

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

April 20, 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. 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. Approval of Agenda

5. Consent Agenda

a. Approval of Minutes

The minutes of the March 30, 2016 Regular Trust Board Meeting are submitted for approval.

6. Informational Items

a. Claims Experience Review - Medical

b. Claims Experience Review - Dental

c. Financial Review

d. Wellness Update

e. Insurance Benefit Update

7. Action Item

a. Vision Insurance

It is recommended that the Trust Board approve the Vision benefit plan as presented for 2016-2017.

b. Short-Term Disability Insurance

It is recommended that the Trust Board approve the Short-Term Disability benefit plan as presented for 2016-2017.

c. Mid-Term Disability Insurance

It is recommended that the Trust Board approve the Mid-Term Disability benefit plan as presented for 2016-2017.

d. Life Insurance

It is recommended that the Trust Board approve the Life benefit plan as presented for 2016-2017.

e. Total Dental Administrators (TDA)

It is recommended that the Trust Board approve the Ancillary benefit plan as presented for 2016-2017.

f. Workers' Compensation Insurance

It is recommended that the Trust Board approve renewal of the contract with Willis of Arizona, Inc. as insurance agent for re-insurance of Workers' Compensation for Fiscal Year 2016-2017 in the amount of \$9,950.

g. Claims Service Agreement

It is recommended that the Trust Board approve the renewal of the contract with Tristar Risk Management for processing and handling of Workers' Compensation claims for fiscal year 2016-2017 in the amount of \$25,750, as presented.

h. Excess Insurance for Workers' Compensation

The Trust Board recommends obtaining supplemental insurance for workers' compensation with Safety National Casualty Company effective July 1, 2016, in the amount of \$73,061.

i. Authorization to Settle Claims Up to Deductible Limits

It is recommended that the Trust Board authorize the Assistant Superintendent for Financial & Auxiliary Services, or his designee, to approve the settlement and payment of claims up to the deductible limits in the insurance policy for fiscal year 2016-2017.

j. Flex Spending Account (FSA)

It is recommended that the Trust Board approve renewal of the Flex Spending Account (FSA) benefits through Basic as presented for 2016-2017.

8. Adjournment

*Next Trust Board Meeting
May 11, 2016*

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.a TOPIC: Approval of Minutes

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

The minutes of the March 30, 2016 Regular Meeting are submitted for approval.

The minutes of the March 30, 2016 meeting are attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office Governing Board Room 4:30 p.m.
March 30, 2016

Present: <u>Board Members</u>	<u>Other Attendees</u>
Mr. Lee Peterson	Mr. Mike Barragan
Ms. Bernadette Bolognini	Ms. Jodi Finnesy
Ms. Cathey Mayes - Telephonically	Mr. Rod Petricek
Ms. Mary Ann Wilson	Ms. Christie Todd, Valley Schools

Absent: None

Recorder: Barbara Renfro

Call to Order

Mr. Peterson acknowledged a quorum was present and the meeting was called to order at 4:30 p.m.

Board and Staff Introductions

Mr. Peterson welcomed any new attendees and sought introductions.

Visitors Comments

None

Approval of Agenda

Ms. Bolognini moved to accept and approve the agenda as presented, Ms. Wilson seconded. Motion passed 4 - 0

Action Items

Approval of Minutes/Regular Meeting of March 9, 2016

Ms. Bolognini made the motion to approve the minutes and Ms. Wilson seconded the motion. Motion passed 4 - 0.

Medical Benefits for Fiscal Year (FY) 2017

Ms. Bolognini made the motion to approve the Medical Benefits for Fiscal Year (FY) 2017 and Ms. Wilson seconded the motion. Motion passed 4 - 0.

1. No increase to premium
 - ✓ (Health Savings Accounts (HSA) contributions of \$1,000 will be over two installments; \$500 at the beginning of the school year and the remaining \$500 after the employee completes three wellness activities.)
2. Eliminate the middle tier for the health savings account (HSA) plan
 - ✓ Compliance with the Affordable Care Act (ACA)
3. Emergency room copayment for in network change from \$250 to \$350

Staff has attached additional information comparing our current medical offerings to the proposed medical offerings for next fiscal year. Based on current enrollment numbers staff does not anticipate any additional cost, however, if enrollment increases GESD will incur higher cost. Below you will find our cost analysis for FY17.

FY17 UHC: Traditional PPO Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY17 District's Premium (Annual) Cost	FY17 Employee's Premium (Annual) Cost	FY17 Total Premium (Annual) Cost
Employee Only	\$ 5,264.40	\$ 720.00	\$ 5,984.40	609	\$ 3,206,019.60	\$ 438,480.00	\$ 3,644,499.60
Employee + Spouse	\$ 7,920.00	\$ 4,594.20	\$ 12,514.20	32	\$ 253,440.00	\$ 147,014.40	\$ 400,454.40
Employee + Child(ren)	\$ 7,920.00	\$ 3,456.60	\$ 11,376.60	68	\$ 538,560.00	\$ 235,048.80	\$ 773,608.80
Employee + Family	\$ 7,920.00	\$ 8,576.04	\$ 16,496.04	16	\$ 126,720.00	\$ 137,216.64	\$ 263,936.64
Total				725	\$ 4,124,739.60	\$ 957,759.84	\$ 5,082,499.44

FY17 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY17 District's Annual Cost	FY17 Total GESD HSA	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee Only	\$ 5,264.40	\$ -	\$ 5,264.40	\$ 1,000.00	315	\$ 1,658,286.00	\$ 315,000.00	\$ -	\$ 1,973,286.00
Employee + Spouse	\$ 7,920.00	\$ 2,341.68	\$ 10,261.68	\$ 1,000.00	15	\$ 118,800.00	\$ 15,000.00	\$ 35,125.20	\$ 168,925.20
Employee + Child(ren)	\$ 7,920.00	\$ 1,408.80	\$ 9,328.80	\$ 1,000.00	44	\$ 348,480.00	\$ 44,000.00	\$ 61,987.20	\$ 454,467.20
Employee + Family	\$ 7,920.00	\$ 5,606.76	\$ 13,526.76	\$ 1,000.00	12	\$ 95,040.00	\$ 12,000.00	\$ 67,281.12	\$ 174,321.12
Total					386	\$ 2,220,606.00	\$ 386,000.00	\$ 164,393.52	\$ 2,770,999.52

FY17 District's Total Premium Cost	FY17 District Total HSA Cost	FY17 Employee's Total Premium Cost	FY17 Total Medical Cost
\$ 6,345,345.60	\$ 386,000.00	\$ 1,122,153.36	\$ 7,853,498.96

FY17 District's Total Premium Cost	FY17 Employee's Total Premium Cost	FY17 Total Medical Cost
\$ 6,345,345.60	\$ 1,122,153.36	\$ 7,467,498.96

85% GESD contribution from overall cost

Ms. Christie Todd, Valley Schools, discussed that GESD's annual performance showed high usage of emergency care visits that were not emergency related illnesses. We need to educate staff on their health care options. She explained the importance of always having a primary care physician, understanding the difference of when to go to urgent care vs. hospital. Assisting staff on changing behaviors and guiding them to more cost beneficial approaches. Promote the UHC Nurse Line.

Dental Benefits for Fiscal Year (FY) 2017

Ms. Wilson made the motion to approve the Dental Benefits for Fiscal Year (FY) 2017 and Ms. Bolognini seconded the motion. Motion passed 4 – 0.

1. Continue with Delta Dental but implement new plan design(s)
2. Approximately 91% of current enrollees will see no change in premium or will see a reduction in their premium cost

Staff has attached additional information comparing our current dental offerings to the proposed dental offerings for next fiscal year relative to plan design and premium changes to dental insurance. Based on our analysis, we project a \$6,553.24 increase for GESD in FY17 while reducing employees' premiums by \$20,117.20. Overall, GESD and its employees are saving \$13,563.96 on dental insurance.

