

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting
February 10, 2016, 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

2. Board and Staff Introductions

3. Visitor Comments

4. Approval of Agenda

5. Informational Items

- a. Assistant Superintendent's Update
- b. Wellness Update
- c. Insurance Benefit Update
- d. Claims Experience Review - Medical
- e. Claims Experience Review - Dental
- f. Financial Review

6. Action Items

a. Approval of Minutes

The minutes of the January 13, 2015 Regular Trust Board Meeting are submitted for approval.

7. Adjournment

*Next Trust Board Meeting
March 9, 2016*

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

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

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

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

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

Mr. Barragan will provide an update pertaining to Glendale Elementary School District's Business Operations.

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.b TOPIC: Wellness Program

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

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

Ms. Davita Solter, Wellness Specialist, will present the Trust Board with an update on the Wellness Program.

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.c TOPIC: Insurance Benefits Program

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

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

Ms. Jodi Finnesy, Benefits Analyst, will present the Trust Board with an update on Insurance Benefits Program.

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

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

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

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Financial & Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

In November, we incurred \$658,535 in medical claims, which represents a monthly loss ratio of 103%.

In December, we incurred \$551,774 in medical claims, which represents a monthly loss ratio of 86%.

GESD has five large claims over \$75,000 and two of which have exceeded the stop loss level of \$150,000. Based on December's report GESD is expecting a refund of \$101,950.

We have incurred \$3,300,383 year-to-date in claims or a monthly average of \$550,064 and a year-to-date ratio of 91%.

Based on the trend we anticipate incurring approximately \$6,600,766 in medical claims and a projected loss ratio of 91% by June 30, 2016.



Monthly Experience Report

Glendale Elementary School District

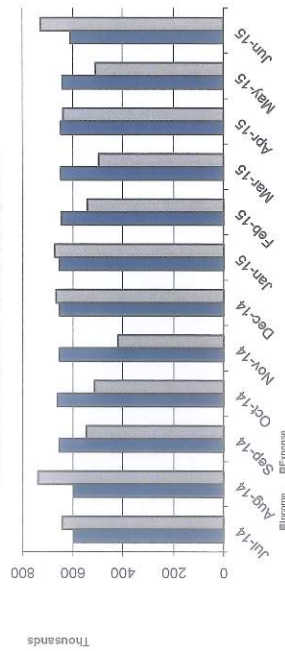
Dates: (7/1/2015-6/30/2016)



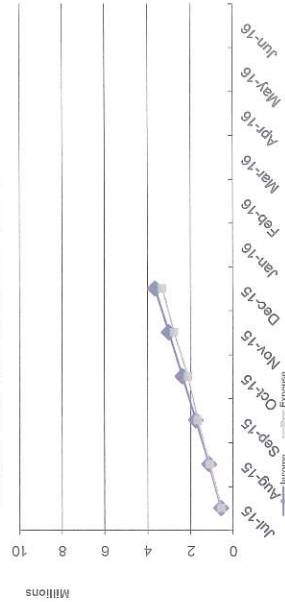
Name: Valley Schools Employee Benefits Trust
 Plan: All
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM	Prior Year YTD Loss Ratio*
2015-07	980	1,284	\$ 370,614	\$ -	\$ 97,414	\$ 468,028	\$ 4,019	\$ 60,682	\$ 532,729	\$ 553,637	\$ 20,908	96%	\$ 415	107%
2015-08	978	1,278	\$ 372,283	\$ -	\$ 98,413	\$ 470,696	\$ 4,000	\$ 60,558	\$ 535,254	\$ 551,143	\$ 15,889	97%	\$ 419	116%
2015-09	1,102	1,443	\$ 384,451	\$ -	\$ 111,702	\$ 496,153	\$ 4,517	\$ 68,235	\$ 568,905	\$ 619,711	\$ 50,806	92%	\$ 394	104%
2015-10	1,138	1,477	\$ 276,375	\$ -	\$ 101,723	\$ 378,098	\$ 4,623	\$ 70,465	\$ 453,186	\$ 636,028	\$ 182,842	71%	\$ 307	97%
2015-11	1,135	1,481	\$ 539,582	\$ 54,158	\$ 98,196	\$ 583,620	\$ 4,636	\$ 70,279	\$ 658,535	\$ 636,529	\$ (22,005)	103%	\$ 445	90%
2015-12	1,136	1,487	\$ 392,895	\$ 47,792	\$ 131,676	\$ 476,779	\$ 4,654	\$ 70,341	\$ 551,774	\$ 638,075	\$ 86,300	86%	\$ 371	92%
2016-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	94%
2016-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	93%
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	91%
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	92%
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	91%
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	93%
Total	6,469	8,450	\$ 2,336,200	\$ 101,950	\$ 639,124	\$ 2,873,374	\$ 26,449	\$ 400,560	\$ 3,300,383	\$ 3,635,123	\$ 334,740	91%	\$ 391	
Mo. Avg.	1,078	1,408	\$ 389,367	\$ 16,992	\$ 106,521	\$ 478,896	\$ 4,408	\$ 66,760	\$ 550,064	\$ 605,854	\$ 55,790		\$ 391	
@ 6/30/15	1,146	1,475	\$ 477,598	\$ 76,569	\$ 113,289	\$ 514,318	\$ 6,830	\$ 70,981	\$ 592,129	\$ 637,554	\$ 45,425	93%	\$ 401	

HISTORICAL MONTHLY INCOME VS EXPENSE



CURRENT PLAN YR CUMULATIVE INCOME VS EXPENSE





Monthly Experience Report
 Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: All Active
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPMM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPMM
2015-07	948	1,246	\$ 324,673	\$ -	\$ 81,297	\$ 405,970	\$ 3,900	\$ 58,700	\$ 468,570	\$ 535,608	\$ 67,038	87%	\$ 376
2015-08	950	1,248	\$ 319,464	\$ -	\$ 81,458	\$ 400,922	\$ 3,906	\$ 58,824	\$ 463,652	\$ 536,043	\$ 72,391	86%	\$ 372
2015-09	1,081	1,420	\$ 366,799	\$ -	\$ 94,638	\$ 461,437	\$ 4,445	\$ 66,935	\$ 532,817	\$ 608,171	\$ 75,355	88%	\$ 375
2015-10	1,116	1,454	\$ 258,507	\$ -	\$ 82,696	\$ 341,203	\$ 4,551	\$ 69,103	\$ 414,857	\$ 624,535	\$ 209,678	66%	\$ 285
2015-11	1,113	1,458	\$ 409,336	\$ -	\$ 93,129	\$ 502,465	\$ 4,564	\$ 68,917	\$ 575,946	\$ 625,036	\$ 49,091	92%	\$ 395
2015-12	1,115	1,466	\$ 368,843	\$ 11,225	\$ 100,058	\$ 457,676	\$ 4,589	\$ 69,041	\$ 531,306	\$ 627,454	\$ 96,148	85%	\$ 362
2016-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Total	6,323	8,292	\$ 2,047,622	\$ 11,225	\$ 533,276	\$ 2,569,673	\$ 25,954	\$ 391,520	\$ 2,987,147	\$ 3,556,847	\$ 569,700	84%	\$ 360
Mo. Avg.	1,054	1,382	\$ 341,270	\$ 1,871	\$ 88,879	\$ 428,279	\$ 4,326	\$ 65,253	\$ 497,858	\$ 592,808	\$ 94,950		\$ 360



Monthly Experience Report

Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: All COBRA
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPMI
2015-07	32	38	\$ 45,941	\$ -	\$ 16,117	\$ 62,058	\$ 119	\$ 1,982	\$ 64,159	\$ 18,028	\$ (46,130)	356%	\$ 1,688
2015-08	28	30	\$ 52,819	\$ -	\$ 16,955	\$ 69,774	\$ 94	\$ 1,734	\$ 71,602	\$ 15,100	\$ (56,502)	474%	\$ 2,387
2015-09	21	23	\$ 17,652	\$ -	\$ 17,064	\$ 34,716	\$ 72	\$ 1,300	\$ 36,088	\$ 11,540	\$ (24,548)	313%	\$ 1,569
2015-10	22	23	\$ 17,868	\$ -	\$ 19,027	\$ 36,895	\$ 72	\$ 1,362	\$ 38,329	\$ 11,493	\$ (26,836)	333%	\$ 1,666
2015-11	22	23	\$ 130,246	\$ 54,158	\$ 5,067	\$ 81,155	\$ 72	\$ 1,362	\$ 82,569	\$ 11,493	\$ (71,096)	719%	\$ 3,591
2015-12	21	21	\$ 24,052	\$ 36,567	\$ 31,618	\$ 19,103	\$ 66	\$ 1,300	\$ 20,469	\$ 10,621	\$ (9,848)	193%	\$ 975
2016-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Total	146	158	\$ 288,578	\$ 90,725	\$ 105,848	\$ 303,701	\$ 495	\$ 9,040	\$ 313,236	\$ 78,276	\$ (234,960)	400%	\$ 1,983
Mo. Avg.	24	26	\$ 48,096	\$ 15,121	\$ 17,641	\$ 50,617	\$ 82	\$ 1,507	\$ 52,206	\$ 13,046	\$ (39,160)		\$ 1,983



