8	1.9	2
\$200,000	2.2	4	2.4	7	1.5	2
\$225,000	1.7	2	1.8	5	1.1	2
\$250,000	1.4	2	1.5	5	0.9	1
\$275,000	1.2	2	1.3	5	0.8	1
\$300,000	1.0	2	1.1	4	0.7	0
\$350,000	0.7	0	0.7	1	0.5	0
\$400,000	0.5	0	0.6	1	0.4	0
\$450,000	0.4	0	0.4	1	0.3	0
\$500,000	0.3	0	0.4	0	0.2	0
\$600,000	0.3	0	0.3	0	0.2	0
\$750,000	0.2	0	0.2	0	0.1	0
\$1,000,000	0.1	0	0.1	0	0.1	0
\$1,500,000	0.0	0	0.0	0	0.0	0

* Partial Year

Glendale ESD

Medical Claims Projection

2019-20 Plan Year - Renewal Projection

February 27, 2019

		Medical		
		7/1/2016 to 6/30/2017	7/1/2017 to 6/30/2018	7/1/2018 to 1/31/2019
Medical Claims	1	\$6,085,084	\$7,070,336	\$3,261,278
Actual Claims above \$150,000	2			
Actual Claims above \$50,000	3	(\$2,081,449)	(\$2,801,627)	(\$940,895)
Expected Liability between \$50,000 and \$150,000	4	\$848,931	\$920,343	\$563,960
Medical Claims Less Excess	5	\$4,852,566	\$5,189,052	\$2,884,343
Benefit Adjustment ⁽³⁾	7	0.980	0.980	1.000
Network Discount Adjustment	8	1.000	1.000	1.000
Migration	9	1.000	1.000	1.000
Benefit Adjusted Medical Claims	10	\$4,755,515	\$5,085,271	\$2,884,343
Member-Months	11	17,262	17,360	9,868
PMPM	12	\$275.49	\$292.93	\$292.29
7.3% Annual Trend	13	1.2354	1.1513	1.0921
Capitation	14	\$0.00	\$0.00	\$0.00
Projected Medical PMPM	15	\$340.33	\$337.26	\$319.20
Period Weight	17	20%	50%	30%
Adjusted Membership	18	3,452	8,680	2,960
Member-Adjusted Period Weight	19	22.9%	57.5%	19.6%
Medical PMPM Claims Projection	20	\$334.42		
% of Total PMPM Claims Projection	21	79%		

		Pharmacy		
		7/1/2016 to 6/30/2017	7/1/2017 to 6/30/2018	7/1/2018 to 1/31/2019
		\$1,465,424	\$1,270,289	\$721,829
		0.985	0.985	1.000
		1.000	1.000	1.000
		1.000	1.000	1.000
		\$1,443,443	\$1,251,235	\$721,829
		17,262	17,360	9,868
		\$83.62	\$72.08	\$73.15
		1.3201	1.2034	1.1227
		\$0.00	\$0.00	\$0.00
		\$110.39	\$86.74	\$82.12
		20%	50%	30%
		3,452	8,680	2,960
		22.9%	57.5%	19.6%
		\$91.24		
		21%		

Rx Claims

Benefit Adjustment⁽³⁾

Network Discount Adjustment

Migration

Benefit Adjusted Rx Claims

Member-Months

PMPM

9.7% Annual Trend

RX Rebate Credit

Projected Rx PMPM

Period Weight

Adjusted Membership

Member-Adjusted Period Weight

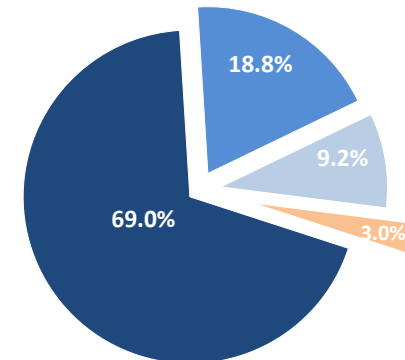
Rx PMPM Claims Projection

% of Total PMPM Claims Projection

Preferred Method:

Normalization - Method 1

Current Membership	22	1,453
Current Enrollment	23	1,043
Total PEPM Claims Projection	24	\$592.99
Total Fixed Fee with StopLoss @ \$150,000	25	\$61.92
Estimated Laser Liability	26	\$19.97
Total PEPM Funding Projection	27	\$674.88
Projected Monthly Fixed and Claims Cost	28	\$703,904
Projected Annual Fixed and Claims Cost	29	\$8,446,852
Current Annual Fixed and Claims Budget	30	\$8,369,365
% Change from Current	31	0.93%



■ Medical ■ Pharmacy ■ Fixed Fee ■ Laser Liability

⁽²⁾ Laser adjustments accounts for expected liability from claimants who exceed the set ISL deductible.
⁽³⁾ Benefit adjustments accounts for plan design changes
⁽⁴⁾ The normalization adjustment can be used to diminish the volatility associated with high-case activity.