FY17 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY17 District's Annual Cost	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee	\$ 313.32	\$ -	\$ 313.32	733	\$ 229,663.56	\$ -	\$ 229,663.56
Employee + Spouse	\$ 335.00	\$ 291.64	\$ 626.64	78	\$ 26,130.00	\$ 22,747.92	\$ 48,877.92
Employee + Child(ren)	\$ 335.00	\$ 322.96	\$ 657.96	82	\$ 27,470.00	\$ 26,482.72	\$ 53,952.72
Family	\$ 335.00	\$ 604.84	\$ 939.84	49	\$ 16,415.00	\$ 29,637.16	\$ 46,052.16
Total				942	\$ 299,678.56	\$ 78,867.80	\$ 378,546.36

FY17 Buy-Up Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY17 District's Annual Cost	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee	\$ 335.00	\$ 205.12	\$ 540.12	76	\$ 25,460.00	\$ 15,589.12	\$ 41,049.12
Employee + Spouse	\$ 335.00	\$ 745.36	\$ 1,080.36	19	\$ 6,365.00	\$ 14,161.84	\$ 20,526.84
Employee + Child(ren)	\$ 335.00	\$ 799.36	\$ 1,134.36	23	\$ 7,705.00	\$ 18,385.28	\$ 26,090.28
Family	\$ 335.00	\$ 1,285.48	\$ 1,620.48	17	\$ 5,695.00	\$ 21,853.16	\$ 27,548.16
Total				135	\$ 45,225.00	\$ 69,989.40	\$ 115,214.40

\$ 344,903.56 \$ 148,857.20 \$ 493,760.76

FY16 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY17 District's Annual Cost	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee	\$ 314.16	\$ -	\$ 314.16	733	\$ 230,279.28	\$ -	\$ 230,279.28
Employee + Spouse	\$ 314.16	\$ 329.52	\$ 643.68	78	\$ 24,504.48	\$ 25,702.56	\$ 50,207.04
Employee + Child(ren)	\$ 314.16	\$ 423.84	\$ 738.00	82	\$ 25,761.12	\$ 34,754.88	\$ 60,516.00
Family	\$ 314.16	\$ 785.04	\$ 1,099.20	49	\$ 15,393.84	\$ 38,466.96	\$ 53,860.80
Total				942	\$ 295,938.72	\$ 98,924.40	\$ 394,863.12

FY16 Buy-Up Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY17 District's Annual Cost	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee	\$ 314.16	\$ 196.56	\$ 510.72	76	\$ 23,876.16	\$ 14,938.56	\$ 38,814.72
Employee + Spouse	\$ 314.16	\$ 605.28	\$ 919.44	19	\$ 5,969.04	\$ 11,500.32	\$ 17,469.36
Employee + Child(ren)	\$ 314.16	\$ 877.20	\$ 1,191.36	23	\$ 7,225.68	\$ 20,175.60	\$ 27,401.28
Family	\$ 314.16	\$ 1,378.56	\$ 1,692.72	17	\$ 5,340.72	\$ 23,435.52	\$ 28,776.24
Total				135	\$ 42,411.60	\$ 70,050.00	\$ 112,461.60

\$ 338,350.32 \$ 168,974.40 \$ 507,324.72



VSEBT Group Dental Program

Effective: July 1st 2016

	Glendale ESD					
	Low			High		
	#	Current	Renewal	#	Current	Renewal
EE	744	\$26.18	\$31.06	78	\$39.68	\$44.76
EE + Sp	79	\$53.64	\$60.27	20	\$78.07	\$88.31
EE + Dep	81	\$61.50	\$68.59	24	\$89.04	\$100.76
FAM	50	\$91.60	\$100.56	18	\$110.00	\$124.53
		\$33,277	\$38,454		\$8,773	\$9,917
		PPO Plus Premier		PPO Plus Premier		
Ben Max		\$1,500		\$2,000		
Ded		\$50/\$150		\$50/\$150		
Preventive		100%		100%		
Basic		80%		80%		
Major		50%		50%		
Ortho		NA		50%		
Life Ortho		NA		\$1,000		

	VSEBT Dental Program		
	Low	Mid	High
	EE	\$26.11	\$32.86
EE + Sp	\$52.22	\$65.72	\$90.03
EE + Dep	\$54.83	\$69.01	\$94.53
FAM	\$78.32	\$98.58	\$135.04
	\$31,906	\$40,158	\$10,011
	PPO Dentist Low		
Ben Max	\$1,000	\$1,500	\$2,000
Ded	\$50/\$150	\$25/\$75	\$25/\$75
Preventive	100%	100%	100%
Basic	80%	80%	90%
Major	50%	50%	60%
Ortho	NA	50%	50%
Life Ortho	NA	\$1,000	\$1,500

<input checked="" type="checkbox"/>	Yes
<input type="checkbox"/>	No

- MAC reimbursement for Premier Dentist and Non Contracted Dentist
 - Benefit Levels are reduced for Premier Dentist and Non Contracted Dentist

Informational Items

Assistant Superintendent's Update

Mr. Barragan provided an update relating to Glendale Elementary School District's Business Operations. He reported AZ Merit is underway for a total of six weeks. He informed the committee of the collaboration the city and the district took in order to rectify a sewage issue at the Landmark campus. He advised of the many maintenance projects occurring this summer, due to equipment running beyond their life spans. Also, the importance of informing community members of what is and isn't happening within the district due to the reductions of capital funding. Of the \$27 million dollars of reductions to GESD, \$22 million dollars was specifically cut to capital funding.

Due to scheduling conflicts, staff will work on an alternative date for the next trust board meeting.

Adjournment

Ms. Bolognini motioned to adjourn; Ms. Wilson seconded; the motion carried. Passes 4-0

Meeting was adjourned at 5:10 p.m.

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: 6.a TOPIC: Claims Experience Review - Medical

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

In February, we incurred \$606,150 in medical claims, which represents a monthly loss ratio of 96%.

There are nine claims over \$75,000 and two have exceeded the stop loss level of \$150,000.

Based on the trend we anticipate incurring approximately \$6,861,180 in medical claims by or a loss ratio of 93% by June 30, 2016.



Monthly Experience Report

Glendale Elementary School District

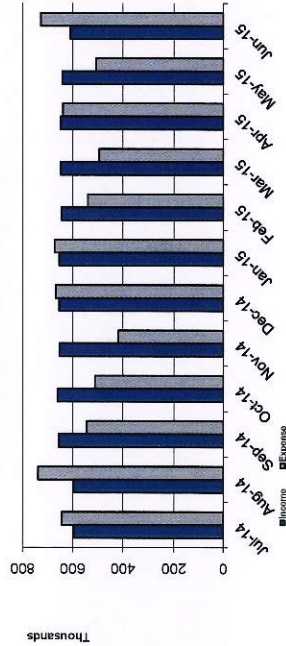
Dates: (7/1/2015-6/30/2016)



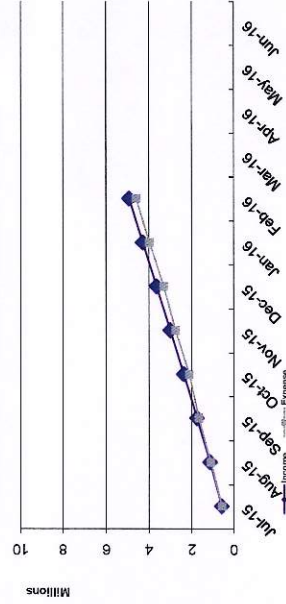
Name: Valley Schools Employee Benefits Trust
 Plan: All
 Funding: Self Funded

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	1,139	1,478	\$ 276,375	\$ -	\$ 101,723	\$ 378,098	\$ 4,626	\$ 70,527	\$ 453,251	\$ 636,527	\$ 183,275	71%	\$ 307	97%
2015-11	1,136	1,482	\$ 539,582	\$ 54,158	\$ 98,196	\$ 583,620	\$ 4,639	\$ 70,341	\$ 658,600	\$ 637,028	\$ (21,572)	103%	\$ 444	90%
2015-12	1,139	1,491	\$ 392,895	\$ 47,792	\$ 131,676	\$ 476,779	\$ 4,667	\$ 70,527	\$ 551,973	\$ 639,843	\$ 87,870	86%	\$ 370	92%
2016-01	1,125	1,473	\$ 513,156	\$ 39,734	\$ 119,565	\$ 592,987	\$ 4,610	\$ 69,660	\$ 667,257	\$ 632,059	\$ (35,198)	106%	\$ 453	94%
2016-02	1,120	1,463	\$ 435,350	\$ 14,052	\$ 110,922	\$ 532,220	\$ 4,579	\$ 69,351	\$ 606,150	\$ 628,187	\$ 22,037	96%	\$ 414	93%
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	91%
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	92%
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	91%
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -	93%
Total	8,719	11,392	\$ 3,284,706	\$ 155,736	\$ 869,611	\$ 3,998,581	\$ 35,657	\$ 539,881	\$ 4,574,119	\$ 4,898,135	\$ 324,016	93%	\$ 402	
Mo. Avg.	1,090	1,424	\$ 410,588	\$ 19,467	\$ 108,701	\$ 499,823	\$ 4,457	\$ 67,485	\$ 571,765	\$ 612,267	\$ 40,502		\$ 402	
PY Mo. Avg. @ 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	PEPM Fixed Expenses	Total Incurred Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
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	1,117	1,455	\$ 258,507	\$ -	\$ 82,696	\$ 341,203	\$ 4,554	\$ 69,165	\$ 414,922	\$ 625,033	\$ 210,111	66%	\$ 285
2015-11	1,114	1,459	\$ 409,336	\$ -	\$ 93,129	\$ 502,465	\$ 4,567	\$ 68,979	\$ 576,011	\$ 625,535	\$ 49,524	92%	\$ 395
2015-12	1,118	1,470	\$ 368,843	\$ 11,225	\$ 100,058	\$ 457,676	\$ 4,601	\$ 69,227	\$ 531,504	\$ 629,222	\$ 97,718	84%	\$ 362
2016-01	1,110	1,458	\$ 467,072	\$ 15,052	\$ 115,677	\$ 567,697	\$ 4,564	\$ 68,731	\$ 640,992	\$ 624,490	\$ (16,501)	103%	\$ 440
2016-02	1,103	1,446	\$ 426,626	\$ 8,976	\$ 108,551	\$ 526,201	\$ 4,526	\$ 68,298	\$ 599,025	\$ 619,601	\$ 20,576	97%	\$ 414
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
Total	8,541	11,202	\$ 2,941,320	\$ 35,253	\$ 757,504	\$ 3,663,571	\$ 35,062	\$ 528,859	\$ 4,227,492	\$ 4,803,704	\$ 576,212	88%	\$ 377
Mo. Avg.	1,068	1,400	\$ 367,665	\$ 4,407	\$ 94,688	\$ 457,946	\$ 4,383	\$ 66,107	\$ 528,437	\$ 600,463	\$ 72,026	88%	\$ 377