Monthly Experience Report
 Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: Choice Plus Plan #104 (Low POS)-Active
 Funding: Self-Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2015-07	640	824	\$ 261,100	\$ -	\$ 77,170	\$ 338,270	\$ 2,579	\$ 39,629	\$ 380,478	\$ 375,813	\$ (4,665)	101%	\$ 462
2015-08	640	822	\$ 268,738	\$ -	\$ 75,813	\$ 344,551	\$ 2,573	\$ 39,629	\$ 386,753	\$ 375,032	\$ (11,721)	103%	\$ 471
2015-09	707	917	\$ 326,942	\$ -	\$ 89,153	\$ 416,095	\$ 2,870	\$ 43,777	\$ 462,742	\$ 415,352	\$ (47,390)	111%	\$ 505
2015-10	724	932	\$ 228,210	\$ -	\$ 76,785	\$ 304,995	\$ 2,917	\$ 44,830	\$ 352,742	\$ 423,830	\$ 71,088	83%	\$ 378
2015-11	722	935	\$ 363,223	\$ -	\$ 87,066	\$ 450,289	\$ 2,927	\$ 44,706	\$ 497,922	\$ 423,754	\$ (74,168)	118%	\$ 533
2015-12	724	943	\$ 325,413	\$ 11,225	\$ 93,479	\$ 407,667	\$ 2,952	\$ 44,830	\$ 455,449	\$ 426,171	\$ (29,277)	107%	\$ 483
2016-01													
2016-02													
2016-03													
2016-04													
2016-05													
2016-06													
Total	4,157	5,373	\$ 1,773,626	\$ 11,225	\$ 499,466	\$ 2,261,867	\$ 16,817	\$ 257,401	\$ 2,536,085	\$ 2,439,953	\$ (96,133)	104%	\$ 472
Mo. Avg.	693	896	\$ 295,604	\$ 1,871	\$ 83,244	\$ 376,978	\$ 2,803	\$ 42,900	\$ 422,681	\$ 406,659	\$ (16,022)		\$ 472

Monthly Contribution Rates

Premiums	
Employee Only	\$ 498.70
Employee + Spouse	\$ 1,042.85
Employee + Child(ren)	\$ 948.05
Employee + Family	\$ 1,374.67



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: Choice Plus Plan #104(Low POS)-COBRA
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2015-07	30	35	\$ 41,138	\$ -	\$ 15,918	\$ 57,056	\$ 110	\$ 1,858	\$ 59,024	\$ 16,709	\$ (42,315)	353%	\$ 1,686
2015-08	26	27	\$ 13,249	\$ -	\$ 16,144	\$ 29,393	\$ 85	\$ 1,610	\$ 31,088	\$ 13,781	\$ (17,307)	226%	\$ 1,151
2015-09	19	20	\$ 15,000	\$ -	\$ 15,955	\$ 30,955	\$ 63	\$ 1,176	\$ 32,194	\$ 10,220	\$ (21,974)	315%	\$ 1,610
2015-10	20	20	\$ 14,467	\$ -	\$ 17,814	\$ 32,281	\$ 63	\$ 1,238	\$ 33,582	\$ 10,173	\$ (23,408)	330%	\$ 1,679
2015-11	20	20	\$ 119,058	\$ 54,158	\$ 3,519	\$ 68,419	\$ 63	\$ 1,238	\$ 69,720	\$ 10,173	\$ (59,546)	685%	\$ 3,486
2015-12	20	20	\$ 23,527	\$ 36,567	\$ 29,932	\$ 16,892	\$ 63	\$ 1,238	\$ 18,193	\$ 10,173	\$ (8,019)	179%	\$ 910
2016-01													
2016-02													
2016-03													
2016-04													
2016-05													
2016-06													
Total	135	142	\$ 226,439	\$ 90,725	\$ 99,282	\$ 234,996	\$ 444	\$ 8,358	\$ 243,798	\$ 71,230	\$ (172,569)	342%	\$ 1,717
Mo. Avg.	23	24	\$ 37,740	\$ 15,121	\$ 16,547	\$ 39,166	\$ 74	\$ 1,393	\$ 40,633	\$ 11,872	\$ (28,761)		\$ 1,717

Monthly Contribution Rates

Premiums	
Employee Only	\$ 508.67
Employee + Spouse	\$ 1,063.71
Employee + Child(ren)	\$ 967.01
Employee + Family	\$ 1,402.16



Monthly Experience Report

Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: HSA2600-Active
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2015-07	308	422	\$ 63,573	\$ -	\$ 4,127	\$ 67,700	\$ 1,321	\$ 19,071	\$ 88,092	\$ 159,795	\$ 71,703	55%	\$ 209
2015-08	310	426	\$ 50,726	\$ -	\$ 5,645	\$ 56,371	\$ 1,333	\$ 19,195	\$ 76,899	\$ 161,011	\$ 84,112	48%	\$ 181
2015-09	374	503	\$ 39,857	\$ -	\$ 5,485	\$ 45,342	\$ 1,574	\$ 23,158	\$ 70,074	\$ 192,819	\$ 122,745	36%	\$ 139
2015-10	392	522	\$ 30,297	\$ -	\$ 5,911	\$ 36,208	\$ 1,634	\$ 24,273	\$ 62,115	\$ 200,705	\$ 138,590	31%	\$ 119
2015-11	391	523	\$ 46,113	\$ -	\$ 6,063	\$ 52,176	\$ 1,637	\$ 24,211	\$ 78,024	\$ 201,282	\$ 123,258	39%	\$ 149
2015-12	391	523	\$ 43,430	\$ -	\$ 6,579	\$ 50,009	\$ 1,637	\$ 24,211	\$ 75,857	\$ 201,282	\$ 125,425	38%	\$ 145
2016-01						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-02						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-03						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-04						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-05						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-06						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,166	2,919	\$ 273,996	\$ -	\$ 33,810	\$ 307,806	\$ 9,136	\$ 134,119	\$ 451,061	\$ 1,116,895	\$ 665,833	40%	\$ 155
M.o. Avg.	361	487	\$ 45,666	\$ -	\$ 5,635	\$ 51,301	\$ 1,523	\$ 22,353	\$ 75,177	\$ 186,149	\$ 110,972		\$ 155

Monthly Contribution Rates

Premiums	
Employee Only	\$ 438.70
Employee + Spouse	\$ 855.14
Employee + Child(ren)	\$ 777.40
Employee + Family	\$ 1,127.23



Monthly Experience Report
 Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: HSA2600-COBRA
 Funding: Self Funded

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Variable Medical Claims	Less Estimated Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	PMPM Estimated ACA Fees	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2015-07	2	3	\$ 4,803	\$ -	\$ 199	\$ 5,002	\$ 9	\$ 124	\$ 5,135	\$ 1,320	\$ (3,816)	389%	\$ 1,712
2015-08	2	3	\$ 39,570	\$ -	\$ 811	\$ 40,381	\$ 9	\$ 124	\$ 40,514	\$ 1,320	\$ (39,195)	3070%	\$ 13,505
2015-09	2	3	\$ 2,652	\$ -	\$ 1,109	\$ 3,761	\$ 9	\$ 124	\$ 3,894	\$ 1,320	\$ (2,575)	295%	\$ 1,298
2015-10	2	3	\$ 3,401	\$ -	\$ 1,213	\$ 4,614	\$ 9	\$ 124	\$ 4,747	\$ 1,320	\$ (3,428)	360%	\$ 1,582
2015-11	2	3	\$ 11,188	\$ -	\$ 1,548	\$ 12,736	\$ 9	\$ 124	\$ 12,869	\$ 1,320	\$ (11,550)	975%	\$ 4,290
2015-12	1	1	\$ 525	\$ -	\$ 1,686	\$ 2,211	\$ 3	\$ 62	\$ 2,276	\$ 447	\$ (1,829)	509%	\$ 2,276
2016-01													
2016-02													
2016-03													
2016-04													
2016-05													
2016-06													
Total	11	16	\$ 62,139	\$ -	\$ 6,566	\$ 68,705	\$ 50	\$ 682	\$ 69,437	\$ 7,046	\$ (62,391)	985%	\$ 4,340
Mo. Avg.	2	3	\$ 10,357	\$ -	\$ 1,094	\$ 11,451	\$ 8	\$ 114	\$ 11,573	\$ 1,174	\$ (10,399)		\$ 4,340

