

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

March 30th, 2022, 4:00 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, AZ 85301.

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 February 2022.
- c. Financial Review – Employee Benefits
The Trust Board will review employee benefits' financial statements for February 2022.
- d. Claims Experience Review – Workers' Compensation
The Trust Board will review workers' compensation experience for January and February 2022.
- e. Financial Review – Workers' Compensation
The Trust Board will review workers' compensation financial statements for February 2022.

- f. Financial Review - COVID-19 Legal Defense
The Trust Board will review COVID-19 legal defense financial statements for February 2022.
- g. Wellness/Insurance Update
Staff will present the Trust Board with updates on the District's insurance and wellness programs.

5. Action Items

- a. Approval of Minutes
It is recommended the Trust Board approve the minutes of the February 23, 2022, regular meeting as presented.
- b. Delta Dental Insurance Renewal
The Trust Board will discuss and consider taking action to approve Delta Dental insurance as presented for fiscal year 2022-2023.
- c. CIGNA Dental Health Maintenance Organization (DHMO) Insurance Renewal
The Trust Board will discuss and consider taking action to approve CIGNA DHMO dental insurance as presented for fiscal year 2022-2023.
- d. Vision Insurance Renewal
The Trust Board will discuss and consider taking action to approve United Healthcare Vision insurance as presented for fiscal year 2022-2023.
- e. Life Insurance
The Trust Board will discuss and consider taking action to approve Sun Life Financial insurance benefits as presented for fiscal year 2022-2023.
- f. Flexible Spending Accounts
The Trust Board will discuss and consider taking action to approve WEX Flexible Spending Account (FSA) benefits as presented for fiscal year 2022-2023.
- g. Short-Term and Mid-Term Disability
The Trust Board will discuss and consider taking action to approve Sun Life Financial Short-Term and Mid-term Disability insurance benefits as presented for fiscal year 2022-2023.
- h. Employee Assistance Program (EAP)
The Trust Board will discuss and consider taking action to approve Interface Behavioral Health program benefits as presented for fiscal year 2022-2023.
- i. Identity Protection Program
The Trust Board will discuss and consider taking action to approve Allstate Identity Protection program as presented for fiscal year 2022-2023.
- j. WellStyles
The Trust Board will discuss and consider taking action to approve WellStyles through Virgin Pulse wellness benefit as presented for fiscal year 2022-2023.

6. Summary of Current Events

- a. Trust Board Report
Trust Board Members will present brief summaries of current events, as necessary.

7. 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: March 30, 2022

The Administration will present the Trust Board with an update on the 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: March 30, 2022

In February, GESD incurred \$549,136 in medical claims, which represents a monthly loss ratio of 91%.

There are seven (7) claims above \$75,000 and one (1) is above the \$200,000 stop loss level totaling \$1,066,001. This represents % of the total medical claims. The anticipated refund is \$53,199 from the claim(s) exceeding the stop loss level.

Based on the trend, we project revenues to generate \$7,384,452 by June 30, 2022 and we anticipate to incur medical claims of approximately \$7,390,200 or a loss ratio of 100% by June 30, 2022.



Monthly Experience Report

Glendale EI-All

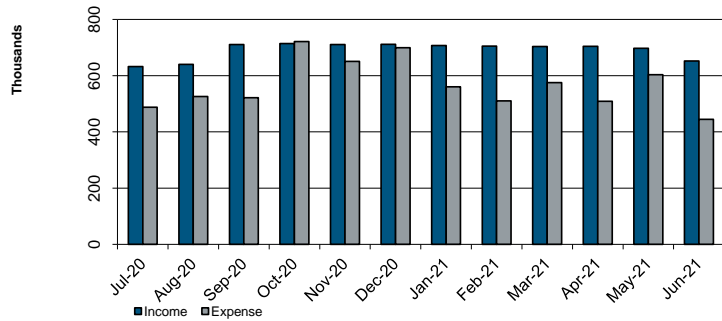
Dates: (7/1/2021-6/30/2022)



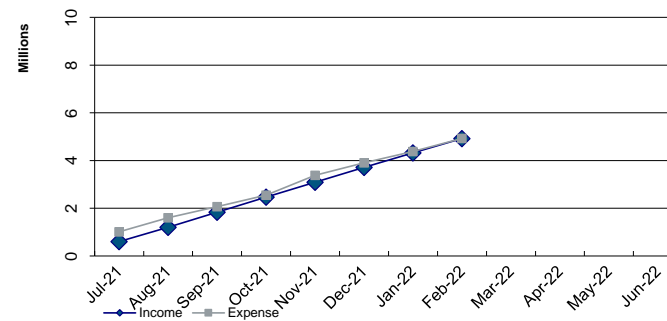
Name: Valley Schools Employee Benefits Group
Plan: All

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
2021-07	865	1,264	\$ 838,817	\$ -	\$ 113,903	\$ 952,720	\$ 60,550	\$ 1,013,270	\$ 602,771	\$ (410,499)	168%	\$ 802	77%
2021-08	866	1,264	\$ 411,951	\$ -	\$ 114,439	\$ 526,390	\$ 60,620	\$ 587,010	\$ 604,602	\$ 17,592	97%	\$ 464	79%
2021-09	904	1,315	\$ 275,652	\$ -	\$ 130,935	\$ 406,588	\$ 63,280	\$ 469,868	\$ 629,195	\$ 159,327	75%	\$ 357	77%
2021-10	908	1,320	\$ 278,079	\$ -	\$ 136,689	\$ 414,768	\$ 63,560	\$ 478,328	\$ 632,142	\$ 153,814	76%	\$ 362	84%
2021-11	898	1,302	\$ 690,763	\$ 25,827	\$ 107,865	\$ 772,800	\$ 62,860	\$ 835,660	\$ 624,133	\$ (211,528)	134%	\$ 642	85%
2021-12	890	1,293	\$ 350,223	\$ 21,089	\$ 132,751	\$ 461,885	\$ 62,300	\$ 524,185	\$ 619,256	\$ 95,071	85%	\$ 405	88%
2022-01	875	1,259	\$ 293,338	\$ 1,567	\$ 116,323	\$ 408,094	\$ 61,250	\$ 469,344	\$ 604,994	\$ 135,649	78%	\$ 373	86%
2022-02	872	1,260	\$ 339,354	\$ 4,716	\$ 153,458	\$ 488,096	\$ 61,040	\$ 549,136	\$ 605,878	\$ 56,742	91%	\$ 436	85%
2022-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			84%
2022-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			83%
2022-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			83%
2022-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			82%
Total	7,078	10,277	\$ 3,478,177	\$ 53,199	\$ 1,006,364	\$ 4,431,342	\$ 495,460	\$ 4,926,802	\$ 4,922,970	\$ (3,832)	100%	\$ 479	
Mo. Avg.	885	1,285	\$ 434,772	\$ 6,650	\$ 125,795	\$ 553,918	\$ 61,933	\$ 615,850	\$ 615,371	\$ (479)		\$ 479	
PY Mo. Avg. @ 6/30/21	1,000	1,455	\$ 411,669	\$ 11,266	\$ 97,016	\$ 497,419	\$ 70,006	\$ 567,424	\$ 690,859	\$ 123,435		\$ 390	

HISTORICAL MONTHLY INCOME VS EXPENSE



CURRENT PLAN YR CUMULATIVE INCOME VS EXPENSE





Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

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
2021-07	845	1,241	\$ 836,280	\$ -	\$ 111,090	\$ 947,371	\$ 59,150	\$ 1,006,521	\$ 589,796	\$ (416,725)	171%	\$ 811
2021-08	847	1,242	\$ 404,257	\$ -	\$ 112,318	\$ 516,575	\$ 59,290	\$ 575,865	\$ 592,162	\$ 16,297	97%	\$ 464
2021-09	887	1,295	\$ 264,565	\$ -	\$ 114,455	\$ 379,020	\$ 62,090	\$ 441,110	\$ 617,946	\$ 176,837	71%	\$ 341
2021-10	891	1,300	\$ 271,535	\$ -	\$ 120,197	\$ 391,732	\$ 62,370	\$ 454,102	\$ 620,894	\$ 166,792	73%	\$ 349
2021-11	883	1,284	\$ 686,655	\$ 25,827	\$ 101,687	\$ 762,515	\$ 61,810	\$ 824,325	\$ 614,077	\$ (210,248)	134%	\$ 642
2021-12	875	1,275	\$ 349,504	\$ 21,089	\$ 116,873	\$ 445,288	\$ 61,250	\$ 506,538	\$ 609,200	\$ 102,662	83%	\$ 397
2022-01	864	1,243	\$ 272,234	\$ 1,567	\$ 109,472	\$ 380,139	\$ 60,480	\$ 440,619	\$ 596,919	\$ 156,299	74%	\$ 354
2022-02	860	1,243	\$ 335,653	\$ 4,716	\$ 132,259	\$ 463,196	\$ 60,200	\$ 523,396	\$ 597,207	\$ 73,811	88%	\$ 421
2022-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2022-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2022-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2022-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
Total	6,952	10,123	\$ 3,420,684	\$ 53,199	\$ 918,351	\$ 4,285,836	\$ 486,640	\$ 4,772,476	\$ 4,838,201	\$ 65,725	99%	\$ 471
Mo. Avg.	869	1,265	\$ 427,585	\$ 6,650	\$ 114,794	\$ 535,730	\$ 60,830	\$ 596,560	\$ 604,775	\$ 8,216		\$ 471



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

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
2021-07	20	23	\$ 2,536	\$ -	\$ 2,813	\$ 5,349	\$ 1,400	\$ 6,749	\$ 12,975	\$ 6,225	52%	\$ 293
2021-08	19	22	\$ 7,694	\$ -	\$ 2,121	\$ 9,815	\$ 1,330	\$ 11,145	\$ 12,440	\$ 1,295	90%	\$ 507
2021-09	17	20	\$ 11,088	\$ -	\$ 16,480	\$ 27,568	\$ 1,190	\$ 28,758	\$ 11,248	\$ (17,510)	256%	\$ 1,438
2021-10	17	20	\$ 6,544	\$ -	\$ 16,492	\$ 23,036	\$ 1,190	\$ 24,226	\$ 11,248	\$ (12,978)	215%	\$ 1,211
2021-11	15	18	\$ 4,107	\$ -	\$ 6,178	\$ 10,285	\$ 1,050	\$ 11,335	\$ 10,056	\$ (1,279)	113%	\$ 630
2021-12	15	18	\$ 719	\$ -	\$ 15,878	\$ 16,597	\$ 1,050	\$ 17,647	\$ 10,056	\$ (7,591)	175%	\$ 980
2022-01	11	16	\$ 21,104	\$ -	\$ 6,851	\$ 27,955	\$ 770	\$ 28,725	\$ 8,075	\$ (20,650)	356%	\$ 1,795
2022-02	12	17	\$ 3,700	\$ -	\$ 21,199	\$ 24,900	\$ 840	\$ 25,740	\$ 8,671	\$ (17,069)	297%	\$ 1,514
2022-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2022-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2022-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2022-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	126	154	\$ 57,493	\$ -	\$ 88,013	\$ 145,506	\$ 8,820	\$ 154,326	\$ 84,770	\$ (69,556)	182%	\$ 1,002
Mo. Avg.	16	19	\$ 7,187	\$ -	\$ 11,002	\$ 18,188	\$ 1,103	\$ 19,291	\$ 10,596	\$ (8,695)		\$ 1,002