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 PMPM
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	\$ 82,589	\$ 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	15	15	\$ 46,084	\$ 24,682	\$ 3,888	\$ 25,290	\$ 47	\$ 929	\$ 26,266	\$ 7,569	\$ (18,697)	347%	\$ 1,751
2016-02	17	17	\$ 8,724	\$ 5,076	\$ 2,371	\$ 6,019	\$ 53	\$ 1,053	\$ 7,125	\$ 8,586	\$ 1,461	83%	\$ 419
2016-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
2016-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	\$ -
Total	178	190	\$ 343,386	\$ 120,483	\$ 112,107	\$ 335,010	\$ 595	\$ 11,022	\$ 346,627	\$ 94,431	\$ (252,196)	367%	\$ 1,824
Mo. Avg.	22	24	\$ 42,923	\$ 15,060	\$ 14,013	\$ 41,876	\$ 74	\$ 1,378	\$ 43,328	\$ 11,804	\$ (31,524)		\$ 1,824



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	725	933	\$ 228,210	\$ -	\$ 76,785	\$ 304,995	\$ 2,920	\$ 44,892	\$ 352,807	\$ 424,329	\$ 71,521	83%	\$ 378
2015-11	723	936	\$ 363,223	\$ -	\$ 87,066	\$ 450,289	\$ 2,930	\$ 44,768	\$ 497,987	\$ 424,253	\$ (73,734)	117%	\$ 532
2015-12	727	946	\$ 325,413	\$ 11,225	\$ 93,479	\$ 407,667	\$ 2,961	\$ 45,016	\$ 455,644	\$ 427,668	\$ (27,976)	107%	\$ 482
2016-01	724	941	\$ 377,239	\$ 15,052	\$ 107,869	\$ 470,056	\$ 2,945	\$ 44,830	\$ 517,831	\$ 425,390	\$ (92,441)	122%	\$ 550
2016-02	718	932	\$ 368,513	\$ 8,976	\$ 101,726	\$ 461,263	\$ 2,917	\$ 44,459	\$ 508,639	\$ 421,640	\$ (86,999)	121%	\$ 546
2016-03													
2016-04													
2016-05													
2016-06													
Total	5,604	7,251	\$ 2,519,378	\$ 35,253	\$ 709,061	\$ 3,193,186	\$ 22,696	\$ 347,000	\$ 3,562,882	\$ 3,289,476	\$ (273,406)	108%	\$ 491
Mo. Avg.	701	906	\$ 314,922	\$ 4,407	\$ 88,633	\$ 399,148	\$ 2,837	\$ 43,375	\$ 445,360	\$ 411,185	\$ (34,176)		\$ 491

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	14	14	\$ 45,801	\$ 24,682	\$ 2,713	\$ 23,832	\$ 44	\$ 867	\$ 24,743	\$ 7,121	\$ (17,621)	347%	\$ 1,767
2016-02	16	16	\$ 8,724	\$ 5,076	\$ 2,371	\$ 6,019	\$ 50	\$ 991	\$ 7,060	\$ 8,139	\$ 1,079	87%	\$ 441
2016-03						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-04						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-05						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-06						\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	165	172	\$ 280,964	\$ 120,483	\$ 104,366	\$ 264,847	\$ 538	\$ 10,216	\$ 275,601	\$ 86,490	\$ (189,112)	319%	\$ 1,602
Mo. Avg.	21	22	\$ 35,121	\$ 15,060	\$ 13,046	\$ 33,106	\$ 67	\$ 1,277	\$ 34,450	\$ 10,811	\$ (23,639)		\$ 1,602

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 Less 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	524	\$ 43,430	\$ -	\$ 6,579	\$ 50,009	\$ 1,640	\$ 24,211	\$ 75,860	\$ 201,554	\$ 125,694	38%	\$ 145
2016-01	386	517	\$ 89,833	\$ -	\$ 7,808	\$ 97,641	\$ 1,618	\$ 23,901	\$ 123,160	\$ 199,100	\$ 75,940	62%	\$ 238
2016-02	385	514	\$ 58,113	\$ -	\$ 6,825	\$ 64,938	\$ 1,609	\$ 23,839	\$ 90,386	\$ 197,961	\$ 107,576	46%	\$ 176
2016-03													
2016-04													
2016-05													
2016-06													
Total	2,937	3,951	\$ 421,942	\$ -	\$ 48,443	\$ 470,385	\$ 12,367	\$ 181,859	\$ 664,611	\$ 1,514,228	\$ 849,617	44%	\$ 168
Mo. Avg.	367	494	\$ 52,743	\$ -	\$ 6,055	\$ 58,798	\$ 1,546	\$ 22,732	\$ 83,076	\$ 189,278	\$ 106,202		\$ 168

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	1	1	\$ 283	\$ -	\$ 1,175	\$ 1,458	\$ 3	\$ 62	\$ 1,523	\$ 447	\$ (1,076)	340%	\$ 1,523
2016-02	1	1	\$ -	\$ -	\$ -	\$ -	\$ 3	\$ 62	\$ 65	\$ 447	\$ 382	15%	\$ 65
2016-03													
2016-04													
2016-05													
2016-06													
Total	13	18	\$ 62,422	\$ -	\$ 7,741	\$ 70,163	\$ 56	\$ 806	\$ 71,025	\$ 7,941	\$ (63,084)	884%	\$ 3,946
Mo. Avg.	2	2	\$ 7,803	\$ -	\$ 968	\$ 8,770	\$ 7	\$ 101	\$ 8,878	\$ 993	\$ (7,886)		\$ 3,946

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	EE	SP	CH	FAM			
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	614	28	59	24	725	20	0	0	0	20	745
2015-11	609	28	63	23	723	20	0	0	0	20	743
2015-12	611	29	63	24	727	20	0	0	0	20	747
2016-01	609	30	62	23	724	14	0	0	0	14	738
2016-02	603	31	63	21	718	16	0	0	0	16	734
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)