		Current Plan Year 2018-2019					
		Traditional PPO		HDHP Base		Navigate Plus HDHP	
		In	Out	In	Out	In	Out
Plan Design	Deductible (Calendar Year)	\$1,000/\$3,000	\$2,000/\$6,000	\$2,700 / \$5,400 (EMB)	\$5,000/\$10,000	\$2,700 / \$5,400 (EMB)	\$5,000/\$10,000
	Maximum out-of-pocket	\$4,000/\$8,000	\$8,000/\$16,000	\$4,500/\$9,000	\$9,000/\$18,000	\$4,500/\$9,000	\$9,000/\$18,000
	Coinsurance	80%	50%	80%	50%	80%	50%
	Virtual Visits	0%	NA	Ded + 20%	NA	Ded + 20%	NA
	PCP visit copay	\$20	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Specialist copay	\$40	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Lab X-Ray	100%	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Major Diagnostic	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Urgent care copay	\$50	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	ER Copay		\$350		Ded + 20%		Ded + 20%
	Pharmacy deductible						
Pharmacy (Value Network)	\$10/\$25/\$50	NA	Ded + \$10/\$25/\$50	NA	Ded + \$10/\$25/\$50	NA	
Funding Rates	EE	421	\$579.58	379	\$519.58	16	\$461.16
	EE+SP	29	\$1,212.02	18	\$1,024.31	6	\$982.35
	EE+CH	59	\$1,117.22	66	\$946.57	13	\$911.60
	Fam	13	\$1,543.84	16	\$1,296.40	7	\$1,229.95
Expected Annual Cost	By Plan	\$4,381,665		\$3,582,904		\$404,796	
	All Plans			\$8,369,365			

		Plan Year 2019 - 2020					
		Traditional PPO		HDHP Base		Navigate Plus HDHP	
		In	Out	In	Out	In	Out
Plan Design	Deductible (Calendar Year)	\$1,000/\$3,000	\$2,000/\$6,000	\$2,700 / \$5,400 (EMB)	\$5,000/\$10,000	\$2,700 / \$5,400 (EMB)	\$5,000/\$10,000
	Maximum out-of-pocket	\$4,000/\$8,000	\$8,000/\$16,000	\$4,500/\$9,000	\$9,000/\$18,000	\$4,500/\$9,000	\$9,000/\$18,000
	Coinsurance	80%	50%	80%	50%	80%	50%
	Virtual Visits	0%	NA	Ded + 20%	NA	Ded + 20%	NA
	PCP visit copay	\$20	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Specialist copay	\$40	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Lab X-Ray	100%	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Major Diagnostic	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	Urgent care copay	\$50	Ded + 50%	Ded + 20%	Ded + 50%	Ded + 20%	Ded + 50%
	ER Copay		\$350		Ded + 20%		Ded + 20%
	Pharmacy deductible						
Pharmacy (Value Network)	\$10/\$25/\$50	NA	Ded + \$10/\$25/\$50	NA	Ded + \$10/\$25/\$50	NA	
Funding Rates	EE	421	\$584.95	379	\$524.39	16	\$465.43
	EE+SP	29	\$1,223.24	18	\$1,033.79	6	\$991.44
	EE+CH	59	\$1,127.56	66	\$955.33	13	\$920.04
	Fam	13	\$1,558.13	16	\$1,308.40	7	\$1,241.33
Expected Annual Cost	By Plan	\$4,422,232		\$3,616,076		\$408,544	
	% Change from Current	0.93%		0.93%		0.93%	
	All Plans			\$8,446,852			
	% Change from Current			0.93%			

Elected Services and Benefits:

Plan Recommendations

Final Plan & Contract Information:

Number of Members used for underwriting: October 2018 Enrollment	1,453
Number of Employees used for underwriting: October 2018 Enrollment	1,043
Admin Fee Per Employee Per Month (PEPM):	\$61.92
ISL deductible :	\$150,000
Aggregate: 110%	NA
Reserve Adjustment:	NA

Signature for Final Rates

Date: _____



Option for three year Phase (Rates below are not trended)

February 27, 2019

		Phase 1 Plan Design					
		Traditional PPO		HDHP Base			
		In	Out	In	Out	In	Out
Plan Design	Deductible (Calendar Year)	\$1,000/\$3,000	NA	\$2,700 / \$5,400 (EMB)	NA		
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$4,500/\$9,000	NA		
	Coinsurance	80%	NA	80%	NA		
	Virtual Visits	\$0	NA	Ded + 20%	NA		
	PCP visit copay	\$20	NA	Ded + 20%	NA		
	Specialist copay	\$40	NA	Ded + 20%	NA		
	Lab X-Ray	100%	NA	Ded + 20%	NA		
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA		
	Urgent care copay	\$50.00	NA	Ded + 20%	NA		
	ER Copay		\$350		Ded + 20%		
	Pharmacy (Value Network)	\$10/\$25/\$50/SP\$100	NA	Ded + \$10/\$25/\$50	NA		
Funding Rates	EE	421	\$564.08	379	\$524.39		
	EE+SP	29	\$1,179.59	18	\$1,033.79		
	EE+CH	59	\$1,087.33	66	\$955.33		
	Fam	13	\$1,502.54	16	\$1,308.40		
		-6.70%					

		Phase 2 Plan Option					
		Traditional PPO		HDHP Base			
		In	Out	In	Out	In	Out
Plan Design	Deductible (Calendar Year)	\$1,000/\$3,000	NA	\$2,700 / \$5,400 (EMB)	NA		
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA		
	Coinsurance	80%	NA	80%	NA		
	Virtual Visits	\$0	NA	Ded + 20%	NA		
	PCP visit copay	\$20	NA	Ded + 20%	NA		
	Specialist copay	\$40	NA	Ded + 20%	NA		
	Lab X-Ray	100%	NA	Ded + 20%	NA		
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA		
	Urgent care copay	\$50	NA	Ded + 20%	NA		
	ER Copay		\$350		Ded + 20%		
	Pharmacy (Value Network)	\$10/\$25/\$50/SP\$100	NA	Ded + \$10/\$25/\$50	NA		
Funding Rates	EE	421	\$564.08	379	\$512.60		
	EE+SP	29	\$1,179.59	18	\$1,010.55		
	EE+CH	59	\$1,087.33	66	\$933.85		
	Fam	13	\$1,502.54	16	\$1,278.98		
Expected	% Change from Current	0.00%		-2.25%			
	% Change to Rate	-1.03%					

		Phase 3 Plan Option					
		Traditional PPO Navigate		HDHP Base			
		In	Out	In	Out	In	Out
Plan Design	Deductible (Calendar Year)	\$1,000/\$3,000	NA	\$2,700 / \$5,400 (EMB)	NA		
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA		
	Coinsurance	80%	NA	80%	NA		
	Virtual Visits	\$0	NA	Ded + 20%	NA		
	PCP visit copay	\$20	NA	Ded + 20%	NA		
	Specialist copay	\$40	NA	Ded + 20%	NA		
	Lab X-Ray	100%	NA	Ded + 20%	NA		
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA		
	Urgent care copay	\$50	NA	Ded + 20%	NA		
	ER Copay		\$350		Ded + 20%		
	Pharmacy (Value Network)	\$10/\$25/\$50/SP\$100	NA	Ded + \$10/\$25/\$50	NA		
Funding Rates	EE+CH	421	\$537.22	379	\$512.60		
	Fam	29	\$1,123.42	18	\$1,010.55		
	By Plan	59	\$1,035.55	66	\$933.85		
	% Change from Current	13	\$1,430.99	16	\$1,278.98		
Expected	% Change from Current	-4.76%		0.00%			
	% Change from Current	-2.60%					

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.
March 27, 2019

Present: Board Members
Mr. Lee Peterson
Ms. Mary Ann Wilson
Ms. Cathey Mayes
Mr. Mike Martinez

Absent: Ms. Bernadette Bolognini

Recorder: Mr. Mike Barragan

CALL TO ORDER

Mr. Peterson called the meeting to order at 4:30 p.m. He noted the presence of four of five Trust Board members, with Ms. Bolognini absent, constituting a quorum.