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

Name: Valley Schools Employee Benefits Group

Plan: Traditional-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
2021-07	425	615	\$ 353,643	\$ -	\$ 94,216	\$ 447,859	\$ 29,750	\$ 477,609	\$ 313,881	\$ (163,728)	152%	\$ 777
2021-08	427	619	\$ 226,417	\$ -	\$ 97,882	\$ 324,299	\$ 29,890	\$ 354,189	\$ 316,325	\$ (37,864)	112%	\$ 572
2021-09	448	646	\$ 157,186	\$ -	\$ 99,043	\$ 256,229	\$ 31,360	\$ 287,589	\$ 331,099	\$ 43,511	87%	\$ 445
2021-10	444	643	\$ 155,533	\$ -	\$ 98,649	\$ 254,181	\$ 31,080	\$ 285,261	\$ 329,622	\$ 44,361	87%	\$ 444
2021-11	438	632	\$ 324,178	\$ -	\$ 83,771	\$ 407,949	\$ 30,660	\$ 438,609	\$ 325,144	\$ (113,465)	135%	\$ 694
2021-12	436	629	\$ 195,497	\$ -	\$ 100,069	\$ 295,566	\$ 30,520	\$ 326,086	\$ 323,529	\$ (2,557)	101%	\$ 518
2022-01	430	617	\$ 171,958	\$ -	\$ 96,922	\$ 268,880	\$ 30,100	\$ 298,980	\$ 317,233	\$ 18,253	94%	\$ 485
2022-02	428	618	\$ 252,920	\$ -	\$ 118,885	\$ 371,805	\$ 29,960	\$ 401,765	\$ 317,786	\$ (83,979)	126%	\$ 650
2022-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	3,476	5,019	\$ 1,837,330	\$ -	\$ 789,437	\$ 2,626,768	\$ 243,320	\$ 2,870,088	\$ 2,574,619	\$ (295,468)	111%	\$ 572
Mo. Avg.	435	627	\$ 229,666	\$ -	\$ 98,680	\$ 328,346	\$ 30,415	\$ 358,761	\$ 321,827	\$ (36,934)	111%	\$ 572

Monthly Contribution Rates

Premiums	
Employee Only	\$ 584.35
Employee + Spouse	\$ 1,221.97
Employee + Child(ren)	\$ 1,126.40
Employee + Family	\$ 1,556.52



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

Name: Valley Schools Employee Benefits Group

Plan: Traditional-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
2021-07	16	18	\$ 2,536	\$ -	\$ 2,806	\$ 5,342	\$ 1,120	\$ 6,462	\$ 10,837	\$ 4,375	60%	\$ 359
2021-08	16	18	\$ 7,185	\$ -	\$ 2,121	\$ 9,306	\$ 1,120	\$ 10,426	\$ 10,837	\$ 411	96%	\$ 579
2021-09	14	16	\$ 12,286	\$ -	\$ 16,404	\$ 28,690	\$ 980	\$ 29,670	\$ 9,645	\$ (20,025)	308%	\$ 1,854
2021-10	14	16	\$ 6,544	\$ -	\$ 16,460	\$ 23,004	\$ 980	\$ 23,984	\$ 9,645	\$ (14,339)	249%	\$ 1,499
2021-11	12	14	\$ 4,107	\$ -	\$ 6,178	\$ 10,285	\$ 840	\$ 11,125	\$ 8,453	\$ (2,672)	132%	\$ 795
2021-12	12	14	\$ 719	\$ -	\$ 15,874	\$ 16,593	\$ 840	\$ 17,433	\$ 8,453	\$ (8,980)	206%	\$ 1,245
2022-01	9	13	\$ 20,966	\$ -	\$ 6,851	\$ 27,817	\$ 630	\$ 28,447	\$ 7,006	\$ (21,441)	406%	\$ 2,188
2022-02	10	14	\$ 3,027	\$ -	\$ 21,192	\$ 24,219	\$ 700	\$ 24,919	\$ 7,602	\$ (17,317)	328%	\$ 1,780
2022-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	103	123	\$ 57,371	\$ -	\$ 87,887	\$ 145,258	\$ 7,210	\$ 152,468	\$ 72,480	\$ (79,988)	210%	\$ 1,240
Mo. Avg.	13	15	\$ 7,171	\$ -	\$ 10,986	\$ 18,157	\$ 901	\$ 19,059	\$ 9,060	\$ (9,998)	210%	\$ 1,240

Monthly Contribution Rates

Premiums

Employee Only	\$ 596.04
Employee + Spouse	\$ 1,246.41
Employee + Child(ren)	\$ 1,148.93
Employee + Family	\$ 1,587.65



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

Name: Valley Schools Employee Benefits Group

Plan: HDHP-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
2021-07	420	626	\$ 482,638	\$ -	\$ 16,874	\$ 499,512	\$ 29,400	\$ 528,912	\$ 275,915	\$ (252,997)	192%	\$ 845
2021-08	420	623	\$ 177,840	\$ -	\$ 14,436	\$ 192,276	\$ 29,400	\$ 221,676	\$ 275,837	\$ 54,161	80%	\$ 356
2021-09	439	649	\$ 107,379	\$ -	\$ 15,412	\$ 122,791	\$ 30,730	\$ 153,521	\$ 286,847	\$ 133,326	54%	\$ 237
2021-10	447	657	\$ 116,003	\$ -	\$ 21,548	\$ 137,551	\$ 31,290	\$ 168,841	\$ 291,272	\$ 122,431	58%	\$ 257
2021-11	445	652	\$ 362,477	\$ 25,827	\$ 17,916	\$ 354,566	\$ 31,150	\$ 385,716	\$ 288,933	\$ (96,784)	133%	\$ 592
2021-12	439	646	\$ 154,007	\$ 21,089	\$ 16,804	\$ 149,722	\$ 30,730	\$ 180,452	\$ 285,672	\$ 105,219	63%	\$ 279
2022-01	434	626	\$ 100,276	\$ 1,567	\$ 12,550	\$ 111,259	\$ 30,380	\$ 141,639	\$ 279,686	\$ 138,046	51%	\$ 226
2022-02	432	625	\$ 82,733	\$ 4,716	\$ 13,374	\$ 91,391	\$ 30,240	\$ 121,631	\$ 279,421	\$ 157,790	44%	\$ 195
2022-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	3,476	5,104	\$ 1,583,353	\$ 53,199	\$ 128,914	\$ 1,659,068	\$ 243,320	\$ 1,902,388	\$ 2,263,582	\$ 361,193	84%	\$ 373
Mo. Avg.	435	638	\$ 197,919	\$ 6,650	\$ 16,114	\$ 207,384	\$ 30,415	\$ 237,799	\$ 282,948	\$ 45,149	84%	\$ 373

Monthly Contribution Rates

Premiums	
Employee Only	\$ 523.85
Employee + Spouse	\$ 1,032.72
Employee + Child(ren)	\$ 954.34
Employee + Family	\$ 1,307.05



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)

Name: Valley Schools Employee Benefits Group

Plan: HDHP-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
2021-07	4	5	\$ -	\$ -	\$ 7	\$ 7	\$ 280	\$ 287	\$ 2,137	\$ 1,850	13%	\$ 57
2021-08	3	4	\$ 509	\$ -	\$ -	\$ 509	\$ 210	\$ 719	\$ 1,603	\$ 884	45%	\$ 180
2021-09	3	4	\$ (1,198)	\$ -	\$ 76	\$ (1,122)	\$ 210	\$ (912)	\$ 1,603	\$ 2,515	-57%	\$ -
2021-10	3	4	\$ -	\$ -	\$ 32	\$ 32	\$ 210	\$ 242	\$ 1,603	\$ 1,361	15%	\$ 61
2021-11	3	4	\$ -	\$ -	\$ -	\$ -	\$ 210	\$ 210	\$ 1,603	\$ 1,393	13%	\$ 53
2021-12	3	4	\$ -	\$ -	\$ 4	\$ 4	\$ 210	\$ 214	\$ 1,603	\$ 1,389	13%	\$ 54
2022-01	2	3	\$ 138	\$ -	\$ -	\$ 138	\$ 140	\$ 278	\$ 1,069	\$ 791	26%	\$ 93
2022-02	2	3	\$ 674	\$ -	\$ 7	\$ 681	\$ 140	\$ 821	\$ 1,069	\$ 248	77%	\$ 274
2022-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2022-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	23	31	\$ 122	\$ -	\$ 126	\$ 248	\$ 1,610	\$ 1,858	\$ 12,290	\$ 10,432	15%	\$ 60
Mo. Avg.	3	4	\$ 15	\$ -	\$ 16	\$ 31	\$ 201	\$ 232	\$ 1,536	\$ 1,304	15%	\$ 60

Monthly Contribution Rates

<u>Premiums</u>	
Employee Only	\$ 534.33
Employee + Spouse	\$ 1,053.37
Employee + Child(ren)	\$ 973.43
Employee + Family	\$ 1,333.19



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)



Name: Valley Schools Employee Benefits Group

Plan: Traditional

Date	Active				Total	Cobra				Total	Medical Plan Totals
	EE	SP	CH	FAM		EE	SP	CH	FAM		
2021-07	322	25	61	17	425	14	2	0	0	16	441
2021-08	322	27	61	17	427	14	2	0	0	16	443
2021-09	339	26	65	18	448	12	2	0	0	14	462
2021-10	335	26	63	20	444	12	2	0	0	14	458
2021-11	330	26	63	19	438	10	2	0	0	12	450
2021-12	329	27	61	19	436	10	2	0	0	12	448
2022-01	327	25	60	18	430	7	1	0	1	9	439
2022-02	322	26	62	18	428	8	1	0	1	10	438
2022-03	0	0	0	0	0	0	0	0	0	0	0
2022-04	0	0	0	0	0	0	0	0	0	0	0
2022-05	0	0	0	0	0	0	0	0	0	0	0
2022-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2021-6/30/2022)



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		
2021-07	311	20	68	21	420	4	0	0	0	4	424
2021-08	311	19	69	21	420	3	0	0	0	3	423
2021-09	329	18	69	23	439	3	0	0	0	3	442
2021-10	335	19	72	21	447	3	0	0	0	3	450
2021-11	336	19	69	21	445	3	0	0	0	3	448
2021-12	329	21	70	19	439	3	0	0	0	3	442
2022-01	330	20	67	17	434	2	0	0	0	2	436
2022-02	327	20	67	18	432	2	0	0	0	2	434
2022-03	0	0	0	0	0	0	0	0	0	0	0
2022-04	0	0	0	0	0	0	0	0	0	0	0
2022-05	0	0	0	0	0	0	0	0	0	0	0
2022-06	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.