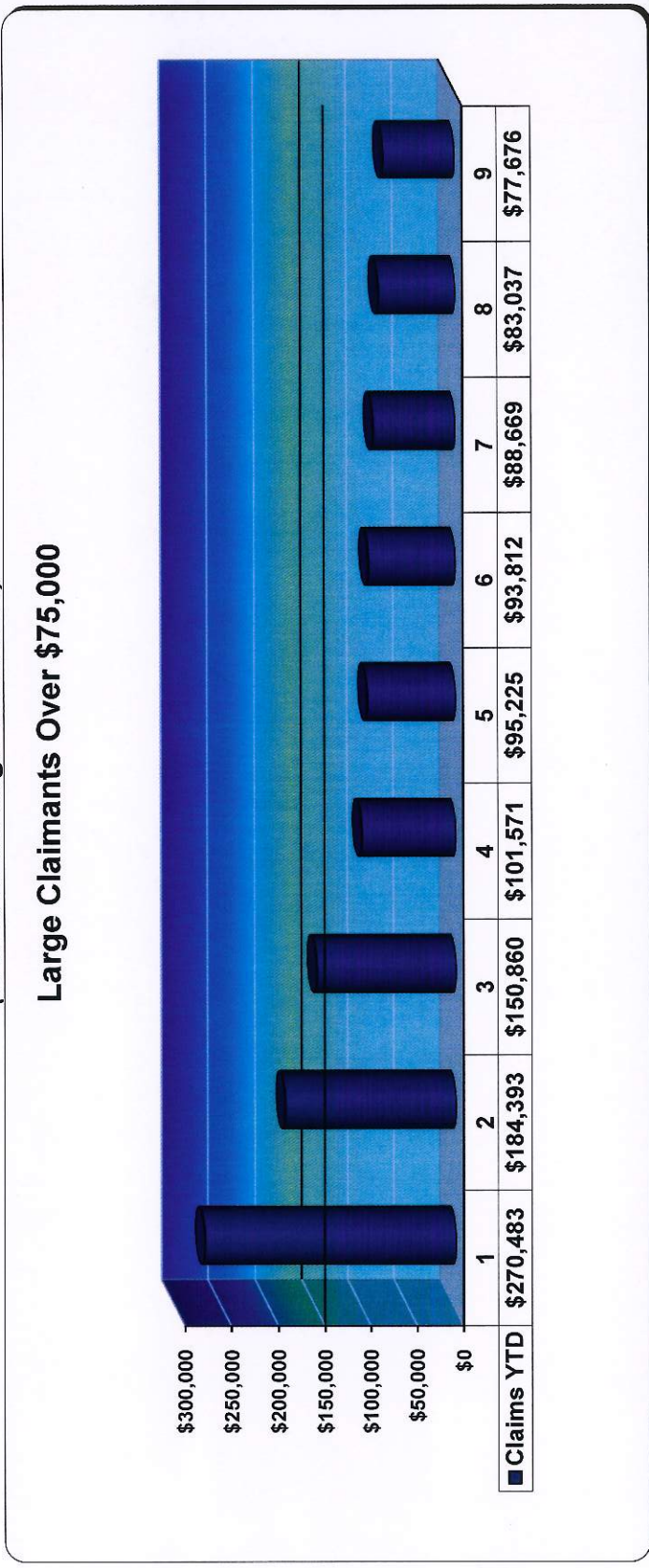


Name: Valley Schools Employee Benefits Trust
 Plan: HSA2600
 Funding: Self Funded

Date	Active				Total	Cobra				Total	Medical Plan Totals
	EE	SP	CH	FAM		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	14	45	13	391	1	0	0	0	1	392
2016-01	315	15	43	13	386	1	0	0	0	1	387
2016-02	314	15	45	11	385	1	0	0	0	1	386
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 Claimant
Large Claims by Plan
(7/1/2015 through 6/30/2016)**



Claimant	Choice Plus #104	SL Level	SL Level Remaining	Expected Refunds	Claimant	HSA2600	SL Level	SL Level Remaining	Expected Refunds
1	\$270,483	\$150,000	\$0	\$120,483	4	\$101,571	\$150,000	\$48,429	\$0
2	\$184,393	\$150,000	\$0	\$34,393					
3	\$150,860	\$150,000	\$0	\$860					
5	\$95,225	\$150,000	\$54,775	\$0					
6	\$93,812	\$150,000	\$56,188	\$0					
7	\$88,669	\$150,000	\$61,331	\$0					
8	\$83,037	\$150,000	\$66,963	\$0					
9	\$77,676	\$150,000	\$72,324	\$0					
Total	\$1,044,154			\$155,736	Total	\$101,571			\$0



VALLEY SCHOOLS

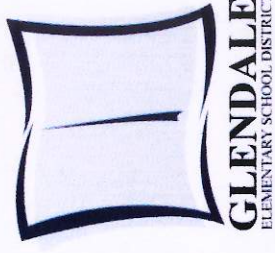
*Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2015 through 6/30/2016)*



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
2016-01	Choice Plus #104	Subscriber	\$24,681.92
2016-02	Choice Plus #104	Subscriber	\$5,075.89
		Total for Claimant	\$270,482.73
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
2016-01	Choice Plus #104	Subscriber	\$15,052.03
2016-02	Choice Plus #104	Subscriber	\$8,115.77
		Total for Claimant	\$184,392.60



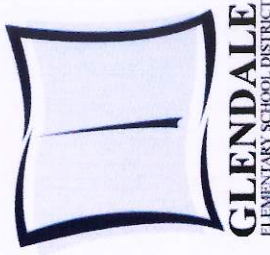
Glendale Elementary School District
 Paid Claims Greater Than \$75,000 by Claimant
 Monthly Financial Reporting
 (7/1/2015 through 6/30/2016)



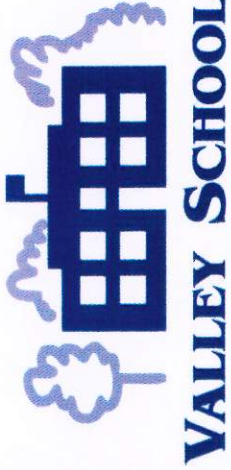
Name: Valley Schools Employee Benefits Trust District: Glendale Elementary School District Funding: Self-Funded			
Date	Plan Name	Claimant Relationship	Paid Amount
2015-07	Choice Plus #104	Subscriber	\$1,067.38
2015-08	Choice Plus #104	Subscriber	\$5,672.22
2015-09	Choice Plus #104	Subscriber	\$18,278.16
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
2016-01	Choice Plus #104	Subscriber	\$33,889.12
2016-02	Choice Plus #104	Subscriber	\$11,755.76
		Total for Claimant	\$150,860.16
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
2016-01	HSA2600	Subscriber	\$10,722.33
2016-02	HSA2600	Subscriber	\$7,838.81
		Total for Claimant	\$101,570.77



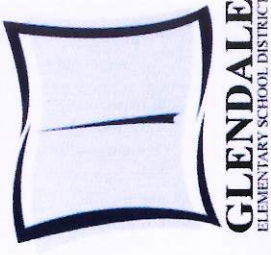
Glendale Elementary School District
Paid Claims Greater Than \$75,000 by Claimant
Monthly Financial Reporting
(7/1/2015 through 6/30/2016)



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	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
2016-01	Choice Plus #104	Spouse	\$9,554.57
2016-02	Choice Plus #104	Spouse	\$9,363.56
		Total for Claimant	\$95,224.69
2015-09	Choice Plus #104	Subscriber	\$187.00
2015-10	Choice Plus #104	Subscriber	\$296.29
2015-11	Choice Plus #104	Subscriber	\$46.91
2015-12	Choice Plus #104	Subscriber	\$4,111.00
2016-01	Choice Plus #104	Subscriber	\$82,839.74
2016-02	Choice Plus #104	Subscriber	\$6,331.29
		Total for Claimant	\$93,812.23
2015-07	Choice Plus #104	Subscriber	\$81.22
2015-08	Choice Plus #104	Subscriber	\$117.93
2015-09	Choice Plus #104	Subscriber	\$117.93
2015-10	Choice Plus #104	Subscriber	\$81.22
2015-11	Choice Plus #104	Subscriber	\$4,503.09
2015-12	Choice Plus #104	Subscriber	\$19,206.99
2016-01	Choice Plus #104	Subscriber	\$37,049.12
2016-02	Choice Plus #104	Subscriber	\$27,511.12
		Total for Claimant	\$88,668.62



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	Spouse	\$331.25
2015-08	Choice Plus #104	Spouse	\$704.83
2015-09	Choice Plus #104	Spouse	\$1,122.47
2015-10	Choice Plus #104	Spouse	\$486.82
2015-11	Choice Plus #104	Spouse	\$4,538.71
2015-12	Choice Plus #104	Spouse	\$7,031.06
2016-01	Choice Plus #104	Spouse	\$2,186.42
2016-02	Choice Plus #104	Spouse	\$66,635.43
		Total for Claimant	\$83,036.99
2015-07	Choice Plus #104	Subscriber	\$1,369.48
2015-07	Choice Plus #104	Subscriber	\$0.78
2015-08	Choice Plus #104	Subscriber	\$416.30
2015-09	Choice Plus #104	Subscriber	\$46.40
2015-10	Choice Plus #104	Subscriber	\$67.40
2015-11	Choice Plus #104	Subscriber	\$59.48
2015-12	Choice Plus #104	Subscriber	\$2,156.06
2016-01	Choice Plus #104	Subscriber	\$40,719.91
2016-02	Choice Plus #104	Subscriber	\$32,839.80
		Total for Claimant	\$77,675.61
TOTAL		Total	\$1,145,724.40

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.b TOPIC: Claims Experience Review - Dental

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

In February we incurred \$43,218 in dental claims or a monthly loss ratio of 102%.