Monthly Contribution Rates

Premiums	
Employee Only	\$ 447.47
Employee + Spouse	\$ 872.24
Employee + Child(ren)	\$ 792.95
Employee + Family	\$ 1,149.77



Enrollment Detail

Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: Choice Plus Plan #104 (Low POS)
 Funding: Self Funded

Date	Active			Cobra			Total	Medical Plan Totals			
	EE	SP	CH	FAM	Total	CH			FAM	Total	
2015-07	542	25	49	24	640	28	1	0	1	30	670
2015-08	543	26	48	23	640	25	1	0	0	26	666
2015-09	596	28	59	24	707	18	1	0	0	19	726
2015-10	613	28	59	24	724	20	0	0	0	20	744
2015-11	608	28	63	23	722	20	0	0	0	20	742
2015-12	608	29	63	24	724	20	0	0	0	20	744
2016-01	0	0	0	0	0	0	0	0	0	0	0
2016-02	0	0	0	0	0	0	0	0	0	0	0
2016-03	0	0	0	0	0	0	0	0	0	0	0
2016-04	0	0	0	0	0	0	0	0	0	0	0
2016-05	0	0	0	0	0	0	0	0	0	0	0
2016-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: HSA2600
 Funding: Self Funded

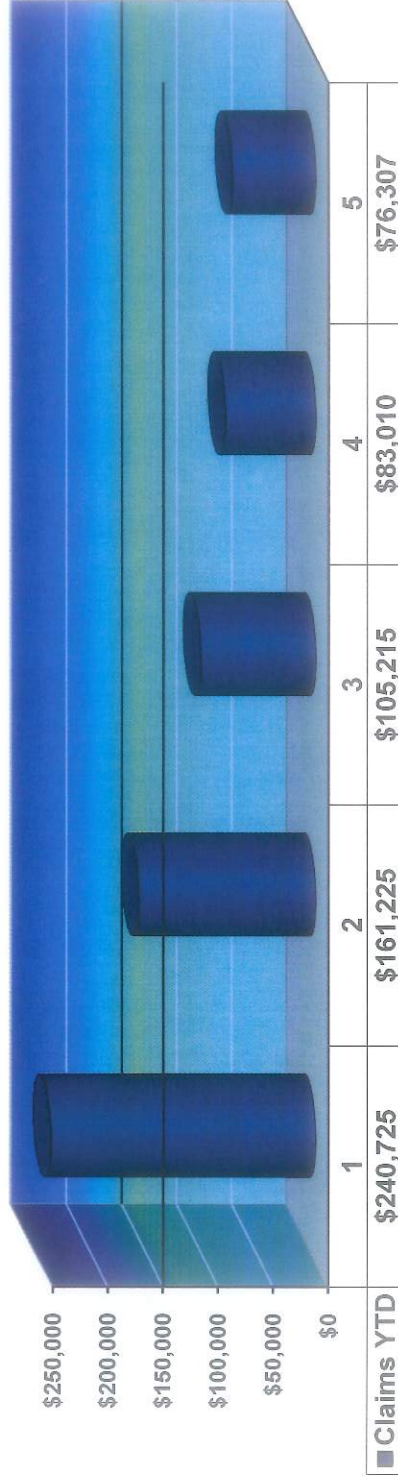
Date	Active			Cobra			Total	Medical Plan Totals			
	EE	SP	CH	FAM	Total	EE			SP	CH	FAM
2015-07	248	11	39	10	308	1	1	0	0	2	310
2015-08	249	11	40	10	310	1	1	0	0	2	312
2015-09	306	15	40	13	374	1	1	0	0	2	376
2015-10	323	15	42	12	392	1	1	0	0	2	394
2015-11	319	15	45	12	391	1	1	0	0	2	393
2015-12	319	15	45	12	391	1	0	0	0	1	392
2016-01	0	0	0	0	0	0	0	0	0	0	0
2016-02	0	0	0	0	0	0	0	0	0	0	0
2016-03	0	0	0	0	0	0	0	0	0	0	0
2016-04	0	0	0	0	0	0	0	0	0	0	0
2016-05	0	0	0	0	0	0	0	0	0	0	0
2016-06	0	0	0	0	0	0	0	0	0	0	0



**Glendale Elementary School District
Paid Claims Greater Than \$75,000 by
Large Claimants by Plan
(7/1/2015 through 6/30/2016)**



Large Claimants Over \$75,000



Claimant	Choice Plus #104	SL Level	SL Level Remaining	Expected Refunds	Claimant	HSA2600	SL Level	SL Level Remaining	Expected Refunds
1	\$240,725	\$150,000	\$0	\$90,725	4	\$83,010	\$150,000	\$66,990	\$0
2	\$161,225	\$150,000	\$0	\$11,225					
3	\$105,215	\$150,000	\$44,785	\$0					
5	\$76,307	\$150,000	\$73,693	\$0					
Total	\$583,472			\$101,950	Total	\$83,010			\$0



Glendale Elementary School District
 Paid Claims Greater Than \$75,000 by Claimant
 Monthly Financial Reporting
 (7/1/2015 through 6/30/2016)



Name: Valley Schools Employee Benefits Trust District: Glendale Elementary School District Funding: Self-Funded			
Date	Plan Name	Claimant Relationship	Paid Amount
2015-07	Choice Plus #104	Subscriber	\$28,748.59
2015-08	Choice Plus #104	Subscriber	\$15,310.98
2015-09	Choice Plus #104	Subscriber	\$21,405.68
2015-10	Choice Plus #104	Subscriber	\$21,383.36
2015-11	Choice Plus #104	Subscriber	\$117,309.51
2015-12	Choice Plus #104	Subscriber	\$36,566.80
		Total for Claimant	\$240,724.92
2015-07	Choice Plus #104	Subscriber	\$6,678.94
2015-08	Choice Plus #104	Subscriber	\$26,559.54
2015-09	Choice Plus #104	Subscriber	\$34,681.12
2015-10	Choice Plus #104	Subscriber	\$1,009.91
2015-11	Choice Plus #104	Subscriber	\$56,869.06
2015-12	Choice Plus #104	Subscriber	\$35,426.23
		Total for Claimant	\$161,224.80
2015-07	Choice Plus #104	Subscriber	\$1,067.38
2015-08	Choice Plus #104	Subscriber	\$5,672.22
2015-09	Choice Plus #104	Subscriber	\$18,278.16
2015-10	Choice Plus #104	Subscriber	\$17,023.49
2015-11	Choice Plus #104	Subscriber	\$30,750.85
2015-12	Choice Plus #104	Subscriber	\$32,423.18
		Total for Claimant	\$105,215.28



Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2015 through 6/30/2016)



Name: Valley Schools Employee Benefits Trust District: Glendale Elementary School District Funding: Self-Funded			
Date	Plan Name	Claimant Relationship	Paid Amount
2015-07	HSA2600	Subscriber	\$19,762.39
2015-08	HSA2600	Subscriber	\$23,955.79
2015-09	HSA2600	Subscriber	\$14,177.78
2015-10	HSA2600	Subscriber	\$6,901.29
2015-11	HSA2600	Subscriber	\$9,261.44
2015-12	HSA2600	Subscriber	\$8,950.94
		Total for Claimant	\$83,009.63
2015-07	Choice Plus #104	Spouse	\$944.13
2015-08	Choice Plus #104	Spouse	\$18,944.07
2015-09	Choice Plus #104	Spouse	\$17,991.26
2015-10	Choice Plus #104	Spouse	\$10,217.13
2015-11	Choice Plus #104	Spouse	\$18,820.93
2015-12	Choice Plus #104	Spouse	\$9,389.04
		Total for Claimant	\$76,306.56
TOTAL		Total	\$666,481.19

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

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

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Financial & Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

In November, we incurred \$33,220 in dental claims or a monthly loss ratio of 77%.

In December, we incurred \$43,450 in dental claims or a monthly loss ratio of 101%.

We have incurred \$272,059 year-to-date in dental claims or a monthly average of \$45,343. Based on the trend we anticipate incurring approximately \$544,118 in dental claims and a projected loss ratio of 111% by June 30, 2016.