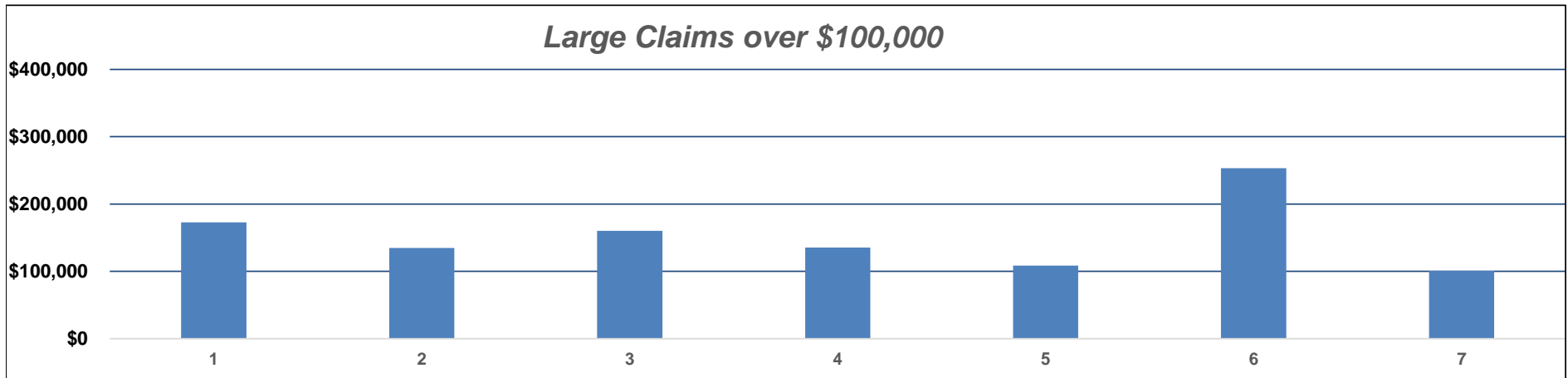
This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results 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 \$100,000 by Claimant
Large Claims by Plan
(7/1/2021 through 6/30/2022)**



# of claims > \$100K	
FY21	FY22
7	7



Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1	\$172,800	\$200,000	\$27,200	\$0
2	\$134,880	\$200,000	\$65,120	\$0
3	\$160,243	\$200,000	\$39,757	\$0
4	\$135,374	\$200,000	\$64,626	\$0
5	\$108,663	\$200,000	\$91,337	\$0
6	\$253,199	\$200,000	\$0	\$53,199
7	\$100,842	\$200,000	\$99,158	\$0
Total	\$1,066,001			\$53,199



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2021 through 6/30/2022)



Date	Plan Name		Paid Amount
2021-07	Traditional PPO		\$170,835.74
2021-08	Traditional PPO		\$437.35
2021-09	Traditional PPO		\$234.64
2021-10	Traditional PPO		\$158.17
2021-11	Traditional PPO		\$248.71
2021-12	Traditional PPO		\$478.03
2022-01	Traditional PPO		\$197.01
2022-02	Traditional PPO		\$209.99
		Total for Claimant 1	\$172,799.64
2021-07	HDHP		\$125,580.07
2021-08	HDHP		\$734.78
2021-09	HDHP		\$5,258.24
2021-10	HDHP		\$2,213.08
2021-11	HDHP		\$1,023.93
2021-12	HDHP		\$69.53
		Total for Claimant 2	\$134,879.63
2021-07	HDHP		\$124,963.18
2021-08	HDHP		\$11,916.50
2021-09	HDHP		\$17,574.19
2021-10	HDHP		\$1,177.08
2021-11	HDHP		\$333.65
2021-12	HDHP		\$1,121.13
2022-01	HDHP		\$2,100.13
2022-02	HDHP		\$1,057.63
		Total for Claimant 3	\$160,243.49



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2021 through 6/30/2022)



Date	Plan Name		Paid Amount
2021-07	Traditional PPO		\$18,414.35
2021-08	Traditional PPO		\$42,242.51
2021-09	Traditional PPO		\$69,645.82
2021-10	Traditional PPO		\$8.50
2021-11	Traditional PPO		\$87.38
2021-12	Traditional PPO		\$4,529.24
2022-01	Traditional PPO		\$230.42
2022-02	Traditional PPO		\$215.76
		Total for Claimant 4	\$135,373.98
2021-07	HDHP		\$98,869.70
2021-08	HDHP		\$313.15
2021-09	HDHP		\$1,454.00
2021-10	HDHP		\$4,966.19
2021-11	HDHP		\$2,674.14
2021-12	HDHP		\$267.72
2022-01	HDHP		\$88.90
2022-02	HDHP		\$29.40
		Total for Claimant 5	\$108,663.20



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2021 through 6/30/2022)



Date	Plan Name		Paid Amount
2021-08	HDHP		\$107.04
2021-09	HDHP		\$66.08
2021-10	HDHP		\$1,782.56
2021-11	HDHP		\$109.79
2021-11	HDHP		\$223,762.01
2021-12	HDHP		\$21,088.18
2022-01	HDHP		\$1,567.57
2022-02	HDHP		\$4,715.86
		Total for Claimant 6	\$253,199.09
2021-08	Traditional PPO		\$13,982.16
2021-09	Traditional PPO		\$13,250.48
2021-10	Traditional PPO		\$13,969.43
2021-11	Traditional PPO		\$13,497.13
2021-11	Traditional PPO		\$4,824.39
2021-12	Traditional PPO		\$13,706.32
2022-01	Traditional PPO		\$13,465.50
2022-02	Traditional PPO		\$14,146.84
		Total for Claimant 7	\$100,842.25
TOTAL		Total	\$1,066,001.28

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: Financial Review

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

The financial report for February 28, 2022, reflects the “Ending net position reserved for claims and expenses” as \$21,744,858.89.



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

March 10, 2022

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the eight months ended February 28, 2022. 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,

Laura Felten
Chief Financial Officer

**Valley Schools Employee Benefits Group
Statement of Revenues, Expenses and
Changes in Net Position by District--Cash Basis
For the Eight Months Ended February 28, 2022**

	Glendale Elementary
Operating revenues	
Contributions	\$ 10,864,703.39
Total operating revenues	<u>10,864,703.39</u>
Operating expenses	
Paid claims	4,916,279.89
Fixed expense	577,920.00
Dental pool expense	323,946.37
H.S.A. contributions	588,449.15
Health insurance premiums	36,761.21
Short term disability premiums	53,674.14
Dental premiums	8,117.37
Vision plan premiums	53,002.26
Flexible spending premums	29,708.00
Life insurance premiums	104,184.82
Prepaid legal premiums	(629.00)
Identity protection premiums	0.00
Wellness	8,953.25
Incentives	494.85
Trust administration & mgmt.	0.00
Member administration expense	0.00
ACA Fees	3,665.22
Total operating expenses	<u>6,704,527.53</u>
Operating income/(loss)	<u>4,160,175.86</u>
Non-operating revenue	
Interest income	358,877.01
Change in market value	(680,260.75)
Total non-operating revenue	<u>(321,383.74)</u>
Change in net position	<u>3,838,792.12</u>
Beginning net position reserved for claims and expenses	<u>17,906,066.77</u>
Ending net position reserved for claims and expenses	<u>\$ 21,744,858.89</u>

Beginning Net Position and Ending Net Position do not include a Minimum Estimated Operating Reserve. For VSEBG members participating in self-insured medical programs, a Minimum Estimated Operating Reserve will be included on the June 30th financial statement in the amount of 17.63% of the FY2021-22 Contribution Invoice.

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: Claims Experience Review – Workers’ Compensation

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

In January, GESD logged 12 incidents and GESD incurred \$14,600 for the month.

GESD has 33 open claims recorded since 2013 and the “Paid” amount is \$2,733,356.39 compared to the “Incurred” of \$3,543,654.47.

GESD has six (6) claimants above \$75,000 (based on the “Paid” amount) and five (5) above \$150,000. For the purpose of workers’ compensation, the stop-loss-level is \$350,000.

The “Paid” amount for the six (6) claimants are \$2,543,934.47 or 93% of the total “Paid” amount of \$2,733,356.39 and \$3,069,419.23 or 87% of the total “Incurred” amount of \$3,543,654.47.

The average cost per individuals is:

- \$82,828.98 for “Paid”
- \$107,383.47 for “Incurred”

In February, GESD logged 13 incidents and GESD incurred \$19,800.00 for the month.

GESD has 37 open claims recorded since 2013 and the “Paid” amount is \$2,749,189.84 compared to the “Incurred” of \$3,599,513.23.

GESD has six (6) claimants above \$75,000 (based on the “Paid” amount) and five (5) above \$150,000. For the purpose of workers’ compensation, the stop-loss-level is \$350,000.

The “Paid” amount for the six (6) claimants are \$2,545,375.98 or 93% of the total “Paid” amount of \$2,749,189.84 and \$3,069,419.23 or 85% of the total “Incurred” amount of \$3,599,513.23.

The average cost per individuals is:

- \$74,302.43 for “Paid”
- \$97,284.14 for “Incurred”



Claim Log Summary - Body Part and Cause

As of 01/31/2022

[REDACTED]		Status	[REDACTED]	[REDACTED]	[REDACTED]	Paid	Incurred
[REDACTED]	[REDACTED]	Re-Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	2,300.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	800.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Re-Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	3,400.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	800.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	3,400.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	800.00
Total: 10						0.00	11,500.00
[REDACTED]		Status	[REDACTED]	[REDACTED]	[REDACTED]	Paid	Incurred
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	2,300.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	800.00
Total: 2						0.00	3,100.00
Grand Total: 12						0.00	14,600.00



Claim Log Summary - Body Part and Cause

As of 01/31/2022

Report Fields

Paid: amount paid inception to ending date listed in the report header

Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting_Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(TRUNC(ADD_DATE) >= to_date('01/01/2022 00:00:00', 'mm/dd/yyyy hh24:mi:ss') AND TRUNC(ADD_DATE) <= to_date('01/31/2022 23:59:59', 'mm/dd/yyyy hh24:mi:ss')) AND (1=1)



Claim Log Summary - Body Part and Cause

As of 01/31/2022

	Injury	Status				Paid	Incurred
	08/13/2018	Open				165,973.85	190,900.87
	03/25/2021	Open				4,510.49	9,800.00
	01/12/2022	Re-Open				0.00	2,300.00
	05/20/2021	Open				69,601.77	99,931.31
	08/06/2021	Open				3,190.74	98,500.00
	09/16/2013	Open				744,641.19	958,459.20
	01/28/2022	Open				0.00	800.00
	01/07/2022	Re-Open				0.00	3,400.00
	08/26/2021	Open				42.85	3,900.00
	01/31/2022	Open				0.00	0.00
	11/12/2021	Open				2,825.74	3,900.00
	04/29/2021	Open				9,953.99	15,197.76
	11/18/2021	Re-Open				120.00	4,000.00
	01/27/2022	Open				0.00	800.00
	11/17/2020	Re-Open				6,786.77	8,852.41
	01/27/2022	Open				0.00	3,400.00
	09/22/2021	Open				0.00	0.00
	10/08/2021	Open				26.70	800.00
	12/02/2019	Open				179,818.78	267,336.20
	11/08/2021	Open				4,363.02	20,448.01
	01/27/2022	Open				0.00	800.00
	11/18/2021	Re-Open				222.34	3,900.00
	03/02/2020	Open				75,311.59	134,192.01
	09/25/2018	Open				159,633.27	182,711.60
	05/25/2021	Open				3,443.43	6,000.00
	08/25/2021	Open				4,126.85	7,300.00
Total: 26						1,434,593.37	2,027,629.37



Claim Log Summary - Body Part and Cause

As of 01/31/2022

	<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
	01/16/2013	Open				1,218,555.79	1,335,819.35
Total: 1						1,218,555.79	1,335,819.35
	01/07/2022	Open				0.00	2,300.00
	12/07/2021	Open				2,505.80	3,366.44
	01/25/2022	Open				0.00	800.00
	11/15/2021	Open				3,614.11	4,500.00
Total: 4						6,119.91	10,966.44
	05/23/2017	Open				72,934.33	168,086.32
Total: 1						72,934.33	168,086.32
	04/26/2021	Re-Open				1,152.99	1,152.99
Total: 1						1,152.99	1,152.99
Grand Total: 33						2,733,356.39	3,543,654.47



Claim Log Summary - Body Part and Cause

As of 01/31/2022

Report Fields

Paid: amount paid inception to ending date listed in the report header

Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting_Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(claimant_status_desc <> 'Closed') AND (1=1)



Claim Log Summary - Body Part and Cause

As of 02/28/2022

		Status				Paid	Incurred
		Open				0.00	3,400.00
		Closed				0.00	0.00
		Open				0.00	800.00
		Closed				0.00	0.00
		Closed				0.00	0.00
		Closed				0.00	0.00
		Open				0.00	3,400.00
		Closed				0.00	0.00
		Closed				0.00	0.00
		Open				0.00	4,600.00
Total: 10						0.00	12,200.00