We have incurred \$350,744 year-to-date in claims (or a monthly average of \$43,843). Based on the trend we anticipate incurring approximately \$526,116 in dental claims or a loss ratio of 106% 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	1,083	\$ 32,088	\$ 3,379	\$ 35,467	\$ 42,534	\$ 7,067	83%	\$ 33
2016-02	1,079	\$ 39,852	\$ 3,366	\$ 43,218	\$ 42,394	\$ (824)	102%	\$ 40
2016-03	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-04	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-05	-	\$ -	\$ -	\$ -	\$ -	\$ -		
2016-06	-	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	8,373	\$ 324,538	\$ 26,206	\$ 350,744	\$ 330,370	\$ (20,374)	106%	\$ 42
Mo. Avg.	1,047	\$ 40,567	\$ 3,276	\$ 43,843	\$ 41,296	\$ (2,547)		\$ 42



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 PEPM
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	946	\$ 24,246	\$ 2,952	\$ 27,198	\$ 33,043	\$ 5,845	82%	\$ 29
2016-02	944	\$ 29,029	\$ 2,945	\$ 31,974	\$ 32,988	\$ 1,014	97%	\$ 34
2016-03				\$ -	\$ -	\$ -		
2016-04				\$ -	\$ -	\$ -		
2016-05				\$ -	\$ -	\$ -		
2016-06				\$ -	\$ -	\$ -		
Total	7,315	\$ 247,838	\$ 22,889	\$ 270,727	\$ 256,278	\$ (14,449)	106%	\$ 37
Mo. Avg.	914	\$ 30,980	\$ 2,861	\$ 33,841	\$ 32,035	\$ (1,806)		\$ 37

Monthly Contribution Rates

Premiums	
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 PEPIM
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	137	\$ 7,842	\$ 427	\$ 8,269	\$ 9,491	\$ 1,222	87%	\$ 60
2016-02	135	\$ 10,823	\$ 421	\$ 11,244	\$ 9,406	\$ (1,838)	120%	\$ 83
2016-03				\$ -	\$ -	\$ -		
2016-04				\$ -	\$ -	\$ -		
2016-05				\$ -	\$ -	\$ -		
2016-06				\$ -	\$ -	\$ -		
Total	1,058	\$ 76,700	\$ 3,317	\$ 80,017	\$ 74,092	\$ (5,925)	108%	\$ 76
Mo. Avg.	132	\$ 9,588	\$ 415	\$ 10,002	\$ 9,262	\$ (741)		\$ 76

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: 6.c TOPIC: Financial Review

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 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 February 29, 2016 is \$7,251,960.68.

**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

February 29, 2016

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 eight months ended February 29, 2016, 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.

March 15, 2016

**Valley Schools Employee Benefits Trust
Statement of Revenues, Expenses and
Changes in Net Position by District--Cash Basis
For the Eight Months Ended February 29, 2016**

	Glendale Elementary
Operating revenues	
Contributions	\$ 5,972,961.00
Total operating revenues	<u>5,972,961.00</u>
Operating expenses	
Paid claims	4,076,614.87
Fixed expense	585,020.16
H.S.A. contributions	388,778.88
Health insurance premiums	34,769.76
Short term disability premiums	66,247.31
Dental premiums	358,435.64
Vision plan premiums	46,212.96
Flexible spending premiums	100,000.00
Life insurance premiums	119,295.05
Prepaid legal premiums	0.00
Insurance premium refunds	0.00
Wellness	2,461.78
Trust administration & mgmt.	0.00
ACA Fees	65,398.50
Computer Software	0.00
Total operating expenses	<u>5,843,234.91</u>
Operating income/(loss)	<u>129,726.09</u>
Non-operating revenue	
Interest income	49,915.52
Change in market value	30,747.09
Return of net assets	0.00
Total non-operating revenue	<u>80,662.61</u>
Change in net position	<u>210,388.70</u>
Beginning net position reserved for claims and expenses	<u>7,041,571.98</u>
Ending net position reserved for claims and expenses	<u>\$ 7,251,960.68</u>

See Accountants' Compilation Report

Created on: 03/15/2016

5GLENDALE 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.d TOPIC: Wellness Program

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

DATE ASSIGNED FOR CONSIDERATION: February 25, 2015

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: 6.e TOPIC: Insurance Benefit Update

SUBMITTED BY: Mr. Mike Barragan, Executive Director for Financial & Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

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

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.a TOPIC: Vision Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Vision benefits through United Healthcare as presented for 2016-2017.

There is no rate increase for vision benefits which is provided through United Healthcare Benefits. In fiscal year 2015, \$72,464.22 was spent on vision insurance. Since July 2015 through January 2016, we have incurred \$40,272.02 on vision insurance. Staff projects vision insurance to cost approximately \$69,037.75 by June 30, 2016.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 4.14	\$ 4.14
Emp. + One	\$ 7.40	\$ 7.40
Emp. + Children	\$ 7.74	\$ 7.74
Family	\$ 9.72	\$ 9.72



VALLEY SCHOOLS WORKERS'
COMPENSATION POOL

VALLEY SCHOOLS
INSURANCE TRUST

VALLEY SCHOOLS
EMPLOYEE BENEFITS TRUST

March 10, 2016

Glendale Elementary School District
Mike Barragan, Executive Director of Finance and Auxiliary Services
7301 North 58th Avenue
Glendale, AZ 85301

Re: Glendale Elementary School District 2016-2017 Renewals

Dear Mr. Barragan,

Valley Schools is pleased to provide Glendale Elementary School District renewals for medical, dental and vision benefits for the 2016-17 year.

Medical

The Traditional PPO plan reflects an increase to the emergency room copay from \$250 to \$350. The middle tier on the HDHP Base plan has been eliminated due to ACA mandates and no increase to the out-of-pocket maximum. Premiums on both plans are held at current rates at the direction of Glendale Elementary.

Your renewal provides for specific stop loss coverage of \$150,000 with a fixed expense is \$61.92 PEPM. Fixed expense includes all costs, except medical claims, RX claims and Affordable Care Act fees (PCORI & Reinsurance), including ASO, specific stop loss, administrative services, COBRA services, etc.

Beginning July 1, 2016 Glendale Elementary's medical plan will include Virtual Visits which is UHC's telemedicine program. The fee for a Virtual Visit will be paid by either the plan or the employee, depending on which plan they are in. Those on the PPO plan will have a \$0 copay. Those on the HDHP Base plan will pay the fee as required under IRS regulations. The current fees are either \$39 or \$40 depending on which telemedicine provider is selected. More information will be forthcoming on this new feature to inform your employees during open enrollment.

Medical

<u>Traditional PPO</u>	<u>Current</u>	<u>Renewal</u>
Employee	\$ 498.70	\$ 498.70
Emp. & Spouse	\$ 1,042.85	\$ 1,042.85
Emp. & Child	\$ 948.05	\$ 948.05
Family	\$ 1,374.67	\$ 1,374.67

<u>HDHP Base</u>	<u>Current</u>	<u>Renewal</u>
Employee	\$ 438.70	\$ 438.70
Emp. & Spouse	\$ 855.14	\$ 855.14
Emp. & Child	\$ 777.40	\$ 777.40
Family	\$ 1,127.23	\$ 1,127.23

Dental

VSEBT

Glendale will change to VSEBT PPO Level 1 and Level 3 plans beginning July 1, 2016. A copy of the plan designs are included with this letter.

	<u>Current Rates</u>	<u>Level 1 Plan Rates</u>
Employee	\$ 26.18	\$ 26.11
Emp. & Spouse	\$ 53.64	\$ 52.22
Emp. & Child	\$ 61.50	\$ 54.83
Family	\$ 91.60	\$ 78.32

Level 3

	<u>Current Rates</u>	<u>Level 3 Plan Rates</u>
Employee	\$ 42.56	\$ 45.01
Emp. & Spouse	\$ 76.62	\$ 90.03
Emp. & Child	\$ 99.28	\$ 94.53
Family	\$ 141.06	\$ 135.04

Total Dental Administrators (TDA)

There is a slight rate increase for 2016-2017.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 9.81	\$ 10.10
Emp. & Spouse	\$ 19.40	\$ 19.98
Emp. & Child	\$ 21.74	\$ 22.39
Family	\$ 23.86	\$ 24.58

Vision (UHC)

There is no rate increase for 2016-17.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 4.14	\$ 4.14
Emp. + One	\$ 7.40	\$ 7.40
Emp. + Children	\$ 7.74	\$ 7.74
Family	\$ 9.72	\$ 9.72

Flex Spending Account (FSA)

There is no rate increase for the FSA services (PPPM) with Basic for 2016-17.