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: All
 Funding: Self Funded

a	b	c	d	e	f	g	h	i
Date	Employees	Paid Dental Claims	Fixed Expenses	Total Incurred Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM
2015-07	943	\$ 64,636	\$ 3,002	\$ 67,638	\$ 37,443	\$ (30,195)	181%	\$ 72
2015-08	938	\$ 49,678	\$ 2,945	\$ 52,623	\$ 37,365	\$ (15,258)	141%	\$ 56
2015-09	1,052	\$ 33,862	\$ 3,287	\$ 37,149	\$ 41,624	\$ 4,475	89%	\$ 35
2015-10	1,093	\$ 34,572	\$ 3,407	\$ 37,979	\$ 42,956	\$ 4,977	88%	\$ 35
2015-11	1,091	\$ 29,813	\$ 3,407	\$ 33,220	\$ 43,003	\$ 9,783	77%	\$ 30
2015-12	1,094	\$ 40,037	\$ 3,413	\$ 43,450	\$ 43,051	\$ (399)	101%	\$ 40
2016-01	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-02	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-03	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-04	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-05	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-06	-	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	6,211	\$ 252,598	\$ 19,461	\$ 272,059	\$ 245,442	\$ (26,617)	111%	\$ 44
Mo. Avg.	1,035	\$ 42,100	\$ 3,244	\$ 45,343	\$ 40,907	\$ (4,436)		\$ 44



Monthly Experience Report

Glendale Elementary School District
 Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: Delta Dental-Base Plan
 Funding: Self Funded

a	b	c	d	e	f	g	h	i
Date	Employees	Paid Dental Claims	Fixed Expenses	Total Incurred Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPIM
2015-07	826	\$ 51,842	\$ 2,624	\$ 54,466	\$ 29,200	\$ (25,266)	187%	\$ 66
2015-08	819	\$ 37,484	\$ 2,574	\$ 40,058	\$ 28,981	\$ (11,077)	138%	\$ 49
2015-09	920	\$ 26,177	\$ 2,872	\$ 29,049	\$ 32,259	\$ 3,210	90%	\$ 32
2015-10	955	\$ 27,572	\$ 2,976	\$ 30,548	\$ 33,301	\$ 2,753	92%	\$ 32
2015-11	951	\$ 21,465	\$ 2,970	\$ 24,435	\$ 33,229	\$ 8,794	74%	\$ 26
2015-12	954	\$ 30,023	\$ 2,976	\$ 32,999	\$ 33,277	\$ 278	99%	\$ 35
2016-01				\$ -	\$ -	\$ -		
2016-02				\$ -	\$ -	\$ -		
2016-03				\$ -	\$ -	\$ -		
2016-04				\$ -	\$ -	\$ -		
2016-05				\$ -	\$ -	\$ -		
2016-06				\$ -	\$ -	\$ -		
Total	5,425	\$ 194,563	\$ 16,992	\$ 211,555	\$ 190,247	\$ (21,308)	111%	\$ 39
Mo. Avg.	904	\$ 32,427	\$ 2,832	\$ 35,259	\$ 31,708	\$ (3,551)		\$ 39

Monthly Contribution Rates

Premiums	Monthly Contribution Rates
Employee Only	\$ 26.18
Employee + Spouse	\$ 53.64
Employee + Child(ren)	\$ 61.50
Employee + Family	\$ 91.60



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2015-6/30/2016)



Name: Valley Schools Employee Benefits Trust
 Plan: Delta Dental-Buy Up Plan
 Funding: Self Funded

a	b	c	d	e	f	g	h	i
Date	Employees	Paid Dental Claims	Fixed Expenses	Total Incurred Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM
2015-07	117	\$ 12,794	\$ 378	\$ 13,172	\$ 8,243	\$ (4,929)	160%	\$ 113
2015-08	119	\$ 12,194	\$ 371	\$ 12,565	\$ 8,384	\$ (4,181)	150%	\$ 106
2015-09	132	\$ 7,685	\$ 415	\$ 8,100	\$ 9,365	\$ 1,265	86%	\$ 61
2015-10	138	\$ 7,000	\$ 431	\$ 7,431	\$ 9,655	\$ 2,224	77%	\$ 54
2015-11	140	\$ 8,348	\$ 437	\$ 8,785	\$ 9,774	\$ 989	90%	\$ 63
2015-12	140	\$ 10,014	\$ 437	\$ 10,451	\$ 9,774	\$ (677)	107%	\$ 75
2016-01				\$ -	\$ -	\$ -		
2016-02				\$ -	\$ -	\$ -		
2016-03				\$ -	\$ -	\$ -		
2016-04				\$ -	\$ -	\$ -		
2016-05				\$ -	\$ -	\$ -		
2016-06				\$ -	\$ -	\$ -		
Total	786	\$ 58,035	\$ 2,469	\$ 60,504	\$ 55,195	\$ (5,309)	110%	\$ 77
Mo. Avg.	131	\$ 9,673	\$ 412	\$ 10,084	\$ 9,199	\$ (885)		\$ 77

Monthly Contribution Rates

Premiums	
Employee Only	\$ 42.56
Employee + Spouse	\$ 76.62
Employee + Child(ren)	\$ 99.28
Employee + Family	\$ 141.06

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.f TOPIC: Financial Review

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

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

The Trust Board will be presented with a Financial Report from Fester & Chapman, P.C., Certified Public Accountants. The "Ending net position reserved for claims and expenses" as of December 31, 2015 are \$7,231,240.40.

**VALLEY SCHOOLS EMPLOYEE BENEFITS TRUST,
GLENDALE ELEMENTARY SCHOOL DISTRICT TRUST MEMBER**

Statement of Revenues, Expenses and
Changes in Net Position--Cash Basis
with
Accountants' Compilation Report

December 31, 2015

Fester & Chapman P.C.
Certified Public Accountants

Fester & Chapman P.C.

Certified
Public
Accountants

4001 North 3rd Street
Suite 275
Phoenix, AZ 85012-2086

Tel: (602) 264-3077
Fax: (602) 265-6241

Accountants' Compilation Report

Board of Directors
Valley Schools Employee Benefits Trust
Phoenix, Arizona

Management is responsible for the accompanying statement of revenues, expenses and changes in net position—cash basis of Valley Schools Employee Benefits Trust (the Trust), Glendale Elementary School District trust member (the Member), for the six months ended December 31, 2015, and for determining that the cash basis of accounting is an acceptable financial reporting framework. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statement nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on these financial statements.

The Member is not a separate Fund of the Trust and does not maintain an undivided interest in the Trust's net position. The Member does not constitute a separate reporting entity as defined by generally accepted accounting principles.

The financial statement is prepared in accordance with the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared in accordance with the cash basis of accounting. If the omitted disclosures were included in the financial statement, they might influence the user's conclusions about the Member's revenues, expenses and changes in net position. Accordingly, the financial statement is not designed for those who are not informed about such matters.

We are not independent with respect to Valley Schools Employee Benefits Trust.

Fester & Chapman P.C.
January 21, 2016

**Valley Schools Employee Benefits Trust
Statement of Revenues, Expenses and
Changes in Net Position by District--Cash Basis
For the Six Months Ended December 31, 2015**

	Glendale Elementary
Operating revenues	
Contributions	\$ 4,472,961.00
Total operating revenues	<u>4,472,961.00</u>
Operating expenses	
Paid claims	3,001,432.49
Fixed expense	438,765.12
H.S.A. contributions	258,069.36
Health insurance premiums	29,611.05
Short term disability premiums	49,501.97
Dental premiums	276,576.82
Vision plan premiums	34,250.04
Flexible spending premiums	61,261.98
Life insurance premiums	91,481.23
Prepaid legal premiums	0.00
Insurance premium refunds	0.00
Wellness	833.84
Trust administration & mgmt.	0.00
ACA Fees	18,571.50
Computer Software	0.00
Total operating expenses	<u>4,260,355.40</u>
Operating income/(loss)	<u>212,605.60</u>
Non-operating revenue	
Interest income	26,801.23
Change in market value	(49,738.41)
Total non-operating revenue	<u>(22,937.18)</u>
Change in net position	<u>189,668.42</u>
Beginning net position reserved for claims and expenses	<u>7,041,571.98</u>
Ending net position reserved for claims and expenses	<u>\$ 7,231,240.40</u>

See Accountants' Compilation Report

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 6.a TOPIC: Approval of Minutes

SUBMITTED BY: Mike Barragan, Assistant Superintendent for Financial & Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 10, 2016

RECOMMENDATION:

The minutes of the January 13, 2016 Regular Meeting are submitted for approval.

The minutes of the January 13, 2016 meeting 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.
January 13, 2016

Present:	<u>Board Members</u>	<u>Other Attendees</u>
	Mr. Lee Peterson	Mr. Mike Barragan
	Ms. Bernadette Bolognini	Ms. Davita Solter
	Ms. Cathey Mayes	Ms. Jodi Finnesy
	Ms. Mary Ann Wilson	Mr. Rod Petricek
		Mr. Mark Baggot
		Ms. Darlene Kracht

Recorder: Barbara Renfro

CALL TO ORDER

A quorum was acknowledged and the meeting was called to order at 4:34 p.m.