		Status				Paid	Incurred
		Open				0.00	6,000.00
Total: 1						0.00	6,000.00

		Status				Paid	Incurred
		Open				0.00	800.00
Total: 1						0.00	800.00

		Status				Paid	Incurred
		Open				0.00	800.00
Total: 1						0.00	800.00



Claim Log Summary - Body Part and Cause

As of 02/28/2022

Grand Total: 13

0.00

19,800.00



Claim Log Summary - Body Part and Cause

As of 02/28/2022

Report Fields

Paid: amount paid inception to ending date listed in the report header

Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(TRUNC(ADD_DATE) >= to_date('02/01/2022 00:00:00', 'mm/dd/yyyy hh24:mi:ss') AND TRUNC(ADD_DATE) <= to_date('02/28/2022 23:59:59', 'mm/dd/yyyy hh24:mi:ss')) AND (1=1)



Claim Log Summary - Body Part and Cause

As of 02/28/2022

	Injury	Status				Paid	Incurred
	08/13/2018	Open				166,437.85	190,900.87
	02/07/2022	Open				0.00	3,400.00
	03/25/2021	Open				4,510.49	9,800.00
	02/04/2022	Open				0.00	800.00
	01/12/2022	Re-Open				561.15	2,300.00
	05/20/2021	Open				71,626.26	99,931.31
	08/06/2021	Open				7,830.22	98,500.00
	09/16/2013	Open				744,797.19	958,459.20
	01/28/2022	Open				906.22	2,800.00
	01/07/2022	Re-Open				1,690.96	3,400.00
	01/31/2022	Open				20.00	800.00
	08/26/2021	Open				42.85	3,900.00
	11/12/2021	Open				2,833.59	3,900.00
	04/29/2021	Open				9,953.99	15,197.76
	02/01/2022	Open				0.00	3,400.00
	11/18/2021	Re-Open				2,199.37	4,000.00
	01/27/2022	Open				120.00	2,300.00
	11/17/2020	Re-Open				6,786.77	8,852.41
	01/27/2022	Open				120.00	3,400.00
	09/22/2021	Open				0.00	0.00
	12/02/2019	Open				179,818.78	267,336.20
	11/08/2021	Open				6,331.17	20,448.01
	01/27/2022	Open				120.00	2,800.00
	03/02/2020	Open				75,311.59	134,192.01
	09/25/2018	Open				159,633.27	182,711.60
	02/04/2022	Open				0.00	4,600.00
	05/25/2021	Open				4,925.59	6,000.00

Total: 27

1,446,577.31

2,034,129.37

Run Date: 03/02/2022 08:03:17

TRISTAR - Confidential

Page 1 of 4

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Claim Log Summary - Body Part and Cause

As of 02/28/2022

<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
02/01/2022	Open				0.00	6,000.00
Total: 1					0.00	6,000.00

<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
01/16/2013	Open				1,219,377.30	1,335,819.35
Total: 1					1,219,377.30	1,335,819.35

<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
01/07/2022	Open				713.05	2,300.00
12/07/2021	Open				3,883.55	4,234.42
01/25/2022	Open				0.00	900.00
11/15/2021	Open				3,636.59	45,290.78
Total: 4					8,233.19	52,725.20

<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
01/27/2022	Open				0.00	800.00
Total: 1					0.00	800.00

<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
05/23/2017	Open				73,849.05	168,086.32
Total: 1					73,849.05	168,086.32

Claim Log Summary - Body Part and Cause

As of 02/28/2022

	<u>Injury</u>	<u>Status</u>				<u>Paid</u>	<u>Incurred</u>
	02/22/2022	Open				0.00	800.00
Total: 1						0.00	800.00
	04/26/2021	Re-Open				1,152.99	1,152.99
Total: 1						1,152.99	1,152.99
Grand Total: 37						2,749,189.84	3,599,513.23



Claim Log Summary - Body Part and Cause

As of 02/28/2022

Report Fields

Paid: amount paid inception to ending date listed in the report header

Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(claimant status desc <> 'Closed') AND (1=1)

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: Financial Review - Workers' Compensation

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

The financial report for February 28, 2022, reflects the "Ending net position reserved for claims and expenses" as \$2,888,339.79.



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

March 14, 2022

Valley Schools Workers' Compensation Group Member

Attached is the statement of revenues, expenses and changes in net position for the eight months ended February 28, 2022. 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,

Laura Felten
Chief Financial Officer

**Valley Schools Workers' Compensation Group
Statement of Revenue, Expenses and
Changes in Net Position by District--Cash Basis
For the Eight Months Ended February 28, 2022**

	Glendale Elementary
Operating revenues	
Contributions	\$ 896,000.00
Cost of re-insurance	(38,199.00)
Total operating revenues	<u>857,801.00</u>
Operating expenses	
Paid claims	329,135.63
Subrogation/restitution/stop loss	(137,071.56)
Safety and loss control	0.00
Trust administration & mgmt.	4,336.00
Consultant service fees	30,000.00
ICA Fees	2,813.94
Total operating expenses	<u>229,214.01</u>
Operating income/(loss)	<u>628,586.99</u>
Non-operating revenue	
Interest income	41,654.49
Change in market value	(109,981.31)
Total non-operating revenue	<u>(68,326.82)</u>
Change in net position	<u>560,260.17</u>
Beginning net position reserved for claims and expenses	<u>2,328,079.62</u>
Ending net position reserved for claims and expenses	<u>\$ 2,888,339.79</u>

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.F. TOPIC: Financial Review - COVID-19 Legal Defense

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

The financial report for February 28, 2022, reflects the “Ending net position reserved for claims and expenses” as \$737,688.42.



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

March 14, 2022

Valley Schools Insurance Group Member

Attached is the statement of revenues, expenses and changes in net position for the eight months ended February 28, 2022. 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,

Laura Felten
Chief Financial Officer

**Valley Schools Insurance Group
Statement of Revenue, Expenses and
Changes in Net Position by District--Cash Basis
For the Eight Months Ended February 28, 2022**

	Glendale Elementary
Operating revenues	
Contributions	\$ 0.00
Cost of re-insurance	0.00
Total operating revenues	<u>0.00</u>
Operating expenses	
Paid claims - liability	0.00
Paid claims - auto liability	0.00
Paid claims - property	0.00
Paid claims - under \$10,000	0.00
Subrogation/restitution/stop loss	0.00
Insurance premiums	0.00
Safety and loss control	0.00
Trust administration & mgmt.	0.00
Consultant service fees	0.00
Total operating expenses	<u>0.00</u>
Operating income/(loss)	<u>0.00</u>
Non-operating revenue	
Interest income	10,425.89
Change in market value	(26,563.81)
Rental income	0.00
Rental expense	0.00
Depreciation expense	0.00
Total non-operating revenue	<u>(16,137.92)</u>
Change in net position	<u>(16,137.92)</u>
Beginning net position reserved for claims and expenses	<u>753,826.34</u>
Ending net position reserved for claims and expenses	<u>\$ 737,688.42</u>

Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on: 03/10/2022

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.G. TOPIC: Insurance and Wellness Update

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

Human Resources staff will present the Trust Board with Wellness and Insurance updates.

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

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Benefits Team Highlights

Goals: Compliance / Benefits & Financial Literacy / Building Strong Partnerships

March 2022

- Partnered with United Healthcare to host two wellness webinars: "I'm too busy to eat Healthy" and "Eating healthy on the go"
- Added a new employee discount program called Working Advantage to expand the District's benefit offerings to employees.
 - Working Advantage is the leading Corporate Entertainment Benefits provider, offering exclusive discounts, special offers, and access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels and much more.
 - There is no cost to the District to utilize Working Advantage's platform
- Implementation process started for new COBRA and Flexible Spending Accounts vendor, WEX Health. COBRA services will transition April 1, 2022, and Flexible Spending Accounts July 1, 2022
- Met with VSEBG Wellness team to discuss WellStyles platform
- #KnowYourBenefits email campaigns sent out:
 - Health Savings Account (HSA) Wellness Exam Incentives
 - March Wellness Webinars
 - VIRTU Webinar

Wellness Updates

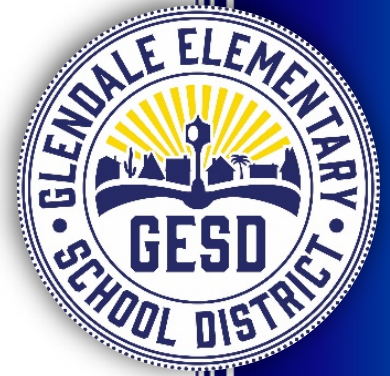
- Blood Drive - We hosted another blood drive February 8 in the District Office parking lot. Since it was on a Tuesday, we were only able to capture about 19 donors, but that is still a success.



ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

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- VITA – We had started our Volunteer Income Tax program each Wednesday in the District Office computer lab. We have been able to provide free income tax services for over 15 employees each week. It is a drop-off one week and pick-up the next week service. We will continue this until April 13.



- Mobile Onsite Mammography - We had the Mobile Onsite Mammography unit in the district during the last week of February. Many women are able to make their appointments before and after school or during lunch or preps.



- Wellness Fair - We had our annual spring Wellness Fair for the first time in two years at Mensendick/Jack cafeterias February 16. It was nice to see our employees take advantage of this opportunity to meet different vendors to assist them in their healthy ways. They were also able to sign up for the Biggest Loser Contest and fill out a Random Act of Kindness form to be delivered to someone in the school district. The Employee Network, a discount program free of charge to our employees, was also on hand. Their grand prize was a Knotts' Berry Farm package, won by Educational Assistant, Tonya DuPre from Desert Garden.



ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

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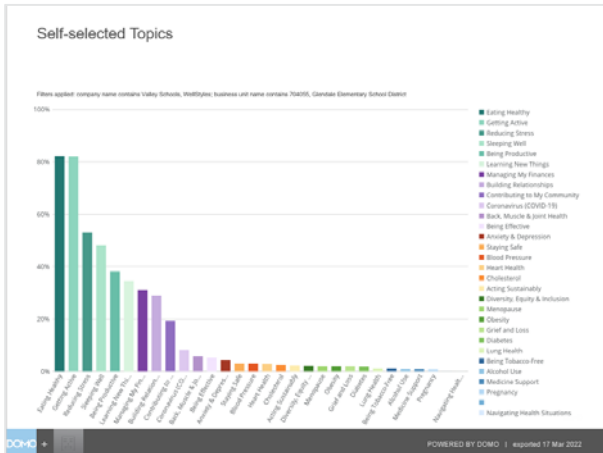
- Market on the Move - Our February Market on the Move at Coyote Ridge Elementary served 95 families with produce and food items. We could not do this without our wonderful volunteers.