	<u>Current</u>	<u>Renewal</u>
	\$ 3.69	\$3.69

Life Insurance (Voya Financial)

There is a slight rate decrease for basic life coverage for 2016-17. No increase to the AD&D rate.

Current/Basic

0.056

Renewal/Basic

0.054

Current/AD&D

0.015

Renewal/AD&D

0.015

Short Term Disability

Employee Paid - Assurant

There is no rate increase for short term disability coverage for 2016-17 plan year. A copy of the rates are attached.

Employer Paid - UNUM

There is no rate increase for the 2016-17 plan year.

Current

.14/\$100

Renewal

.14/\$100

Please note that your medical tracker will accompany this renewal letter. Please sign the medical tracker in the lower right hand corner as indicated on the tracker. Initial and date this renewal letter below sending both documents to us upon your receipt. It is imperative that we submit your medical renewal tracker to United Healthcare immediately as they require a 30 day window to generate your Summary Benefits and Coverage document (SBC) for each medical plan you offer. These SBC's must be available to your employees at time of open enrollment.

Please let me know if you have any questions.

Sincerely,



Darlene Kracht

VSEBT Account Manager

VSEBT Member Approval

Name of District Representative

Initial

Date

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.b TOPIC: Short-Term Disability Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Short-Term Disability benefits through Assurant as presented for 2016-2017.

There is not rate increase for (employee-paid) short term disability. In fiscal year 2015, \$97,413.38 was spent on short term disability. Since July 2015 through January 2016, we have incurred \$57,869.63 on short term disability. Staff projects short term disability to cost approximately \$99,205.08 by June 30, 2016.

See renewal document under section 7.a



Products Underwritten by Union Security Insurance Company

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40 OF

7 Days Injury/7 Days Sickness
Short-Term Disability

Schedule of Benefits and Rates:

You may participate in the policy under any one of the benefit levels outlined below, provided the monthly disability benefit level does not exceed 66 2/3% of your regular monthly earnings at the time you apply. If at any time the maximum monthly benefit level you have chosen exceeds 66 2/3% of your monthly earnings, we reserve the right to lower your monthly benefit to the highest benefit level for which you are eligible.

Maximum Period of Payment: 3 Months for Injury and Sickness

Rates for benefits beginning on the 8th day injury/8th day sickness

Minimum Gross Annual Salary	Maximum Monthly Benefit	Monthly Premium
\$6,480	\$360	\$5.47
\$9,180	\$510	\$7.75
\$13,500	\$750	\$11.40
\$18,000	\$1,000	\$15.20
\$21,600	\$1,200	\$18.24
\$27,000	\$1,500	\$22.80
\$30,600	\$1,700	\$25.84
\$36,000	\$2,000	\$30.40
\$40,500	\$2,250	\$34.20
\$45,000	\$2,500	\$38.00
\$49,500	\$2,750	\$41.80
\$54,000	\$3,000	\$45.60
\$55,800	\$3,100	\$47.12
\$57,600	\$3,200	\$48.64
\$59,400	\$3,300	\$50.16
\$61,200	\$3,400	\$51.68
\$63,000	\$3,500	\$53.20
\$64,800	\$3,600	\$54.72
\$66,600	\$3,700	\$56.24
\$68,400	\$3,800	\$57.76
\$70,200	\$3,900	\$59.28
\$72,000	\$4,000	\$60.80
\$73,800	\$4,100	\$62.32
\$75,600	\$4,200	\$63.84
\$77,400	\$4,300	\$65.36
\$79,200	\$4,400	\$66.88
\$81,000	\$4,500	\$68.40
\$82,800	\$4,600	\$69.92
\$84,600	\$4,700	\$71.44
\$86,400	\$4,800	\$72.96
\$88,200	\$4,900	\$74.48
\$90,000	\$5,000	\$76.00

Minimum Gross Annual Salary	Maximum Monthly Benefit	Monthly Premium
\$91,800	\$5,100	\$77.52
\$93,600	\$5,200	\$79.04
\$95,400	\$5,300	\$80.56
\$97,200	\$5,400	\$82.08
\$99,000	\$5,500	\$83.60
\$100,800	\$5,600	\$85.12
\$102,600	\$5,700	\$86.64
\$104,400	\$5,800	\$88.16
\$106,200	\$5,900	\$89.68
\$108,000	\$6,000	\$91.20
\$109,800	\$6,100	\$92.72
\$111,600	\$6,200	\$94.24
\$113,400	\$6,300	\$95.76
\$115,200	\$6,400	\$97.28
\$117,000	\$6,500	\$98.80
\$118,800	\$6,600	\$100.32
\$120,600	\$6,700	\$101.84
\$122,400	\$6,800	\$103.36
\$124,200	\$6,900	\$104.88
\$126,000	\$7,000	\$106.40
\$127,800	\$7,100	\$107.92
\$129,600	\$7,200	\$109.44
\$131,400	\$7,300	\$110.96
\$133,200	\$7,400	\$112.48
\$135,000	\$7,500	\$114.00

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.c TOPIC: Mid-Term Disability Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Mid-Term Disability benefits through Assurant as presented for 2016-2017.

There is no rate increase for (employee-paid) mid-term disability. In fiscal year 2015, \$31,999 was spent on mid-term disability. Since July 2015 through January 2016, we have incurred \$34,769.76 on mid-term disability. Staff projects mid-term disability to cost approximately \$59,605.30 by June 30, 2016.

See renewal document under section 7.a

Renewing your Unum benefits

**Valley Schools EBT
– Glendale
Elementary School
District**

**Policy Numbers:
140775**

Thank you for continuing to choose Unum as your benefits partner since 2009! We appreciate the opportunity to strengthen this relationship and provide valuable benefits for your company.

Initial Review:

LINE OF COVERAGE	CURRENT RATE	CURRENT MONTHLY PREMIUM	RENEWAL RATE	RENEWAL MONTHLY PREMIUM	MONTHLY PREMIUM CHANGE	RATE GUARANTEED UNTIL
Short term disability	.14	\$5,437*	.16	\$6,214*	\$777	7/01/2017

*premiums based off of 2/1/2016 invoice

After receiving an updated census, we are able to offer a no change renewal with a 1 year rate guarantee due to an increase in favorable demographics. As a second option, Unum would like to offer Valley Schools EBT - Glendale ESD a 2 year rate guarantee for a \$.01 increase to the current rate. Please see renewal option details below.

Renewal Options:

Renewal Option 1: No change to current Rate, 1 year rate guarantee

LINE OF COVERAGE	CURRENT RATE	CURRENT MONTHLY PREMIUM	RENEWAL RATE	RENEWAL MONTHLY PREMIUM	MONTHLY PREMIUM CHANGE	RATE GUARANTEED UNTIL
Short term disability	.14	\$5,437	.14	No Change	No Change	7/01/2017

Renewal option 2: Increase rate \$.01, 2 year rate guarantee

LINE OF COVERAGE	CURRENT RATE	CURRENT MONTHLY PREMIUM	RENEWAL RATE	RENEWAL MONTHLY PREMIUM	MONTHLY PREMIUM CHANGE	RATE GUARANTEED UNTIL
Short term disability	.14	\$5,437*	.15	\$5,825*	\$388	7/01/2018

*premiums based off of 2/1/2016 invoice

If you have questions regarding this renewal please contact me directly at 602-651-2940 or dnewnam@unum.com.

Sincerely,
Dana Newnam
Client Manager

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.d TOPIC: Life Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Life Insurance benefits through Voya Financial as presented for 2016-2017.

There is no rate increase for life insurance. In fiscal year 2015, \$123,496.14 was spent on life insurance. Since July 2015 through January 2016, we have incurred \$105,388.14 on life insurance. Staff projects life insurance to cost approximately \$180,665.38 by June 30, 2016.

Current/Basic
\$0.056

Renewal/Basic
\$0.054

Current/AD&D
\$0.015

Renewal/AD&D
\$0.015

See renewal document under section 7.a

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.e TOPIC: Total Dental Administrators (TDA) Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Total Dental Administrators (TDA) Insurance benefits through Total Dental Administrators (TDA) Insurance as presented for 2016-2017.

Based on the renewal information, our analysis projects an increase of \$328.44 increase for GESD in FY17. Below you will find the cost analysis.