BOARD AND STAFF INTRODUCTIONS

Introduction of Mr. Mark Baggot, Field Account Mgr., United Health Care and Ms. Darlene Kracht, Valley Schools Account Manager.

VISITORS COMMENTS

None at this time

APPROVAL OF AGENDA

Ms. Bolognini motioned to approve the Agenda as presented and Ms. Wilson seconded the motion. In a roll call vote, the motion carried. Passes 4-0

INFORMATIONAL ITEM

Assistant Superintendent's Update

- Mr. Barragan informed the Trust Board that we have hired Demsey Filliger & Associates to conduct the Actuarial Valuation of the District Retiree Program to comply with GASB 45.
- Mr. Barragan informed the Trust Board that the Community Business Breakfast was held on January 13, 2016 at Landmark School and had a large turn out. The purpose of the breakfast is to strengthen Glendale Elementary School District's relationship with the business community.
- Mr. Barragan informed the Trust Board that Glendale Elementary School District was the recipient of \$13,500 towards the assessment of Smith School from the School Facilities Board (SFB). Mr. Barragan also informed the Trust Board that this brought the total awarded amount to \$560,000 for the year.

Health plan performance review by United Healthcare and Valley Schools

Mark Baggot presented the Glendale Elementary School District Health plan Performance Review for dates of July 1, 2014 through June 30, 2015.



Agenda and Our Team

Our Team

- 1 Introductions
- 2 Executive Summary
- 3 Plan Performance
 - Financial
 - Clinical
 - Pharmacy
- 4 Appendix

Our Team

- Pat Moeschler
Strategic Account Executive
- Kym Kierman
Regional Director of Health Analytics
- John McGraw
Rx Account Executive
- Mark Baggot
Senior Field Account Manager

Data Parameters:
 Dates of Service: 07/01/2014 - 06/30/2015
 Paid Dates: 07/01/2014 - 07/31/2015
 Peer: Schools K-12 (17 employers ~43k members)
 Norm: AZ Market

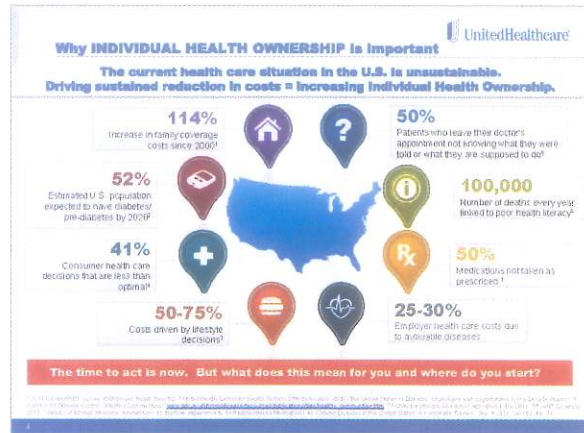
Solution Summary

2014-15 Plan Year Actions

- Promoted DPCA Program
- Promoted Health Risk Assessment
- Promoted onsite Mobile mammography screenings
- Promoted Care24 NurseLine and classes
- Promoted Premium Tier 1 Providers
- Promoted Healthy Pregnancy Program
- Promoted flu shots
- Promoted transparency tools and Health4Me app
- Implemented co-pay differential to encourage utilization of Tier 1 providers
- Implemented expanded PDL for HDHP
- Made use of Brainshark Open Enrollment presentation

2015 and Forward

- Promote PCP relationship, preventive care and educate members on utilizing appropriate care setting
- Promote virtual network
- Continue to encourage participation in Healthy Pregnancy Program
- Promote Real Appeal
- Continue to promote HDHP
- Promote Optum Bank HSA investments



Annual Performance Overview

1.7% Medical Trend

\$302.69 Medical Net Paid PMPM 5% below norm

- \$176.84 Non-High Cost PMPM
- \$125.85 High Cost PMPM

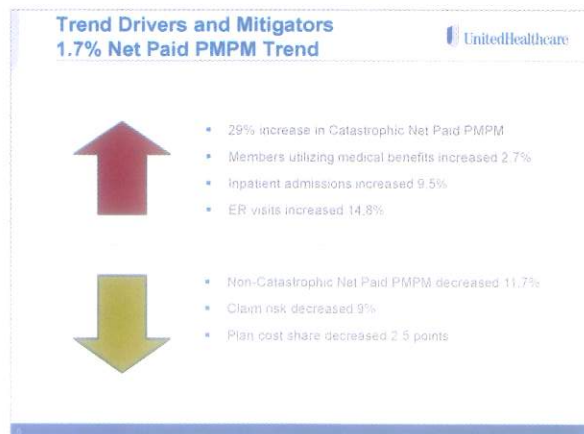
\$92.60 Pharmacy Net Paid PMPM .17% Pharmacy trend

\$7.1 M Savings achieved through Network Discounts

39% of medical spend driven by top 3 diagnoses: Circulatory, Pregnancy & Childbirth and Musculoskeletal

42% of total medical spend driven by Catastrophic Claims

146 Claimants identified as Diabetics, prevalence above norms and higher than expected



Peer Variance – Currently -5%



Population Health

- 4% higher Claim Risk Score
- 2.6% higher Age/Gender Factor

Intensity of Services

- ER visits 28% lower than norm
- Inpatient admissions 26% higher than norm

Influencers of Unit Cost

- Higher use of Premium Providers than peer; 47.4% vs. 42%
- Network Utilization 5.4% below peer
- 6.5% "leaner" plan design than peer

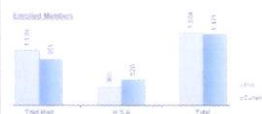
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Demographic & Financial Performance



	Current	Change	Variance K-12	Variance AZ
Employees	110	-5%		
Average Age	43	-0.5%		
% Female	37%	3%	1%	7%
Members	147	2%		
Average Age	36	1%		
% Female	29%	3%	1%	2%
% Female (0-40)	45%	1%		
% (65+)	18%	2%		
Average Family Size	1.9	-0.2%	-0.2%	-0.1%
Age/Gender Risk	1.02	-0.1%	0%	1%
Members Using Major Brands	56%	2%		

	Peer	Current	Change	Variance K-12	Variance AZ
Overall PMPM	\$32.11	\$37.56	5.1%	2.4%	17.2%
Medical PMPM	\$31.48	\$35.89	1.3%	-0.1%	9.3%
Per Catastrophic	\$198.18	\$178.88	-11.7%	-20.6%	-2.0%
Catastrophic	\$38.48	\$128.89	24.3%	1.0%	11.7%
Plan Cost Share	52.5%	60.3%	2%	-4%	4.4
Medical HSA	\$4.40	\$4.83	4%	-1.5%	34.2%
Active Members	30.7%	41.7%	3%	3.4	2%
Members Deserting	55.6%	56.5%	0%		



- Average family size **33%** lower than norm
- HSA enrollment increased **42%**

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Plan Comparison



MEDICAL NET PAID PMPM TREND & UTILIZATION BY PLAN



Traditional
951 members
\$367 PMPM
5.9% trend

- 65% of membership
- 40% Catastrophic Content
- Plan cost share at 83%
- Tier 1 utilization at 92%
- 4.29 Physician visits PMPY

Total Population
1,471 members
\$302.69 PMPM
1.7% Trend

HSA
520 members
\$149 PMPM
72.2% trend

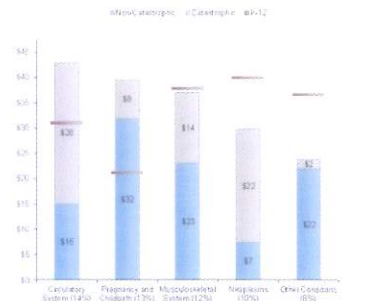
- 35% of members
- 52.5% Catastrophic Content
- Plan cost share at 68%
- Tier 1 utilization at 91%
- 2.82 Physician visits PMPY

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Top Diagnostic Chapters Driving Spend



Diagnose Groups by PMPM Cost



- Circulatory System**
 - Acute CVD
 - Coronary Arteriosclerosis
 - Non-specific Chest Pain
- Pregnancy and Childbirth**
 - Complications of Birth
 - Normal Pregnancy Delivery
 - Placental Complication
- Musculoskeletal system**
 - Intra-articular joint disorders
 - Osteoarthritis
 - Other Connective Tissue Dis
- Neoplasms**
 - Lymphomas
 - Other benign Neoplasms
 - Benign Neoplasms of Uterus
- Other Conditions**
 - Screening Suspected Cond
 - Abdominal Pain
 - Medical Examination/Exam

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Age/Gender Adjusted Common Conditions