Mr. Peterson called for a moment of silence in memory of Mr. Luis V. Barragan, father of Mr. Mike Barragan.

BOARD AND STAFF INTRODUCTIONS

Mr. Peterson welcomed everyone and asked the individuals in the room to introduce themselves: Superintendent Ms. Cindy Segotta-Jones; Ms. Maggie Bolt with American Fidelity; Ms. Valerie Caraveo, Director of Finance; Ms. Darlene DeVeuve with Valley Schools, and Mr. Matt Schock representing GEA.

APPROVAL OF AGENDA

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

INFORMATIONAL ITEMS

Assistant Superintendent's Update

Mr. Barragan informed the Trust Board enrollment is lower this year compared to the previous year.

Mr. Barragan notified the Trust Board that GESD/HR and Ms. Davita Solter had received recognition for the blood drive.

Claims Experience Review – Medical

In February, GESD incurred \$308,831 in medical claims and represents a monthly loss ratio of 44%.

Overall, GESD has incurred \$4,580,399 YTD in medical claims and represents a loss ratio of 84%.

GESD has 11 claims above \$75,000 and two above the \$150,000 stop loss level. Collectively, the 11 claims have incurred \$1,543,742 or 34% of the total overall medical cost YTD. Based on the information, GESD anticipates a \$173,132 refund.

Based on the trend, we project revenues to generate \$8,158,932 and we anticipate to incur \$6,870,600 in medical claims or a loss ratio of 84% by June 30, 2019.

Claims Experience Review – Dental

In February, Pool I (or base plan) incurred \$51,710 in dental claims or a monthly loss ratio of 69%.

Pool I (or base plan) incurred \$489,539 in dental claims year to date (YTD) and a loss ratio of 82%.

Based on the trend, we project revenues to generate \$897,060 by June 30, 2019 and we anticipate Pool I (or base plan) to incur approximately \$734,304 or a loss ratio of 82% by June 30, 2019.

In February, Pool III (or buy-up plan) incurred \$219,811 in dental claims or a monthly loss ratio of 80%.

Pool III (or buy-up plan) incurred \$1,896,840 in dental claims YTD and a loss ratio of 86%.

Based on the trend, we project revenues to generate approximately \$3,309,384 by June 30, 2019 and we anticipate Pool III (or buy-up plan) to incur approximately \$2,845,260 or a loss ratio of 86% by June 30, 2019.

Financial Review

The financial report for February 28, 2019 reflects the “Ending net position reserved for claims and expenses” as \$15,447,813.37”.

Beginning net position and ending net position do not include liability for incurred but not reported (IBNR) claims.

Wellness and Insurance Benefit Update

Ms. Jodi Finnesy, Benefits Analyst reported that she was working on the process for open enrollment pending Trust and Governing Board approval.

ACTION ITEMS

Medical Insurance Renewal

Ms. Mayes motioned to approve the United HealthCare medical insurance as presented while requiring employees to meet one criteria instead of three for receiving the second installment of the \$500 HSA contribution. The administration in consultation with experts would determine the one criteria. The motion was seconded by Mr. Martinez; Upon call to a vote, the motion carried with four votes in favor from Ms. Wilson, Ms. Mayes, Mr. Martinez and Mr. Peterson.

Mr. Martinez motioned to approve the following items; Dental, Vision, Short-Term Disability, Mid-Term Disability and Life Insurance Renewals as presented. The motion was seconded by Ms. Wilson; Upon a call to vote, the motion carried with four votes in favor from Ms. Wilson, Ms. Mayes, Mr. Martinez and Mr. Peterson.

Mr. Martinez motioned to approve the Dental Health Maintenance Organization (DHMO) Renewal as represented with the correction to the “Emp. + Spouse to reflect \$19.68 (and not \$16.68).” The motion was seconded by Ms. Mayes; Upon call to a vote, the motion carried with four votes in favor from Ms. Wilson, Ms. Mayes, Mr. Martinez and Mr. Peterson

ADJOURNMENT

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

There being no further business, the meeting adjourned at 5:16 p.m.