	<u>Current</u>	<u>Renewal</u>
Employee	\$ 9.81	\$ 10.10
Emp. & Spouse	\$ 19.40	\$ 19.98
Emp. & Child	\$ 21.74	\$ 22.39
Family	\$ 23.86	\$ 24.58

FY16 TDA Option							
Tier	Total Annual Cost	District Contribution	Employee Cost	# of Employees Participating	FY16 District's Annual Cost	FY16 Employee's Annual Cost	FY16 Total Annual Cost
Employee	\$ 117.72	\$ 117.72	\$ -	41	\$ 4,826.52	\$ -	\$ 4,826.52
Employee + Spouse	\$ 232.80	\$ 232.80	\$ -	11	\$ 2,560.80	\$ -	\$ 2,560.80
Employee + Child(ren)	\$ 260.88	\$ 260.88	\$ -	14	\$ 3,652.32	\$ -	\$ 3,652.32
Family	\$ 286.32	\$ 286.32	\$ -	23	\$ 6,585.36	\$ -	\$ 6,585.36
Total				89	\$ 17,625.00	\$ -	\$ 17,625.00

FY17 TDA Option							
Tier	Total Annual Cost	District Contribution	Employee Cost	# of Employees Participating	FY17 District's Annual Cost	FY17 Employee's Annual Cost	FY17 Total Annual Cost
Employee	\$ 121.20	\$ 121.20	\$ -	41	\$ 4,969.20	\$ -	\$ 4,969.20
Employee + Spouse	\$ 239.76	\$ 239.76	\$ -	11	\$ 2,637.36	\$ -	\$ 2,637.36
Employee + Child(ren)	\$ 268.68	\$ 268.68	\$ -	14	\$ 3,761.52	\$ -	\$ 3,761.52
Family	\$ 286.32	\$ 286.32	\$ -	23	\$ 6,585.36	\$ -	\$ 6,585.36
Total				89	\$ 17,953.44	\$ -	\$ 17,953.44

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.f TOPIC: Workers' Compensation Insurance

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

It is recommended that the Trust Board renew the contract with Willis of Arizona, Inc. for Fiscal Year 2016-2017 as presented.

Willis of Arizona has provided the District with exceptional service in securing numerous and competitive quotes for Excess Workers' Compensation Insurance, as well as for our Guaranty Bond. They are both required by the Industrial Commission of Arizona for the District's Self-Insurance Program. The cost for fiscal year (FY) 2017 is \$9,950 which reflects no increase from FY16.

Glendale Elementary School District #40
7301 North 58th Avenue
Glendale, AZ 85301

Willis of Arizona, Inc.
16220 N. Scottsdale Road, Suite #600
Scottsdale, AZ 85254

SERVICE AGREEMENT

This document records our mutual understanding regarding our professional relationship and the services we will provide to you.

Glendale Elementary School District #40 and Willis of Arizona, Inc. (“Willis Towers Watson”) agree that the Term of the service and compensation arrangement set forth below will begin on July 1, 2016 and end on July 1, 2017.

1.0. Services and Responsibilities

1.1 Subject to all other terms and conditions of this Agreement, Willis Towers Watson shall provide the following services for the lines of coverage identified in Schedule A and any other services outlined in Schedule B.

1.2 We are committed to acting in your best interests in providing services to you.

1.3 Willis Towers Watson will work with your staff to update insurance underwriting data about the coverages on Schedule A.

1.4 The services we provide to you rely in significant part on the facts, information, and direction provided by you or your authorized representatives. Accordingly, you must provide us with complete and accurate information regarding your loss experience, risk exposures, changes in the analysis or scope of your risk exposures, and any other information reasonably required or requested by us or insurers. It is important to advise us of any changes in your business operations that may affect our services or your insurance coverages. Therefore, all information which is material to your coverage requirements or which might influence insurers in deciding to accept your business, finalizing the terms to apply and/or the cost of coverage or pay a claim, must be disclosed. Failure to fully disclose such information might allow insurers to avoid liability for a particular claim or to void the policy. This duty of disclosure applies equally at renewal of your existing coverage and upon placement of new lines of coverage. Willis Towers Watson is not responsible for any consequences arising from any delayed, inaccurate or incomplete information.

1.5 At the time of binding, we review the financial soundness of the insurers we recommend to provide your coverages based on publicly available information, including that produced by well-recognized rating agencies. Upon request, we will provide you with our analysis of such insurers. We do not guarantee or warrant the solvency of any insurer or any intermediary that we may use to place your coverage.

1.6 You will make all final decisions relating to your insurance coverages, risk management, and loss control needs. We will procure the insurance coverage chosen by you, including the limits you choose. We will review all binders, policies and endorsements to confirm their accuracy and conformity to negotiated specifications and your instructions. We will advise you of any errors in, or recommended changes to, such documents. You agree to also review all such documents and promptly advise us of any questions you have or of any document or provision which you believe may not be in accordance with your instructions. Your coverage is defined by the terms and conditions detailed in your insurance policies and endorsements.

1.7 We will inform you of the reporting requirements for claims, including where claims should be reported and the method of reporting to be used. Please carefully review any claims-reporting instructions or information we provide. Failure to timely and properly report a claim may jeopardize coverage for the claim. In addition, please retain copies of all insurance policies and coverage documents as well as claims-reporting instructions after termination of the policies in case you need to report claims after termination of a policy.

1.8 We will meet, as requested by you, with your representatives to discuss coverage and policies. We will promptly respond to your requests for coverage information, analysis of changing market conditions, and assistance in reporting subsequent changes in information to insurance companies and service providers.

1.9 In our capacity as insurance brokers, we do not provide legal or tax advice. We encourage you to see any such advice you want or need from competent legal counsel or tax professionals.

1.10 This Section intentionally left blank.

2.0. Confidentiality

2.1 We treat information you provide us in the course of our professional relationship as confidential and use it only in performing services for you. We may share this information with third parties to provide the services to you. We may also disclose this information to the extent required to comply with applicable laws or regulations or the order of any court or tribunal. By providing us with data, you represent that you are fully authorized to possess that data and to provide it to us, and further that we are fully authorized to obtain, maintain, process and transfer such data in a commercially reasonable manner. We have implemented and maintain commercially reasonable and appropriate security measures to protect sensitive information from unauthorized use or disclosure. Records you provide us will remain your property and will be returned to you upon request. However, we will retain copies of such records to the extent required in the ordinary course of our business or by law. You will treat any information we provide to you, including data, recommendations, proposals, or reports, as confidential, and you will not disclose it to any third parties. You may disclose this information to the extent required to comply with applicable laws or regulations or the order of any court or tribunal. We retain the sole rights to all of our proprietary computer programs, systems, methods and procedures and to all files developed by us.

2.2 This Section intentionally left blank.

3.0 Compensation and Disclosure

3.1 You agree that our compensation for the services provided under this Agreement shall be a fee of \$9,950. The Fee is in addition to the premium paid for the insurance policies set forth in Appendix A (the “Coverages”) purchased by you through us as your insurance broker and is payable in annual installments commencing the 1st day of July, 2016.

If any insurer requires us to receive commissions in regard to any of the Coverages which are inconsistent with the provisions above, we will promptly notify you of such commissions and seek your written consent to receive them.

Our compensation for the services we provide to you will also include commissions paid to us by certain insurers of surety or other bonds from the premiums you pay. Commissions are earned by us for the entire policy period at the time we place policies for you. We will disclose to you the rate or amount of the commissions we will earn before you purchase the coverage.

3.2 Our compensation for the services does not include federal, state and local sales, use, excise, receipts, gross income and other similar taxes or governmental charges which may be imposed. You are responsible for paying any such taxes or charges (except for taxes imposed on the net income of Willis Towers Watson) now imposed or becoming effective during the Term. In addition to the premium and our compensation, Willis Towers Watson may invoice you for any federal, state and local sales, use, excise or other similar taxes, unless you provide us with a valid tax exemption acceptable to us.

3.3 Our compensation may be revised if you request a change in the coverages and/or services during the term of this Agreement and we enter into a written agreement documenting any change in coverages, services and compensation.

3.4 If a Willis Towers Watson affiliate located outside of North America serves as an intermediary in the placement of your coverages, it will also earn and retain compensation for providing those services, which compensation is not included in the fee.

3.5 Where permitted by applicable law, Willis Towers Watson may assess a policy service fee. The fee is on a per-policy basis and is calculated on the premium amount, per the schedule below:

Premium Amount	Policy Service Fee
<= \$5,000	\$10
\$5,001 - \$10,000	\$50
\$10,001 - \$25,000	\$100
\$>= \$25,001	\$250

WillisTowersWatson

The policy service fee is compensation to Willis Towers Watson for such value-added services and resources including dedicated industry practices, technical resources, placement support and our strategic outcomes practices. The fee is not required by any insurer or regulator, nor is it included in the premium charged. It will be listed separately on your invoice. It is not necessary to procure a policy to obtain many of these and other services on a consultancy basis for a separate fee.

3.6 Willis Towers Watson is an insurance producer licensed to do business worldwide, including in all 50 states and the District of Columbia. Insurance producers are authorized by their license to work with insurance purchasers and discuss the benefits and terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of an insurance producer in any particular transaction involves one or more of these activities.