Diagnosis Group	Diagnosis per 1,000				
	Peer	Current	Change	K-12	AZ
Diabetes					
Diabetes without complications	67.1	74.8	▲ 10.3%	▲ 22.6%	▲ 25.9%
Diabetes with complications	24.9	32.8	▲ 5.6%	▲ 29.2%	▲ 17.2%
Hypertension	110.4	97.2	▼ -11.5%	▼ 8.3%	▲ 15.7%
Coronary Artery Disease (CAD)					
Acute Myocardial Infarction	6.7	6.0	▼ -10.0%	▼ -10.0%	▼ -10.0%
Coronary Arteriosclerosis	12.6	8.0	▼ -36.0%	▼ -32.2%	▼ 3.7%
Chronic Heart Failure (CHF)	0.7	1.4	▲ 104.5%	▲ 44.6%	▼ 36.8%
Chronic Renal Failure	0.3	0.4	22%	▲ 51.6%	▲ 41.1%
Chronic Obstructive Pulmonary Disease	21.9	21.8	-0.5%	22.2%	▲ 21.4%
Asthma	45.2	42.5	-5.8%	37.6%	▲ 25.0%
Intervertebral Disc Disorders	144.0	144.1	0%	20.7%	▲ 17.4%
Other Conditions	21.0	21.0	0%	22.4%	▼ 14.1%
Neoplasms	44.5	46.0	3.5%	▲ 23.0%	▲ 12.5%
Breast Cancer	6.6	6.0	-9.1%	▼ 22.6%	▼ 8.4%
Cervical Cancer	11.3	12.2	8.5%	▲ 74.0%	▲ 102.4%
Colon Cancer	0.0	0.7	0.0%	▼ 58.6%	▼ 48.1%

- Intervertebral Disc Disorders, Diabetes & Hypertension are most common conditions
- Diabetes prevalence above norms and higher than expected
- Diabetes & Hypertension are the leading causes of Chronic Renal Failure

Screening a potential health risk and talking with your doctor will provide the most effective source of information about your health.

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Catastrophic Claimants



Net Paid PMPM by Diagnostic Group



	Peer	Current	Change	Variance K-12	Variance AZ
Catastrophic Cases	17	11	-35%		
Catastrophic Group Net Paid	117	104	-12%	▲ 16.4%	-4.6%
% of Members	1.1%	1.2%	3%	0%	0%
Average Net Paid	\$14,587	\$11,170	▲ 23.0%	▲ 11.6%	9.6%
Medical Net Paid PMPM	\$36.40	\$35.85	▲ 20.4%	▲ 34.6%	▲ 11.7%
% of Total Medical Net Paid	22.1%	4.9%	3%	11.1	1.1

- Average Net Paid per Catastrophic Claimant increased **26%**
- 1.2%** of members drove **42%** of total medical spend
- 75%** of HCCs were actively engaged in clinical management

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Catastrophic Claimants >\$50,000

Code	ICD-10 Category	Prior	Current	Current	Current	On Plan as of	Relationship	Current Month 2016	Current Month 2015
		Cost	Cost	Cost	Cost	12/15	Code	12/15	12/14
1	Lactation	\$59,286	\$10,456				Subscriber		
2	Low-back Disorders Rates	\$24,446	\$5				Subscriber/Other		
3	Acute Otitis	\$18,697	\$545				Subscriber		
4	Clamp of Bile Ducts	\$17,204	\$1,716				Subscriber		
5	Distal Wrist Carpal Tunnel	\$17,107	\$12,772				Subscriber		
6	Intervertebral Disc Disorders	\$15,991	\$18,942				Subscriber		
7	Common Atherosclerosis	\$15,369	\$251				Subscriber		
8	Other Acquired Deafness	\$14,810	\$18,092				Subscriber		
9	Polymyositis/ Dermatomyositis	\$14,810	\$202				Subscriber		
10	Other	\$14,720	\$142				Subscriber		
11	Other	\$13,900	\$1,620				Subscriber/Other		
12	Diabetes Mellitus	\$12,226	\$252				Subscriber		
13	Deafness (Except In Ear)	\$12,148	\$1,268				Subscriber		
14	Other	\$12,227	\$2,716				Subscriber		
15	Chronic Myeloid Leukemia	\$12,095	\$1,273				Subscriber		
16	Stomach Benign Conditions	\$12,034	\$3				Subscriber		
17	Wrist And Wrist Tendon	\$12,136	\$20,408				Subscriber		

Legend:
 - Green: Member Not on Plan
 - Yellow: Member on Plan
 - Red: Top of Month > \$50K
 - Blue: Other Other > \$50K

Targeted Populations

Diabetes

Maternity

Back Pain

Diabetes

A closer look at costs and migration rates

Members with Diabetes: \$2,417
Members without Diabetes: \$814

- Claimants with diabetes account for 10% of the population and 23% of total spend
- Diabetics cost nearly 3 times more than non-diabetics
- There are 10 more diabetics on plan compared to prior period and another 10 are projected to become Diabetic in 2016
- 28% of Catastrophic spend attributed to Diabetes

Projected Cost Impact (if trend continues)

Paid for a member with Diabetes: \$10,763
Paid to a member without Diabetes: \$3,766

Additional cost per member with Diabetes: \$6,997

Additional cost per Diabetic in 2016: \$69,970

+10 projected number of new Diabetic cases in 2016

Maternity

- Pregnancy and Childbirth PMPM costs up 106% and above norms
- 37% of Maternity spend due to Catastrophic claims
- Total maternity represents 19% of total medical cost
- Healthy Pregnancy Program Enrollment is at 28% (Book of Business is 30%)

Total Maternity Claims per 1,000	Prior	Current	Change	Market
Full Paid PMPM	\$29.20	\$58.15	▲ 198.2%	\$22.77
Percent of Medical Need Paid	9.8%	16.2%	▲ 67.2%	7.2%
Net-Physician Charges	\$2,721	\$4,630	▲ 71.6%	
% Catastrophic	2.2%	26.9%	▲ 35.5%	
Specialty Admissions per 1,000	25.7	37.4	▲ 45.1%	

- Glendale USD grew by 46 newborns in the current period
- 45% delivered via C-section (BOB 39%)
- 2 preterm births, 3 NICU babies (1 High Cost)

Members with Back and Joint Pain

- Promote Premium provider selection for Primary Care and Orthopedic specialists
- Offer programs to promote weight loss and exercise
- Promote use of participating providers
- Promote Healthcare Cost Navigator

Who is affected:

- Back pain is most prevalent condition
- Prevalence of back pain is above norms and 31% higher than expected based on age & gender adjusted expectations
- 98% of Back Pain claims are Employee

Costs:

- Back pain is third most costly condition, yet accounts for 23%
- 95% of orthopedic visits are from providers
- \$27,000 savings opportunity

Conditions:

- 62% of episodes of orthopedic spend are due to Intervertebral Disc, Disruption and Osteoarthritis claims
- 2 back surgeries, 2 knee replacements, 2 hip replacements

Solutions:

- Premium provider utilization for Orthopedics is 26%

Potential cost savings of high value physicians

Comparison of UnitedHealth Premium Tier 1 Physicians to Non-Tier 1 Physicians

Care variation	Care variation	Cost variation
Knee Replacement Surgeries	Implantable Cardiac Device	All specialties
Premium Tier 1 specialists with orthopedic procedure episodes had:	Premium Tier 1 specialists with cardiology procedure episodes had:	Premium Tier 1 specialists for all 25 specialties evaluated had:
17% lower average complication rates	29% lower average complication rates	16% Lower costs between a Premium Tier 1 physician and a non-Tier 1 physician
41% Fewer average redo procedures	28% Fewer average redo procedures	
26% lower cost	23% lower cost	16% lower cost

Premium Provider Utilization: 47.4%

TIER 1

Impact on costs and quality
High utilizers of Tier 1 Providers have lower overall net paid costs, lower claims risk scores, experienced fewer hospital admissions per 1,000, and have fewer ER visits.