- Upcoming Events:
 - March 22 - Midway Weigh in for Biggest Loser Contest
 - March 26 - Market on the Move at Coyote Ridge Elementary School
 - March 29 - Eating Healthier on the Go Webinar
 - April 3 - Hike at Spur Cross

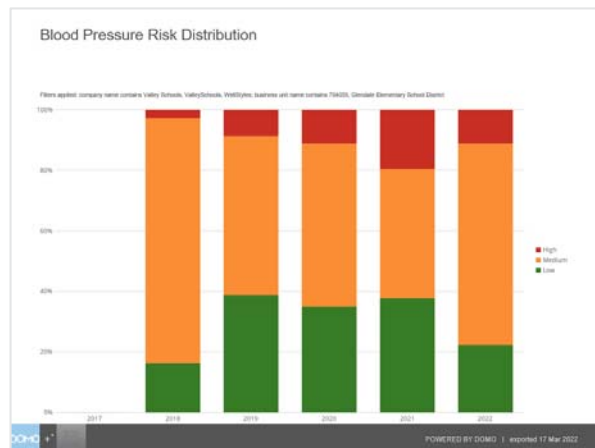
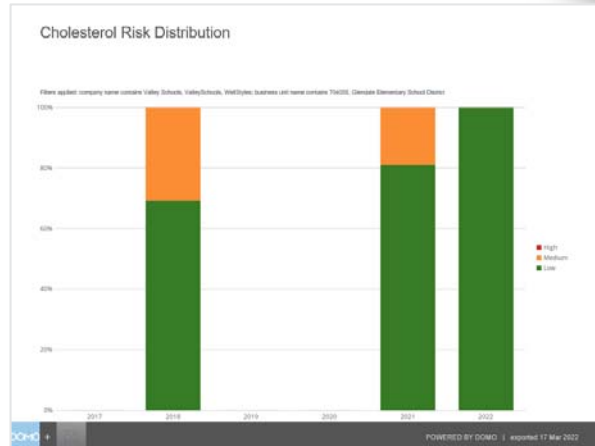
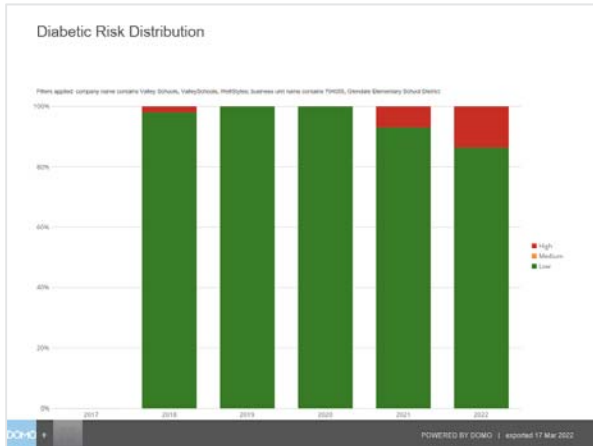
WellStyles

Enrollments: We currently have 56.2% (702) of our members enrolled in the WellStyles program:



GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

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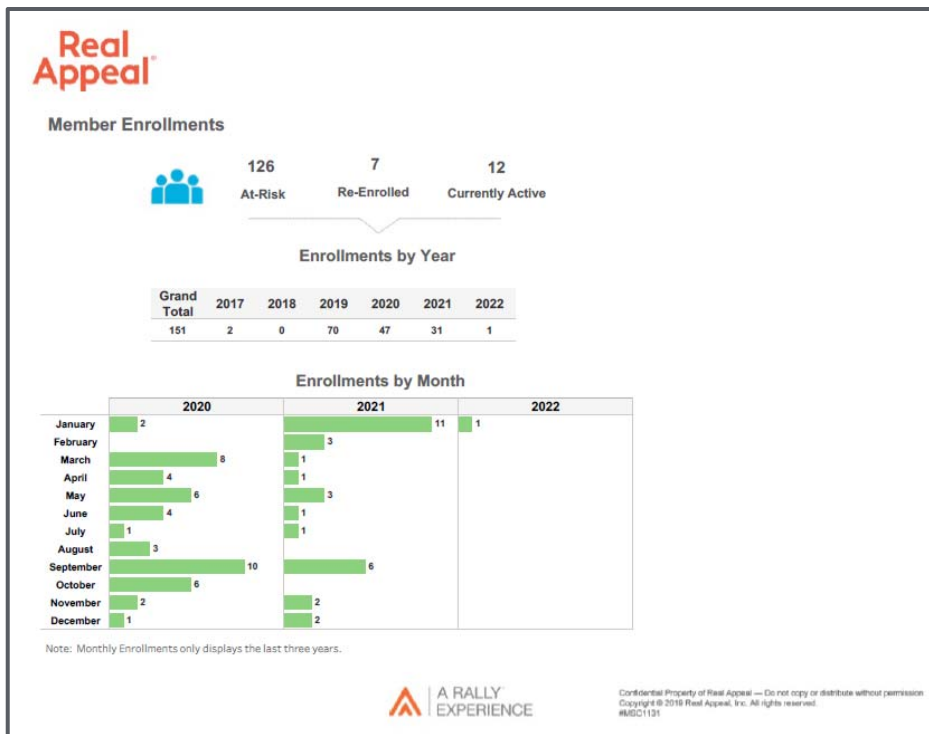
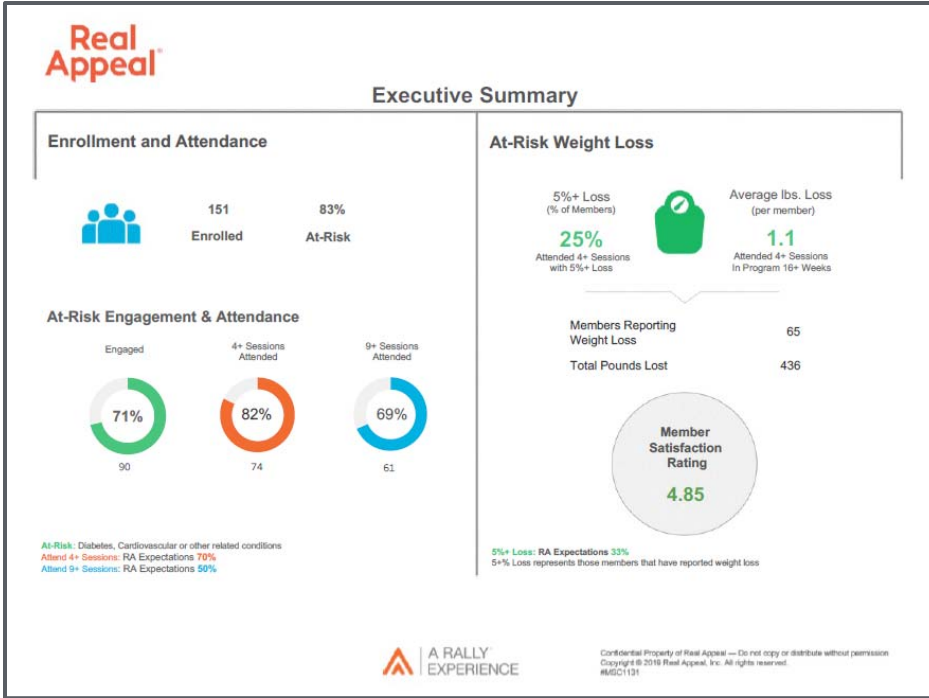


- Real Appeal participation data through March 2022:
 - 151 Employees have enrolled since inception of the Real Appeal program
 - Cumulative total weight loss of 436 pounds

ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

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ALL IN FOR ALL KIDS

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: March 30, 2022

RECOMMENDATION:

The minutes of the February 23, 2022 Regular Meeting are submitted for approval.

RATIONALE:

The minutes of February 23, 2022 regular meeting are attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office, Superintendent's Conference Room 4:00 p.m.
February 23, 2022

Present: Board Members
Mr. Lee Peterson
Ms. Bernadette Bolognini
Mrs. Teresa Wong
Mr. Nate Bowler
Ms. Mary Ann Wilson

Other Attendees:
Mr. Mike Barragan
Mrs. Adriana Parsons
Mrs. Judy Niblick
Ms. Jodi Finnesy *arrived at 4:09 P.M.

Absent: None

Recorder: Ms. Alejandra Lopez

CALL TO ORDER

Mr. Peterson called the meeting to order at 4:00 p.m. and noted the presence of the five (5) Trust Board members, constituting a quorum.

APPROVAL OF AGENDA

Ms. Wilson motioned to approve the agenda as presented; Ms. Bolognini seconded; upon a call to vote, the motion carried with five (5) votes in favor from Mrs. Wong, Ms. Bolognini, Ms. Wilson, Mr. Bowler and Mr. Peterson.

BOARD AND STAFF INTRODUCTIONS

Mr. Peterson welcomed everyone in attendance.

Mr. Barragan welcomed Mr. Nathan Bowler, new Trust Board member.

Mr. Barragan introduced Mrs. Adriana Parsons, Director of Communications, and Mrs. Judy Niblick, Human Resources Technician.

Ms. Wilson, Trust Board member, introduced herself and shared she has been a Governing Board member for 13 years and a Trust Board member for over 10 years.

Mrs. Wong, HR Systems Specialist, introduced herself. Mrs. Wong has been in the HR Department for nine (9) years and joined the benefits team and the Trust Board three (3) years ago. She is also a former ASPAA Board member.

Mr. Bowler introduced himself, he is a former GESD student at Sine and Landmark. Mr. Bowler's work experience includes Washington Elementary School District, Heinfeld and Meech, Peoria Unified School District and Buckeye Elementary School District and is currently the Chief Financial Officer for Glendale Union High School District. Mr. Bowler is also a former Arizona ASBO President.

Ms. Bolognini, Trust Board member, introduced herself and shared she has been a Trust Board member for at least 10 years and her daughters have taught at GESD.

Ms. Lopez, Administrative Assistant, introduced herself and shared she has been a GESD employee for over four (4) years.

Mr. Peterson, Trust Board member, introduced himself and shared he has been a community member for over 50 years and his wife is a teacher at GESD.

Mr. Barragan, Assistant Superintendent for Finance and Auxiliary Services introduced himself.

Ms. Finnesy, Benefits Analyst, introduced herself and shared she has been a GESD employee for over 26 years.

CALL TO THE PUBLIC

Mr. Peterson read the call to the public.

Approval of Minutes

Ms. Wilson motioned to approve the December 08, 2021, regular meeting minutes; Ms. Bolognini seconded; upon a call to vote, the motion carried with five (5) votes in favor from Mrs. Wong, Ms. Bolognini, Ms. Wilson, Mr. Bowler and Mr. Peterson.

United Healthcare Medical Insurance Renewal

Traditional Plan

1. Increase of 5.87% to premium
 - a. GESD to absorb premium increase
2. Enhance plan design to provide preventative care for skin cancer screening
3. Slight decrease in PCP visit copay from \$10/\$30 to \$10/\$25
4. Slight decrease in Specialist copay from \$40/\$80 to \$40/\$65

HDHP Base

1. Increase of 5.87% to premium
 - a. GESD to absorb premium increase
2. Enhance plan design to provide preventative care for skin cancer screening
3. Increase Health Saving Account (HSA) contribution from \$1,400 to \$1,500** (7% increase) or an increase of \$44,700 (based on the current number of participants)
 - a. Two installments: first installment of \$550**, second installment of \$950 (meet wellness criteria currently established).

**Amounts will be prorated based on employee's effective date.

Continue with the Real Appeal weight management program with the intent to increase participation levels from its current number of 151.

Eighth (8th) consecutive year with no premium increase to employees.

No change to administration fee, remains at \$70 per month.

In this current year, we projected an annual medical cost of \$7.9 million. For next year, while premium(s) increase, the number of participants decrease resulting in a projected annual cost of \$7.6 million, a decrease of approximately \$300,000.

Please review supporting documentation for additional information and specifics on plan design.