Measure	Low Utilization ¹	High Utilization ²	Difference
Percent of Total Population	42%	35%	
Claims Risk	2,351	1,277	48% lower
Covered PMPM	\$667	\$224	66% lower
ER Visits	219	116	47% lower
Equivalent Admissions per 1,000 members	122	51	58% lower

¹Low Premium Provider utilization = less than 75% of all Eligible Charges for Premium Provider
²High Premium Provider utilization = 75% or more of all Eligible Charges for Premium Provider

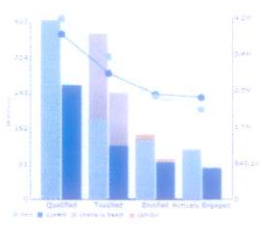
Preventive Care Utilization

Preventive Service Category	Prior		Current		Δ	BSC Actual
	Target	Actual	Target	Actual		
Cancer Related Screenings						
Breast Cancer Screening	59%	49.2%	51%	52.1%	+2.8	43.2%
Ages 40 - 49	23%	46.2%	21%	46.2%	-1	38.9%
Ages 50 - 74	32%	51.7%	27%	57.6%	+5.9	45.4%
Cervical Cancer Screening	11%	33.3%	18%	26.8%	+3.2	30.5%
Cervix Cancer Screening	4%	15.9%	4%	17.6%	+1.9	16.9%
Wellness Visits						
Well Baby Visits	3%	69.4%	1%	68.7%	-0.7	31.1%
Well Child Visits	1%	36.9%	2%	47.1%	+8.1	54.2%
Ages 1 - 4	5%	49.1%	5%	74.5%	+5.6	76.1%
Ages 5 - 11	6%	28.9%	6%	42.8%	+19.2	53.1%
Ages 12 - 17	6%	21.4%	7%	31.6%	+10.1	40.7%
Well Adult Visits	1%	33.0%	1.4%	39.4%	+6.4	32.5%
Ages 18 - 29	9%	34.2%	7%	39.6%	+5.6	28.4%
Ages 30 - 64	7%	32.1%	4%	40.3%	+8.0	37.0%
Ages 65 +	2%	25.0%	1%	19.4%	-5.6	22.6%
Total Welltime Visits	1%	34.1%	1.3%	41.4%	+6.9	38.0%
Females	1.2%	39.1%	1.2%	45.4%	+6.3	46.6%
Males	0.8%	29.0%	0.8%	29.7%	+0.9	30.2%

- 39.4% of the adult population had a wellness visit in the current period, up from 33%
- Most screening rates are up from the prior period
- Adult screening rates are better than our book of business norm, but there is always room for improvement

Clinical Program Engagement

- 28% of qualified members were actively engaged and accounted for 44% of net spend
- 128 members were unable to reach or opted out accounting for ~\$505K



Group	Status	Members	Net Paid
Qualified	Start	479	\$4,191,202
	Current	298	\$2,604,181
Reached	Start	122	\$2,274,024
	Current	92	\$1,714,442
Opted Out	Start	14	\$2,359,624
	Current	128	\$2,423,972
Actively Engaged	Start	117	\$2,550,020
	Current	72	\$2,541,633

Group	Status	Members	Net Paid
Unable to Reach	Start	28.3%	17.6%
	Current	17.4%	7.1%
Opted Out	Start	12.8%	9.2%
	Current	17.5%	8.9%
Reached	Start	12.1%	6.3%
	Current	41.0%	34.5%
Engaged	Start	6.8%	6.5%
	Current	23.0%	21.7%
Opted Out	Start	9.7%	5.7%
	Current	46.1%	43.4%
Actively Engaged	Start	7.5%	4.9%
	Current	28.6%	44.2%

Strategy and Next Steps

- Promote PCP relationship, preventive care and educate members on utilizing appropriate care setting
- Promote virtual network
- Continue to encourage participation in Healthy Pregnancy Program
- Promote Real Appeal
- Continue to promote HDHP
- Promote Optum Bank HSA investments

myuhc.com

Convenient access to health information and decision support



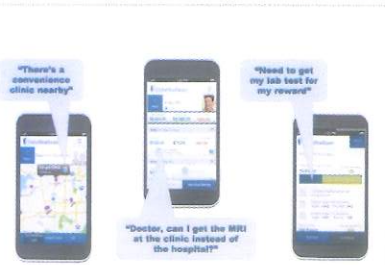
Make the experience fit my life

- Check claims, deductibles and health records
- Print ID card
- Find & Pre-Care: Search using cost estimates & quality ratings
- Health and Wellness Resources
- Understand your claims and pay providers
- Transparency on estimated cost and quality



Health4Me

Convenient mobile access to health information and decision support



Make the experience fit my life

- Find a physician & facility and an in-network provider
- Health care cost estimates for specific treatments and procedures
- Access to the health plan ID card
- Claims information and real-time status on deductibles and out-of-pocket spending
- Pay providers right from the app
- "Easy Connect" to a UnitedHealthcare customer service representative

myHealthcare Cost Estimator

UnitedHealthcare

Ensuring consumers understand the value of myHealthcare Cost Estimator at moments that are relevant to them

90% usage growth in 2014 across the UHC Book of Business

Advocate4Me

UnitedHealthcare

Health care can be confusing, time consuming, stressful.

- Convenient** – Your employees connect with an Advocate4Me it was their most preferred – phone, online and more.
- Personalized** – Through our exclusive Freedom Personalization, we use data analytics and technology to provide a highly personalized experience for each employee.
- Valuable** – Advocate4Me empowers your employees to trust and act on their health care decisions.
 - Better understand their benefits
 - Better understand their costs
 - Potentially save time and money
 - Feel more engaged in their decisions
- Accountable** – Each Advocate4Me is designed to be followed through to personal goals so that each expense is managed.

Advocate4Me is designed to make employees more satisfied with their benefits and help them make informed decisions leading to a reduction in health insurance costs, increased employee productivity, and decreased health care costs.

Advocate4Me goal is to make health care simple, personal, reliable. *Really.*

Virtual Visits

UnitedHealthcare

Access Points

The latest evolution of our network strategy now includes coverage options for virtual physician visits, giving members secure, online access to a physician via mobile phone, tablet or computer 24 hours a day.

myuhc.com

Healthcare Cost Estimator

Health4Me

RALLY

UnitedHealthcare

New digital health & wellness experience

RALLY

- A user-friendly digital interface to help engage through online tools via myuhc.com®
- Personalized health goals
- Reward individuals with coins to achieve their goals
- Step-by-step support making the experience fun and encouraging greater levels of engagement
- Tracking of individual results

UnitedHealthcare Pharmacy Customer Analytics & Reporting

Pharmacy Performance Review

Prepared for: Glendale Elementary

Time Period: Sep - Aug 2015

National Market Trends

Dynamics Impacting Specialty Trends

UnitedHealthcare

Specialty drug costs are predicted to represent 50% of overall drug costs by 2019.

Cost Implications

- Specialty pharmacy spend is growing by more than 15% annually.
- Price inflation is expected to increase for half of annual specialty launches.

Drug Pipeline

- 60% of drugs in the pipeline are specialty drugs.
- Over 20 biologics will cost more than \$50B in total patient protection by 2019.

Biotech Innovations

- In the U.S., an estimated 25 private equity firms have raised over \$10B in investment in biotech.

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New Drug Development

UnitedHealthcare

Over half of the new drug approvals in the past year were for innovative advancements or previously unmet needs.

Patient Extenders

- Lower incidence, rebrand, claims that may otherwise be filed with generics
- Typically modifications to dosage form and dosing frequency

Example: ACTICLATE® (infectious)

Orphan Drugs

- Targeting growing categories of rare diseases
- Multiple improvements: quality of life advancements, dose size with unmet treatment needs, "aha-moment"

Example: IBIBRUVIC® (genetic cell lymphoma)

New Innovations

- New and unique compounds often yielding higher net sales rates (even in some segments), also new generic, and shorter duration of treatment

Example: SOVALDI® (chronic hepatitis C)

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Cholesterol Management Overview

UnitedHealthcare

Hyperlipidemia is a medical term for high cholesterol levels. High levels can lead to heart disease, heart attack and stroke.

Statins are Current Treatment of Choice for High Cholesterol

- Lower LDL by 30% to 60%*
- Up to 30% fewer heart attacks*
- Up to 20% fewer strokes*

- \$13.6 billion spent on statins in 2013.¹
- Lipid-lowering therapies are the 7th highest category of drug spend.¹
- More than 25 million people in U.S. are currently taking statins.²
- Spending for statins has been dropping, down 17% since 2013.¹
- Statins are considered safe and well tolerated.

Brand	Generic
Lipitor®	atorvastatin
Zocor®	simvastatin
Pravachol®	pravastatin
Crestor®	rosuvastatin

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PCSK9 Inhibitors Drug Class Overview

UnitedHealthcare

Drug Characteristics

- Injectable
- Biologics
- Over 50x more costly than current drugs!

PCSK9 Inhibitors vs. Statins

PCSK9 inhibitors are biologics that target a specific protein that can interfere with LDL receptors in the liver. Blocking this protein helps restore LDL receptor function, which can **dramatically reduce the amount of harmful LDL cholesterol in the bloodstream.**

These new drugs can **decrease LDL-C level by an additional 50-60%** when used in combination with statin therapy, compared with statin monotherapy.

Ongoing trials will provide information about the long-term safety of these drugs, and their efficacy in preventing cardiovascular events.

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PCSK9 Inhibitors Drug Class Costs

UnitedHealthcare

Expected to be as high as \$10B annually!

Hyperlipidemia drugs are used long-term on an ongoing basis

\$186

Current treatment cost

\$14,600

est. annual treatment cost per member

More than 7,500%

percentage cost increase

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Glendale Elementary Pharmacy Performance

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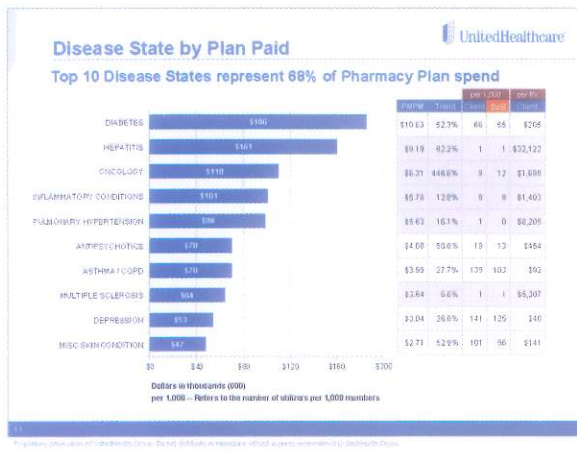
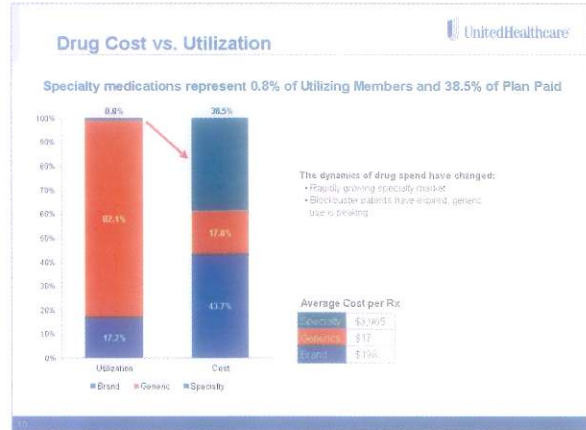
Key Performance Indicators

Category	2015	2016	% Change	2017	% Change
Plan Paid (MM)	\$6,377.46	\$1,401.20	22.2%	\$1,77.00	-3.1%
Plan Paid PMPM	\$43.83	\$88.10	27.2%	\$17.00	-4.3%
Non-Specialty PMPM	\$43.40	\$48.31	11.4%	\$48.71	-2.8
Specialty PMPM	\$19.14	\$30.05	57.5%	\$17.23	-1.6%
Plan Paid per Rx	\$43.85	\$77.88	24.6%	\$10.00	8.6%
Non-Specialty	\$43.81	\$48.29	11.2%	\$48.31	-
Specialty	\$1,101.81	\$3,065.10	25.0%	\$2,317.42	-
ECR (MM)	\$965.19	\$298.20	6.8%	\$13.87	-
ECR PMPM	\$15.00	\$16.25	-2.3%	\$13.87	-
Non-Specialty	\$15.04	\$16.16	-2.8%	\$13.19	-
Specialty	\$6.16	\$9.17	5.8%	\$9.67	-
ECR % Total	28.4%	16.1%	-4.8	16.4%	-
Days Supply per Rx	26.7	26.8	0.6%	29.7	-
Rx Count	16,188	17,888	-1.5%	-	-
Non-Specialty	16,074	16,889	-1.2%	-	-
Specialty	112	119	21.4%	-14	-
Adjusted Rx Count	13,244	16,889	-2.5%	-344	-
PMPM	\$3.88	\$5.91	8.0%	\$1.83	-
Tier 1 %	79.0%	78.4%	-0.8	88.1%	-
Tier 2 %	16.2%	15.2%	2.1	18.2%	-
Tier 3 %	16.6%	6.5%	-4.2	5.6%	-
Tier 4 + Generic %	87.2%	87.3%	1.1	85.6%	-
SR	14.4%	13.3%	-4.7	15.1%	-
MR	3.3%	4.2%	0.4	3.2%	-
CR	82.1%	85.4%	8.1	81.6%	-
OR	85.4%	85.8%	0.4	85.2%	-

Key Drivers:

- Specialty drugs:
 - Specialty drug: Trend PMPM increased by 58% and just above norm
 - Increased oncology, hepatitis C, & pulmonary hypertension - Huge trend driver (30%)
 - High cost cases (\$425,000) is 37% of plan cost compared to 5-yr 20% plan cost.
- Non-Specialty drugs:
 - Diversal utilization decreased by -444 scripts
 - PMPM cost increased 13% but at norm
 - Diabetic & antidepressant utilization/increase
 - Employee Cost Share lowered to 16% due to higher cost specialty drugs - Plan picking up 84% of pharmacy cost total

Opportunities to manage Specialty drugs & high cost brands.



Wellness Update

Ms. Solter provided a review of the many events and successful ventures offered to employees.

GLENDALE ELEMENTARY SCHOOL DISTRICT
Wellness Update
January 2016

START THE NEW YEAR WITH SOME FREE EXERCISE

It's time to get moving! Join the GLED Wellness Program's Exercise Classes FREE to all GLED employees

Monday	Fitness Class	7:30 & 4:30 pm	Free
Tuesday	Fitness Class	9:30 am	Free
	Yoga	4:00 pm	Free
Thursday	Fitness Class	9:30 am	Free
	Exercise Class	1:30 & 4:30 pm	Free
	Yoga	4:00 pm	Free
Saturday	Fitness Class	7:30 am	Free

Watch for the sign displaying you to the room.

VITA (VOLUNTEER INCOME TAX ASSISTANCE) CLASSES

The Prepaid Volunteer

VITA is a partnership with VITA and a local bank. There is a volunteer opportunity for 2016.

Volunteers are needed for the following dates:

- January 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- February 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29
- March 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- April 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30
- May 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- June 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30
- July 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- August 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- September 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30
- October 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31
- November 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30
- December 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31

For more information, please contact the District Office at 430 p.m.

GESD INSURANCE 101 WELLNESS CLASS

ALL IN Group Health Plan for all District Employees

GESD Insurance 101

Join us the first Thursday of each month in the computer lab, Room 19, at the District Office, at 4:30 p.m.

insurance

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ALL IN Group Health Plan for all District Employees

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Join us the first Thursday of each month in the computer lab, Room 19, at the District Office, at 4:30 p.m.

insurance

EMPLOYEE HIKE

Join us in a HIKE

2016 January 7
Time: 4:30 p.m.

Join us for a day to enjoy the outdoors and get some exercise. We will be hiking in the San Gabriel Mountains. The hike is suitable for all fitness levels. We will be starting at the San Gabriel Mountains State Park. The hike is approximately 3 miles long. We will be starting at 4:30 p.m. and ending at 6:30 p.m. We will be providing water and snacks. We will be providing a map of the hike. We will be providing a list of the hike. We will be providing a list of the hike. We will be providing a list of the hike.

HEALTH SAVINGS DOCUMENTATION DUE TO HR BY FRIDAY, JANUARY 8

Health Savings Deadline Approaching



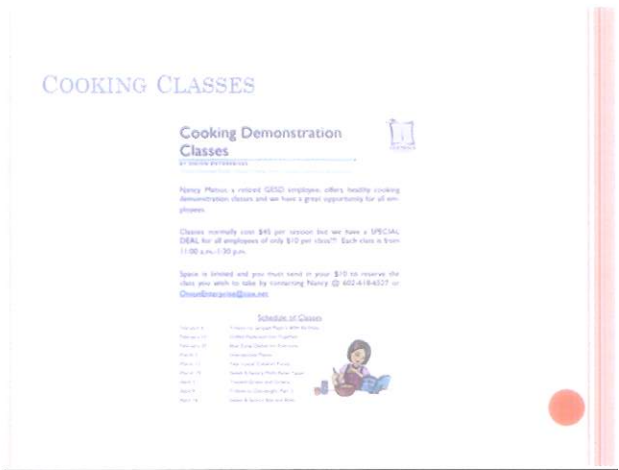
All documentation due to the District Office Friday, January 8, close of business day

DECEMBER WELLSTYLES DOCUMENTATION DUE

REMINDER
TURN IN YOUR
DECEMBER
FITNESS LOG

Submit completed form to the District Office
Wellness Coordinator via fax at 214-344-4271 or
email: wellness@districtofcog.org

Questions: See Davina Sabor, GESD Wellness Program Specialist: dsabor@districtofcog.org



Insurance Benefit Update

No update provided

ACTION ITEMS

Approval of Minutes

Ms. Mayes motioned to approve the December 7, 2015 Regular Trust Board Meeting; Ms. Bolognini seconded; the motion carried. Passes 4-0

ADJOURNMENT

Ms. Wilson motioned to adjourn; Ms. Bolognini seconded; the motion carried. Passes 4-0 Meeting was adjourned at 5:40 p.m.