FY22 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY22 District's Premium (Annual) Cost	FY22 Employee's Premium (Annual) Cost	FY22 Total Premium (Annual) Cost
Employee Only	\$ 6,234.96	\$ 720.00	\$ 6,954.96	376	\$ 2,344,344.96	\$ 270,720.00	\$ 2,615,064.96
Employee + Spouse	\$ 9,950.04	\$ 4,594.20	\$ 14,544.24	31	\$ 308,451.24	\$ 142,420.20	\$ 450,871.44
Employee + Child(ren)	\$ 9,950.04	\$ 3,456.60	\$ 13,406.64	74	\$ 736,302.96	\$ 255,788.40	\$ 992,091.36
Employee + Family	\$ 9,950.04	\$ 8,576.04	\$ 18,526.08	20	\$ 199,000.80	\$ 171,520.80	\$ 370,521.60
Total				501	\$ 3,588,099.96	\$ 840,449.40	\$ 4,428,549.36

FY22 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY22 District's Annual Cost	FY22 Total GESE HSA	FY22 Employee's Annual Cost	FY22 Total Annual Cost
Employee Only	\$ 6,234.96	\$ -	\$ 6,234.96	\$ 1,400.00	379	\$ 2,363,049.84	\$ 530,600.00	\$ -	\$ 2,893,649.84
Employee + Spouse	\$ 9,950.04	\$ 2,341.68	\$ 12,291.72	\$ 1,400.00	26	\$ 258,701.04	\$ 36,400.00	\$ 60,883.68	\$ 355,984.72
Employee + Child(ren)	\$ 9,950.04	\$ 1,408.80	\$ 11,358.84	\$ 1,400.00	76	\$ 756,203.04	\$ 106,400.00	\$ 107,068.80	\$ 969,671.84
Employee + Family	\$ 9,950.04	\$ 5,606.76	\$ 15,556.80	\$ 1,400.00	24	\$ 238,800.96	\$ 33,600.00	\$ 134,562.24	\$ 406,963.20
Total					505	\$ 3,616,754.88	\$ 707,000.00	\$ 302,514.72	\$ 4,626,269.60

FY22 District's Total Premium Cost	FY22 District Total HSA Cost	FY22 Employee's Total Premium Cost	FY22 Total Medical Cost
\$ 7,204,854.84	\$ 707,000.00	\$ 1,142,964.12	\$ 9,054,818.96

District's Total Premium Cost + District's HSA Contribution
\$ 7,911,854.84

FY22 District's Total Premium Cost	FY22 Employee's Total Premium Cost	FY22 Total Premium Cost
\$ 7,204,854.84	\$ 1,142,964.12	\$ 8,347,818.96

FY23 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY23 District's Premium (Annual) Cost	FY23 Employee's Premium (Annual) Cost	FY23 Total Premium (Annual) Cost
Employee Only	\$ 6,650.00	\$ 720.00	\$ 7,370.00	342	\$ 2,274,300.00	\$ 246,240.00	\$ 2,520,540.00
Employee + Spouse	\$ 10,950.00	\$ 4,594.20	\$ 15,544.20	28	\$ 306,600.00	\$ 128,637.60	\$ 435,237.60
Employee + Child(ren)	\$ 10,950.00	\$ 3,456.60	\$ 14,406.60	63	\$ 689,850.00	\$ 217,765.80	\$ 907,615.80
Employee + Family	\$ 10,950.00	\$ 8,576.04	\$ 19,526.04	19	\$ 208,050.00	\$ 162,944.76	\$ 370,994.76
Total				452	\$ 3,478,800.00	\$ 755,588.16	\$ 4,234,388.16

FY23 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY23 District's Annual Cost	FY23 Total GESE HSA	FY23 Employee's Annual Cost	FY23 Total Annual Cost
Employee Only	\$ 6,650.00	\$ -	\$ 6,650.00	\$ 1,500.00	338	\$ 2,247,700.00	\$ 507,000.00	\$ -	\$ 2,754,700.00
Employee + Spouse	\$ 10,950.00	\$ 2,341.68	\$ 13,291.68	\$ 1,500.00	19	\$ 208,050.00	\$ 28,500.00	\$ 44,491.92	\$ 281,041.92
Employee + Child(ren)	\$ 10,950.00	\$ 1,408.80	\$ 12,358.80	\$ 1,500.00	69	\$ 755,550.00	\$ 103,500.00	\$ 97,207.20	\$ 956,257.20
Employee + Family	\$ 10,950.00	\$ 5,606.76	\$ 16,556.76	\$ 1,500.00	21	\$ 229,950.00	\$ 31,500.00	\$ 117,741.96	\$ 379,191.96
Total					447	\$ 3,441,250.00	\$ 670,500.00	\$ 259,441.08	\$ 4,371,191.08

FY23 District's Total Premium Cost	FY23 District Total HSA Cost	FY23 Employee's Total Premium Cost	FY23 Total Medical Cost
\$ 6,920,050.00	\$ 670,500.00	\$ 1,015,029.24	\$ 8,605,579.24

District's Total Premium Cost + District's HSA Contribution
\$ 7,590,550.00

FY23 District's Total Premium Cost	FY23 Employee's Total Premium Cost	FY23 Total Premium Cost
\$ 6,920,050.00	\$ 1,015,029.24	\$ 7,935,079.24

		Plan Year 2021-22			
		Traditional		HDHP Base	
		In	Out	In	Out
Plan Design	Deductible (Calendar)	\$1,000/\$3,000	NA	\$2,800 / \$5,600 (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 + \$0 Copay	NA
	PCP visit copay	\$10/\$30	NA	Ded + 20%	NA
	Specialist copay	\$40/\$80	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible				
Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50		
Funding Rates	EE	342	\$584.35	338	\$523.85
	EE+SP	28	\$1,221.97	19	\$1,032.72
	EE+CH	63	\$1,126.40	68	\$954.34
	Fam	19	\$1,556.52	21	\$1,307.05
Expected Annual Cost	By Plan		\$4,015,178		\$3,468,326
	All Plans				\$7,483,503

		Plan Year 2022-23			
		Traditional		HDHP Base	
		In	Out	In	Out
Plan Design	Deductible (Calendar)	\$1,000/\$3,000	NA	\$2,800 / \$5,600 (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 + \$0 Copay	NA
	PCP visit copay	\$10/\$25	NA	Ded + 20%	NA
	Specialist copay	\$40/\$65	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible				
Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50	NA	
Funding Rates	EE	342	\$614.17	338	\$554.17
	EE+SP	28	\$1,295.35	19	\$1,107.64
	EE+CH	63	\$1,200.55	68	\$1,029.90
	Fam	19	\$1,627.17	21	\$1,379.73
Expected Annual Cost	By Plan		\$4,234,388		\$3,688,332
	% Change from Current		5.46%		6.34%
	All Plans				\$7,922,720
	% Change from Current				5.87%

Plan Recommendations

Updated to Mike's Rates
Lower Non Premium (Or Tier 2) Copay to \$25 PCP and \$65 SP

Final Plan & Contract Information:

Number of Members used for underwriting: 1,299
 V2.1 Number of Employees used for underwriting: V2.1 Admin Fee Per Employee 898
 Per Month (PEPM): \$70.00
 ISL deductible : \$200,000
 Aggregate Level: NA
 Aggregate PEPM: NA
 Factor: Reserve Adjustment: NA

Mr. Barragan presented the following PowerPoint presentation:

The image shows three slides from a PowerPoint presentation. The top slide is the title slide, featuring the Glendale Elementary School District (GESD) logo and the text "Trust Board February 23, 2022". The middle slide is titled "Medical Insurance Update" and lists four items under the "Traditional Plan" section. The bottom slide is titled "Medical Insurance Update Continued" and lists three items under the "HDHP Base" section, including a note about prorated amounts.

GLENDALE ELEMENTARY SCHOOL DISTRICT

Trust Board
February 23, 2022

Medical Insurance Update

Traditional Plan

1. Increase of 5.87% to premium
 - a. GESD to absorb premium
2. Enhance plan design to provide preventative care for skin cancer screening
3. Slight decrease in PCP visit copay from \$10/\$30 to \$10/\$25
4. Slight decrease in Specialist copay from \$40/\$80 to \$40/\$65

Medical Insurance Update Continued

HDHP Base

1. Increase of 5.87% to premium
 - a. GESD to absorb premium
2. Enhance plan design to provide preventative care for skin cancer screening
3. Increase Health Saving Account (HSA) contribution from \$1,400 to \$1,500** (7% increase) or an increase of \$44,700 (based on the current participants). Two installments: first installment of \$550**, second installment of \$950 (meet wellness criteria currently established)

** Amount will be prorated based on employee's effective date




Traditional Plan

Current Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,234.96	\$ 720.00	\$ 6,954.96
Employee + Spouse	\$ 9,950.04	\$ 4,594.20	\$ 14,544.24
Employee + Child(ren)	\$ 9,950.04	\$ 3,456.60	\$ 13,406.64
Employee + Family	\$ 9,950.04	\$ 8,576.04	\$ 18,526.08

Initial Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,609.14	\$ 720.00	\$ 7,329.14
Employee + Spouse	\$ 10,732.52	\$ 4,594.20	\$ 15,326.72
Employee + Child(ren)	\$ 10,671.32	\$ 3,456.60	\$ 14,127.92
Employee + Family	\$ 10,946.74	\$ 8,576.04	\$ 19,522.78

Recommended Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,650.00	\$ 720.00	\$ 7,370.00
Employee + Spouse	\$ 10,950.00	\$ 4,594.20	\$ 15,544.20
Employee + Child(ren)	\$ 10,950.00	\$ 3,456.60	\$ 14,406.60
Employee + Family	\$ 10,950.00	\$ 8,576.04	\$ 19,526.04

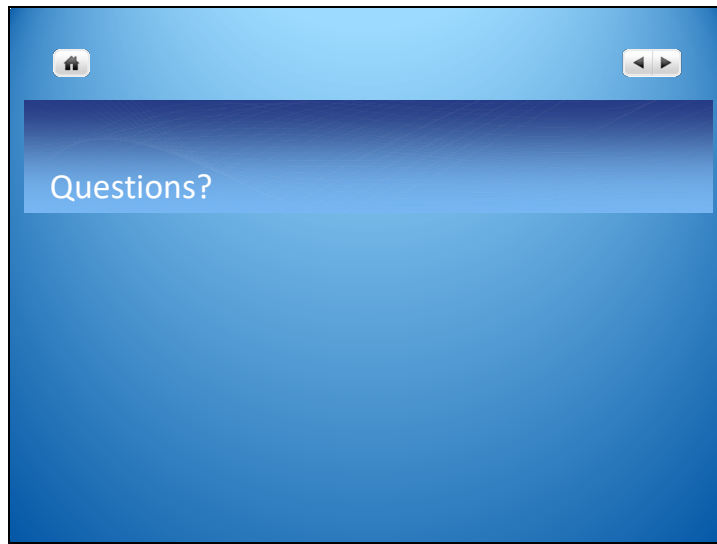



HDHP

Current Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,234.96	\$ -	\$ 6,234.96
Employee + Spouse	\$ 9,950.04	\$ 2,341.68	\$ 12,291.72
Employee + Child(ren)	\$ 9,950.04	\$ 1,408.80	\$ 11,358.84
Employee + Family	\$ 9,950.04	\$ 5,606.76	\$ 15,556.80

Initial Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,570.40	\$ -	\$ 6,570.40
Employee + Spouse	\$ 10,611.33	\$ 2,341.68	\$ 12,953.01
Employee + Child(ren)	\$ 10,561.15	\$ 1,408.80	\$ 11,969.95
Employee + Family	\$ 10,787.00	\$ 5,606.76	\$ 16,393.76

Recommended Premium			
Tier	District's new Contribution	Employee Contribution	Total Premium
Employee Only	\$ 6,650.00	\$ -	\$ 6,650.00
Employee + Spouse	\$ 10,950.00	\$ 2,341.68	\$ 13,291.68
Employee + Child(ren)	\$ 10,950.00	\$ 1,408.80	\$ 12,358.80
Employee + Family	\$ 10,950.00	\$ 5,606.76	\$ 16,556.76



Mr. Barragan recommended the District’s contribution be consistent throughout all the tiers.

Mr. Barragan explained the administration’s recommendation is to add the additional \$100 HSA incentive to the second installment while Meet and Confer recommended the \$100 incentive to be deposited in the first installment.

Mrs. Wong clarified that the second installment is deposited once the required wellness exam is completed. United Healthcare provides the benefits team confirmation of wellness exam; employee no longer must submit documentation to the District.

Mrs. Wong mentioned that last year FY 21-22, the first installment for HSA, was increased from \$500 to \$550.

Mr. Bowler asked for clarification regarding the HSA incentive timeline.

Mrs. Wong explained, the first installment is deposited in August, and is prorated for new employees based on their start date. The second installment is deposited in October if the required wellness exam is completed between January-September. The next deposits are in January for any wellness exam completed in October-December, and the last round of deposits is in March for any wellness exam completed late in December or had a claim lag.

Mrs. Wong motioned to approve the United Healthcare medical insurance benefits for fiscal year 2022-2023 as presented; Mrs. Bolognini seconded; upon a call to vote, the motion carried with five (5) votes in favor from Mrs. Wong, Ms. Bolognini, Ms. Wilson, Mr. Bowler and Mr. Peterson.

INFORMATIONAL ITEMS

Assistant Superintendent’s Update

Mr. Barragan announced the State approved an increase to the Aggregate Expenditure Limit (AEL).

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.

Mr. Barragan shared Fitch (rating agency) had questions regarding workers' compensation. Fitch concluded it would keep the District's rating and gave it a stable outlook. Fitch commended the District on the school closures.

Mr. Barragan stated Mrs. Parsons will work on communicating the medical decisions and is working on a tax credit campaign.

Mr. Barragan commented the Risk Manager position has had a shift, Mrs. Sydney Lindebak has taken the role.

Claims Experience Review – Medical

Mr. Barragan reported:

In November, GESD incurred \$835,660 in medical claims, which represents a monthly loss ratio of 134%.

In December, GESD incurred \$524,185 in medical claims, which represents a monthly loss ratio of 85%.

In January, GESD incurred \$469,484 in medical claims, which represents a monthly loss ratio of 77%.

There are five (6) claims above \$75,000 and one (1) is above the \$200,000 stop loss level totaling \$958,930. This represents 22% of the total medical claims. The anticipated refund is \$48,483 from the claim(s) exceeding the stop loss level.

Based on the trend, we project revenues to generate \$7,405,296 by June 30, 2022, and we anticipate to incur medical claims of approximately \$7,504,692 or a loss ratio of 101% by June 30, 2022.

Financial Review – Employee Benefits

Mr. Barragan reported:

The financial report for November 30, 2021, reflects the "Ending net position reserved for claims and expenses" as \$24,522,879.80.

The financial report for December 31, 2021, reflects the "Ending net position reserved for claims and expenses" as \$23,519,848.52.

The financial report for January 31, 2022, reflects the "Ending net position reserved for claims and expenses" as \$22,663,751.09.

Mr. Barragan pointed out the change of market value.

Claims Experience Review – Workers' Compensation

Mr. Barragan reported:

In December, GESD logged six (6) incidents and GESD incurred \$6,800 for the month.

GESD has 24 open claims recorded since 2013 and the “Paid” amount is \$2,702,035.11 compared to the “Incurred” of \$3,525,038.03.

GESD has six (6) claimants above \$75,000 (based on the “Paid” amount) and five (5) above \$150,000. For the purpose of workers’ compensation, the stop-loss-level is \$350,000.

The “Paid” amount for the six (6) claimants are \$2,528,734.02 or 94% of the total “Paid” amount of \$2,702,035.11 and \$3,069,419.23 or 87% of the total “Incurred” amount of \$3,525,038.03.

The average cost per individuals is:

- \$135,101.76 for “Paid”
- \$176,251.90 for “Incurred”

Workers' Compensation Claim Log Summary - Cause	
FY 2021 - 2022 - Quarter 1 (July, August, September)	
Claim Cause	Claim Reports
Heat stress (exhaustion)	2
Lifted/handled object	1
Human Bite	4
Strike falling/flying object	2
Trip	3
Fall on same Level	1
Fall/slip on/over object	4
Body motion	3
Contact w/foreign substance	1
Misc. causes animal /insect	2
Fall on different level	1
Struck by student	4
Strike object lifted/handed	1
Lifted/handled walking	1
Lifted or handled object	1
Lifting	2
Sharp object exposure	1
Struck or injured misc.	1
Fall/slip on stairs/steps	1
Hit stationary object	1
Struck object handled by other	1
Fall into opening	1
Patient restraints	1
Subduing a person	2

Workers' Compensation Claim Log Summary - Cause	
FY 2021 - 2022 - Quarter 2 (October, November, December)	
Claim Cause	Claim Reports
Human bite	2
Strike falling/flying object	3
Fall on same level	2
Struck by student	6
Lifted or handled object	2
Hit stationary object	1
Struck object handled by other	1
Fall/slip liquid/grease spills	3
Hit by coworker or patient	1
Bending	1
Running	2
Walking	2
Struck by excep-ed student	2

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.

Stress/psych	1
Fall/slip liquid/grease spills	1
Caught in/bet miscellaneous	1

Mr. Barragan commented Valley Schools is reviewing open claims.

Mrs. Wong asked what the time limit is to reopen a workers' compensation claim.

Mr. Barragan suggested a workers' compensation study session.

Financial Review – Workers' Compensation

Mr. Barragan reported:

The financial report for November 30, 2021, reflects the "Ending net position reserved for claims and expenses" as \$3,040,543.17.

The financial report for December 31, 2021, reflects the "Ending net position reserved for claims and expenses" as \$3,012,437.58.

The financial report for January 31, 2022, reflects the "Ending net position reserved for claims and expenses" as \$2,934,505.96.

Financial Review – COVID-19 Legal Defense

Mr. Barragan reported:

The financial report for November 30, 2021, reflects the "Ending net position reserved for claims and expenses" as \$755,072.43.

The financial report for December 31, 2021, reflects the "Ending net position reserved for claims and expenses" as \$753,654.61.

The financial report for January 31, 2022, reflects the "Ending net position reserved for claims and expenses" as \$744,049.73.

Wellness/Insurance Update

Mrs. Wong commented the #KnowYourBenefits email campaign continues.

Mrs. Wong shared various benefit webinars are available for employees. The benefits team recently hosted three (3) webinars related to retirement.

Mrs. Wong provided an update on the VIRTAs program. The program launched the previous week with 35 employees initiating enrollment and heard from an employee about how great #VIRTAs service were.

Mrs. Wong mentioned Wellness Fair was on February 16th and about 100 employees attended.

Mrs. Wong was invited to participate as a panelist at the National Tax-Deferred Savings Association (NTSA) Conference.

Mrs. Wong made a public announcement that Mrs. Niblick has submitted her resignation.

Mrs. Wong shared the mandatory notice binder for employees can now be found online. The hard copy along with a small sign holder marketing WellStyles and Employee Assistance Program (EAP) is available in employee breakrooms throughout the District.

Summary of Current Events

None

ADJOURNMENT

Ms. Wilson motioned to adjourn, Mrs. Bolognini seconded; upon a call to vote, the motion carried with five (5) votes in favor from Mrs. Wong, Ms. Bolognini, Ms. Wilson, Mr. Bowler and Mr. Peterson.

There being no further business, the meeting adjourned at 4:50 p.m.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.B. TOPIC: Approval of Delta Dental Insurance

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving dental insurance benefits through Delta Dental as presented for fiscal year 2022-2023.

There are no rate increases for Delta Dental however, a plan design change to include composite fillings will be included in fiscal year 2022-2023. The District anticipates a premium cost of approximately \$272,019.60 for the year, a decrease of approximately \$43,601.40 from the prior year.

FY23 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY23 District's Annual Cost	FY23 Employee's Annual Cost	FY23 Total Annual Cost
Employee	\$ 313.32	\$ -	\$ 313.32	418	\$ 130,967.76	\$ -	\$ 130,967.76
Employee + Spouse	\$ 335.04	\$ 291.60	\$ 626.64	36	\$ 12,061.44	\$ 10,497.60	\$ 22,559.04
Employee + Child(ren)	\$ 335.04	\$ 322.92	\$ 657.96	56	\$ 18,762.24	\$ 18,083.52	\$ 36,845.76
Family	\$ 335.04	\$ 604.80	\$ 939.84	34	\$ 11,391.36	\$ 20,563.20	\$ 31,954.56
Total				544	\$ 173,182.80	\$ 49,144.32	\$ 222,327.12

FY23 Buy-Up Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY23 District's Annual Cost	FY23 Employee's Annual Cost	FY23 Total Annual Cost
Employee	\$ 335.04	\$ 205.08	\$ 540.12	175	\$ 58,632.00	\$ 35,889.00	\$ 94,521.00
Employee + Spouse	\$ 335.04	\$ 745.32	\$ 1,080.36	36	\$ 12,061.44	\$ 26,831.52	\$ 38,892.96
Employee + Child(ren)	\$ 335.04	\$ 799.32	\$ 1,134.36	49	\$ 16,416.96	\$ 39,166.68	\$ 55,583.64
Family	\$ 335.04	\$ 1,285.44	\$ 1,620.48	35	\$ 11,726.40	\$ 44,990.40	\$ 56,716.80
Total				295	\$ 98,836.80	\$ 146,877.60	\$ 245,714.40

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.C. TOPIC: Approval of Dental Insurance - Alternative

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving CIGNA DHMO as presented for fiscal year 2022-2023.

CIGNA is a dental insurance provider with a narrower network and an alternative option to Delta Dental. There is no change in premium or plan design for fiscal year 2022-2023. CIGNA's rates are lower compared to Delta Dental and therefore is employer paid for all tiers.

The District anticipates a premium cost of approximately \$12,865.08 for the year, a decrease of approximately \$5,761.28 from the prior year.

	<u>Rate</u>
Employee	\$ 9.95
Emp. + Spouse	\$ 19.68
Emp. + Child(ren)	\$ 22.06
Family	\$ 24.21

FY23 Cigna Dental							
Tier	Total Annual Cost	District Contribution	Employee Cost	# of Employees Participating	FY23 District's Annual Cost	FY23 Employee's Annual Cost	FY23 Total Annual Cost
Employee	\$ 119.40	\$ 119.40	\$ -	16	\$ 1,910.40	\$ -	\$ 1,910.40
Employee + Spouse	\$ 200.68	\$ 200.68	\$ -	9	\$ 1,806.12	\$ -	\$ 1,806.12
Employee + Child(ren)	\$ 264.72	\$ 264.72	\$ -	17	\$ 4,500.24	\$ -	\$ 4,500.24
Family	\$ 290.52	\$ 290.52	\$ -	16	\$ 4,648.32	\$ -	\$ 4,648.32
Total				58	\$ 12,865.08	\$ -	\$ 12,865.08

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.D. TOPIC: Approval of Vision Insurance

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving Vision insurance benefits through United Healthcare as presented for fiscal year 2022-2023.

There is a rate increase in premium for Vision insurance benefits provided through United Healthcare.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 5.60	\$ 5.80
Emp. + Spouse	\$ 10.01	\$ 10.36
Emp. + Child(ren)	\$ 10.48	\$ 10.85
Family	\$ 13.15	\$ 13.61

Below you will find the cost for vision insurance for the following years:

- FY 2015 - \$ 72,464.22
- FY 2016 - \$ 70,131.68
- FY 2017 - \$ 69,688.96
- FY 2018 - \$ 67,106.48
- FY 2019 - \$ 65,335.68
- FY 2020 - \$ 67,427.10
- FY 2021 - \$ 90,826.77

From July 1, 2021 through February 2022, GESD has incurred \$53,002.26 in visions insurance. Staff estimates vision insurance to cost \$79,503.39 by June 30, 2022.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.E. TOPIC: Approval of Life Insurance and Accidental Death and Dismemberment (AD&D)

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

DATE ASSIGNED FOR CONSIDERATION: March 30,2022

RECOMMENDATION:

The Administration recommends approving Life Insurance benefits through Sun Life Financial as presented for fiscal year 2022-2023.

GESD provides Basic Group Life and AD&D insurance at no cost to the employee(s). There is no rate increase for fiscal year 2022-2023.

Below you will find the cost for life insurance for the following years:

- FY 2015 - \$123,496.14
- FY 2016 - \$176,585.22
- FY 2017 - \$152,891.14
- FY 2018 - \$148,887.06
- FY 2019 - \$155,804.87
- FY 2020 - \$145,236.62
- FY 2021 - \$174,304.90

From July 1, 2021 through February 2022, GESD has incurred \$104,184.82 for life insurance. Staff estimates life insurance to cost \$156,277.23 by June 30, 2022.

In addition, employees have an option to increase their life insurance and AD&D at their own expense. The rate sheet is attached.

Valley Schools Employee Benefits Group

Glendale Elementary School District

Premium Rate Notification

Mode of Payment	New Premium Rates Effective
Monthly	7/1/2022
Coverage	Premium Rates
Basic Employee Life, per \$1,000	\$0.58
Basic Employee Accidental Death Per \$1,000	\$0.01
Basic Dependent Family Life (Closed Class)	\$1.15
Voluntary Employee and Spouse Life, per \$1,000	
Under 25	\$0.05
25-29	\$0.05
30-34	\$0.05
35-39	\$0.068
40-44	\$0.102
45-49	\$0.167
50-54	\$0.240
55-59	\$0.377
60-64	\$0.576
65-69	\$0.898
70-74*	\$1.738
75-79*	\$3.781
80-84*	\$7.679
85+*	\$15.682
Voluntary Child Life, per \$1,000	\$0.136
Voluntary Employee Accidental Death & Dismemberment per \$1,000	\$0.02
Voluntary Spouse Accidental Death & Dismemberment per \$1,000	\$0.02
Voluntary Child Accidental Death & Dismemberment per \$1,000	\$0.02
Short Term Disability, Employer Paid Per \$10 of weekly benefit	\$0.057
Voluntary Short Term Disability (7day elimination period) Per \$10 of weekly benefit	\$0.223

*Spouse Voluntary Life ends at age 70

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.F. TOPIC: Approval of Flexible Spending Accounts (FSA)

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

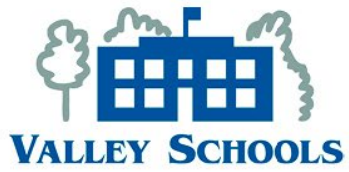
DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving the Flexible Spending Accounts (FSA) benefits through WEX Health as presented for fiscal year 2022-2023.

New carrier for fiscal year 2022-2023. WEX Health will replace BASIC Western. The cost of administering the FSA is absorbed by Valley Schools Employee Benefits Group and there is a rate decrease for fiscal year 2022-2023.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 3.50	\$ 0.00



VALLEY SCHOOLS WORKERS'
COMPENSATION GROUP

VALLEY SCHOOLS
INSURANCE GROUP

VALLEY SCHOOLS
EMPLOYEE BENEFITS GROUP

WEX COBRA and FSA Administration	No cost
--------------------------------------------	---------

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.G. TOPIC: Approval of Short-Term and Mid-Term Disability

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving Short-Term and Mid-Term Disability insurance benefits through Sun Life Financial as presented for fiscal year 2022-2023.

There is no rate increase for employee-paid short-term or employer paid mid-term disability.

Below you will find the cost for short-term and mid-term disability for the following years:

	<u>Short-term</u>	<u>Mid-term</u>
FY 2015	\$ 97,413.38	\$ 31,842.31
FY 2016	\$ 99,893.82	\$ 62,745.91
FY 2017	\$ 91,671.53	\$ 61,684.37
FY 2018	\$ 88,449.23	\$ 45,795.15
FY 2019	\$ 89,180.66	\$ 63,401.52
FY 2020	\$116,522.01	\$ 68,001.22
FY 2021	\$ 94, 518.04 (<i>amounts are combined</i>)	

From July 1, 2021 through February 28, 2022, GESD has incurred \$53,674.14 in short-term and mid-term disability insurance. Staff estimates short-term and mid-term disability insurance to cost \$80,511.21 by June 30, 2022.

Valley Schools Employee Benefits Group

Glendale Elementary School District

Premium Rate Notification

Mode of Payment	New Premium Rates Effective
Monthly	7/1/2022
Coverage	Premium Rates
Basic Employee Life, per \$1,000	\$0.58
Basic Employee Accidental Death Per \$1,000	\$0.01
Basic Dependent Family Life (Closed Class)	\$1.15
Voluntary Employee and Spouse Life, per \$1,000	
Under 25	\$0.05
25-29	\$0.05
30-34	\$0.05
35-39	\$0.068
40-44	\$0.102
45-49	\$0.167
50-54	\$0.240
55-59	\$0.377
60-64	\$0.576
65-69	\$0.898
70-74*	\$1.738
75-79*	\$3.781
80-84*	\$7.679
85+*	\$15.682
Voluntary Child Life, per \$1,000	\$0.136
Voluntary Employee Accidental Death & Dismemberment per \$1,000	\$0.02
Voluntary Spouse Accidental Death & Dismemberment per \$1,000	\$0.02
Voluntary Child Accidental Death & Dismemberment per \$1,000	\$0.02
Short Term Disability, Employer Paid Per \$10 of weekly benefit	\$0.057
Voluntary Short Term Disability (7day elimination period) Per \$10 of weekly benefit	\$0.223

*Spouse Voluntary Life ends at age 70

**Valley Schools Employee Benefits
Group – Glendale Elementary
School
Short Term Disability Rate Grid**



**7 Days Injury/7 Days Sickness
Short Term Disability**

Schedule of Benefits and Rates

Weekly benefit after your claim is approved	Get a weekly check of \$100 to \$1,900, in any \$100 increment you choose, to replace a portion of your income—up to 66.67% of your Total Weekly Earnings. You cannot elect a benefit amount that exceeds 66.67% of your income.
When benefits begin	Benefits begin as soon as 8 days from the date you are unable to work due to an injury and 8 days due to an illness.
Benefits may be paid for	Up to 12 weeks, as long as you are still unable to work due to a covered disability.

Minimum Salary	Weekly Benefit	Weekly Benefit Rate Per \$10 of coverage	Monthly Premium
\$ 7,796.10	\$ 100.00	\$ 0.223	\$ 2.23
\$ 15,592.20	\$ 200.00	\$ 0.223	\$ 4.46
\$ 23,388.31	\$ 300.00	\$ 0.223	\$ 6.69
\$ 31,184.41	\$ 400.00	\$ 0.223	\$ 8.92
\$ 38,980.51	\$ 500.00	\$ 0.223	\$ 11.15
\$ 46,776.61	\$ 600.00	\$ 0.223	\$ 13.38
\$ 54,572.71	\$ 700.00	\$ 0.223	\$ 15.61
\$ 62,368.82	\$ 800.00	\$ 0.223	\$ 17.84
\$ 70,164.92	\$ 900.00	\$ 0.223	\$ 20.07
\$ 77,961.02	\$ 1,000.00	\$ 0.223	\$ 22.30
\$ 85,757.12	\$ 1,100.00	\$ 0.223	\$ 24.53
\$ 93,553.22	\$ 1,200.00	\$ 0.223	\$ 26.76
\$ 101,349.33	\$ 1,300.00	\$ 0.223	\$ 28.99
\$ 109,145.43	\$ 1,400.00	\$ 0.223	\$ 31.22
\$ 116,941.53	\$ 1,500.00	\$ 0.223	\$ 33.45
\$ 124,737.63	\$ 1,600.00	\$ 0.223	\$ 35.68
\$ 132,533.73	\$ 1,700.00	\$ 0.223	\$ 37.91
\$ 140,329.84	\$ 1,800.00	\$ 0.223	\$ 40.14
\$ 148,125.94	\$ 1,900.00	\$ 0.223	\$ 42.37

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.H. TOPIC: Approval of Employee Assistance Program (EAP)

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving employee assistance program benefits through Interface Behavioral Health as presented for fiscal year 2022-2023.

It is important to provide staff, their dependents and families with resources such as counseling, legal services, financial advice, access to online cognitive behavior therapy program(s) and other valuable resources. This service would be accessible to both benefited and non-benefited employees for a nominal cost to GESD.

The cost for six (6) sessions will remain \$0.90 per employee per month (PEMP) or a projected annual cost of approximately \$16,200.

From July 1, 2021 through February 28, 2022, GESD has incurred \$8,856 employee assistance program. Staff estimates EAP to cost \$13,300 by June 30, 2022.



Employee Assistance Program (EAP)

What is an EAP? The EAP is a program designed to help you and your family identify and resolve challenges you may be facing.

- + Can help connect with a professional licensed therapist in your area for In-Person Therapy or Tele-Therapy.
- + Assist with free consultation referrals and resources for legal support
- + Connect you with a financial advisor for credit counseling and management services
- + Online resources for work/life and family caregiving
- + Online resources and tools for healthy living

No-Cost, Convenient and Confidential

EAP Benefits are:

Voluntary: You decide when to use the program's services.

Confidential: Your personal information will not be shared with your employer or anyone in your family. Only you know when you call for assistance.

Convenient: EAP offers services with professional providers with offices nationwide. Services can be accessed through In-Person Therapy or Tele-Therapy.

No-Cost: Services under the EAP are available to you, your spouse/partner and your dependents under the age of 26 at no-cost.



The EAP Supports

- Relationships
- Family Issues
- Stress
- Depression
- Life Phase Adjustments
- Work Related Concerns
- Substance Use
- Anxiety
- Legal Consultations
- Healthy Living
- Loss and Grief
- Financial Management
- Coping with Trauma
- Career Development
- Child/Elder Care
- Free Simple Wills
- Debt Consolidation
- Identity Theft

Access services under your EAP, today!
Call to speak to your care coordinator, **800-324-4327**
(Español **800-324-2490**) or email **info@ieap.com**.

Visit our Member resource site.
www.4eap.com

**Crisis
Counselors
24/7**

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.I. TOPIC: Approval of Identity Protection Program

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving identity protection program through Allstate Identity Protection as presented for fiscal year 2022-2023.

It is important to provide staff, their dependents, and families with resources such as identity protection. The cost of administering this benefit is absorbed by Valley Schools and therefore there is no additional cost outside of what is paid to Valley Schools for fiscal year 2022-2023.

Allstate provides two tiers of pricing to the employee as follows:

Allstate Identity Protection Pro

Employee - \$0 per month

Employee + Family - \$8.95 per month - *Direct billed*

- Check identity health score
- View and manage alerts in real time
- Monitor TransUnion credit score and report for fraud
- Receive alerts for cash withdrawals, balance transfers, and large purchases
- Reimbursement in the event of fraud with \$1 million identity theft insurance policy
- Individual and family protection (everyone that's "under your roof and wallet")

Allstate Identity Protection Pro Plus

Employee - \$4.25 per month - *Direct billed*

Employee + Family - \$10.95 per month - *Direct billed*

All the features of our Pro plan, plus:

- See and control personal data with unique tool, Allstate Digital Footprint
- Catch fraud at its earliest sign with tri-bureau monitoring and an annual tri-bureau credit report and score
- Lock TransUnion credit report in a click and get credit freeze assistance
- Get help disputing errors on credit report(s)
- Monitor to determine if personal IP address(es) have been comprised
- Monitor social media accounts for questionable content and signs of account takeover
- Reimbursement for stolen 401(k) & HSA funds; advancement of tax returns when fraud has concurred

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.J. TOPIC: Approval of WellStyles through Virgin Pulse

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

RECOMMENDATION:

The Administration recommends approving WellStyles through Virgin Pulse as presented for fiscal year 2022-2023.

WellStyles is a hands-on health and wellness platform offered to all benefited employees at no cost and at a nominal fee for non-benefited employees to the employer. Non-benefited employees are covered at a \$1.75 per employee per month (PEPM). There is an annual \$5,000 program maintenance fee, which covers all employees. In the 2020-2021 school year, 674 individuals participated and earned approximately \$60,000 in rewards.

The program allows employees to connect with peers, track their health progress, get healthy recipes, take wellness classes, and earn rewards up to \$300. Staff provide updates to the Trust Board on the program.

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: 6.A. TOPIC: Trust Board Report

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

DATE ASSIGNED FOR CONSIDERATION: March 30, 2022

The Trust Board will present brief summaries of current events, if necessary.