3.7 The compensation that will be paid to Willis Towers Watson will vary based on the insurance contract it sells. Depending on the insurer and insurance contract you select, compensation may be paid by the insurer selling the insurance contract or by another third party. Such compensation may be contingent and may vary depending on a number of factors, including the insurance contract and insurer you select. In some cases, other factors such as the volume of business Willis Towers Watson provides to the insurer or the profitability of insurance contracts Willis Towers Watson provides to the insurer also may affect compensation. Willis Towers Watson may accept this compensation in locations where it is legally permissible, and meets standards and controls to address conflicts of interest. Because insurers account for contingent payments when developing general pricing, the price you pay for your policies is not affected whether Willis Towers Watson accepts contingent payments or not. If you prefer that we not accept contingent compensation related to your policy, we will request that your insurer(s) exclude your business from their contingent payment calculations.

3.8 Upon request, Willis Towers Watson will provide you with additional information about the compensation Willis Towers Watson expects to receive based in whole or in part on your purchase of insurance, and (if applicable) the compensation expected to be received based in whole or in part on any alternative quotes presented to you.

3.9 To the extent Willis Towers Watson is compensated by commissions paid to us by insurers, they will be earned for the entire policy period at the time we place policies for you. We will be paid the commission percentage stated for the placement of your insurance as indicated, and will receive the same commission percentage for all subsequent renewals of this policy unless we negotiate a different commission percentage with you.

3.10 WillPLACE, a proprietary online tool, provides Willis Towers Watson brokers with access to global placement information so that we can seek to develop solutions for you with appropriate markets at competitive prices and terms. Some insurers pay Willis Towers Watson a fee for annual reporting on their book of business. Some of these insurers also pay Willis Towers Watson an additional fee for more detailed reporting on placements matched through the WillPLACE system. Any insurer payments related to the WillPLACE system will not increase the cost of your insurance.

3.11 Willis Towers Watson may place your insurance with members of a panel of insurers. Willis Towers Watson develops panels of insurers in certain market segments. Participating insurers are reviewed on a variety of factors. Commission rates on panel placements may be higher than rates paid on business placed outside of the panel process. Willis Towers Watson discloses its commission rates to clients on quotes obtained through the panel process prior to binding the coverage. In some instances, insurers pay an administration fee to participate in the panel process or for additional reporting.

3.12 This Paragraph left intentionally blank.

3.13 In some cases the use of a wholesale broker may be beneficial to you. We will not directly or indirectly place or renew your insurance business through a wholesale broker unless we first disclose to you in writing any compensation we or our corporate parents, subsidiaries or affiliates will receive as a result.

3.14 If wholesalers, underwriting managers or managing general agents have a role in providing insurance products and services to you, they will also earn and retain compensation for their role in providing those products and services. If any such parties are corporate parents, subsidiaries or affiliates of ours, any compensation we or our corporate parents, subsidiaries or affiliates will receive will be included in the total compensation we disclose to you. If such parties are not affiliated with us, and if you desire more information regarding the compensation those parties will receive, please contact us and we will assist you in obtaining this information.

3.15 In the ordinary course of business we may also receive and retain interest on premiums you pay from the date we receive the funds until we pay them to the insurers or their intermediaries, or until we return them to you after we receive such funds.

3.16 Commission schedules and other compensation arrangements related to our services on your behalf may change over time and may not always be congruent with your specific policy period. Willis Towers Watson will provide you with accurate information to the best of our knowledge when information is presented to you, but it is possible that compensation arrangements may change over time. We will update you on any changes to our compensation prior to your renewal, and will do so at any time upon your request.

3.17 As an insurance intermediary, we normally act for you. However, we or our corporate parents, subsidiaries or affiliates may provide services to insurers for some insurance products. These services may include (a) acting as a managing general agent, program manager or in other similar capacities which give us binding authority enabling us to accept business on their behalf and immediately provide coverage for a risk; (b) arranging lineslips or similar facilities which enable an insurer to bind business for itself and other insurers; or (c) managing lineslips for insurers. Contracts with these insurers may grant us certain rights or create certain obligations regarding the marketing of insurance products provided by the insurers. We may place your insurance business under such a managing general agent's agreement, binding authority, lineslip or similar facility when we reasonably consider that these match your insurance requirements/instructions. When we intend to do

so, we shall inform you and disclose the compensation payable to Willis Towers Watson in connection with the placement of the insurance coverage.

3.18 Some of our corporate parents, subsidiaries or affiliates are reinsurance brokers that provide reinsurance brokerage services to their insurance carrier clients. Their clients compensate them for those reinsurance brokerage services. Some of their insurance carrier clients may happen to be insurance carriers with whom we place your insurance coverages. The services we provide you and the reinsurance services our reinsurance affiliates provide their clients are separate and any compensation they may earn for the services they provide their clients are separate from and in addition to the compensation we earn for the services we provide you under this Agreement.

3.19 Subsidiaries of Willis North America Inc are members of a major international group of companies. In addition to the commissions received by us from insurers for placement of your insurance coverages, other parties, such as excess and surplus lines brokers, wholesale brokers, reinsurance intermediaries, underwriting managers and similar parties (some of which may be owned in whole or in part by our corporate parents or affiliates), may earn and retain usual and customary commissions for their role in providing insurance products or services to you under their separate contracts with insurers or reinsurers.

3.20 The insurance market is complex, and there could be other relationships which are not described in this document which might create conflicts of interest. If a conflict arises for which there is no practicable way of complying with this commitment, we will promptly inform you and withdraw from the engagement, unless you wish us to continue to provide the services and provide your written consent. Please let us know in writing if you have concerns or we will assume that you understand and consent to our providing our services pursuant to these terms.

4.0 Premium and Handling of Funds

4.1 You will provide immediately available funds to pay premiums by the dates specified in the insurance policies, invoices, or other payment documents. Failure to pay premium on time may prevent coverage from incepting or result in cancellation of coverage by the insurer. We are not responsible for any consequences arising from any delay or failure by you to pay the amount due by the indicated date.

4.2 You may use a premium finance company, property appraiser, structured settlement firm or other similar service provider in connection with the insurance coverages we place for you. Willis Towers Watson currently works with industry-leading finance providers for this service. Where permitted by law, we receive a fee for the services we provide those companies.

4.3 We will handle any premiums you pay through us and any funds which we receive from insurers or intermediaries for payment or return to you in accordance with applicable state and federal insurance laws and regulations and state unclaimed property laws. We may transfer your funds directly to insurers or to third parties such as wholesale brokers, excess and surplus lines brokers, or managing general agents to carry out transactions for you.

4.4 The Foreign Account Tax Compliance Act (FATCA) is a U.S. law aimed at foreign financial institutions and other financial intermediaries (including insurance companies and intermediaries such as brokers) to prevent tax evasion by U.S. citizens and residents through offshore accounts. FATCA only applies if you are a U.S. company or individual or a non-U.S. company paying premium through a U.S. insurance broker to a non-U.S. insurer. In order to comply with FATCA, insurance companies and intermediaries must meet certain legal requirements. Insurance placed with an insurance company that is not FATCA compliant may result in a 30% withholding tax on your premium. Where FATCA is applicable to you, in order to avoid this withholding tax, Willis Towers Watson will only place your insurance with FATCA-compliant insurers and intermediaries for which no withholding is required unless you instruct us to do otherwise and provide your advance written authorization to do so. If you do instruct Willis Towers Watson to place your insurance with a non-FATCA compliant insurer or intermediary, you may have to pay an additional amount equivalent to 30% of the premium covering U.S.-sourced risks to cover the withholding tax. If you instruct us to place your insurance with a non-FATCA compliant insurer but you do not agree to pay the additional 30% withholding if required, we will not place your insurance with such insurer. Please consult your tax adviser for full details of FATCA.

5.0 Termination

5.1 Either party may terminate this agreement upon 60 days prior written notice.

If we terminate this agreement under Section 5.1 before the end of the Term, we will be deemed to have fully earned and be entitled to a pro rata portion of the Fee, calculated from the start of the Term through the date of termination.

If you terminate this agreement before the end of the Term, we will be deemed to have fully earned and be entitled to a portion of the fee as set forth in the following schedule:

During the first six months:	75%
After six months:	100%

5.2 Our obligation to render the services under this agreement ceases at the end of the Term or on the effective date of termination of our relationship, whichever is sooner. Nevertheless, we will take reasonable steps to assist in the orderly transition of matters to you or to a new insurance broker. Claims and premium or other adjustments may arise after our relationship ends, and we have no responsibility to handle these things after our relationship ends. Such items are normally handled by the insurance broker serving you at the time the claim or adjustment arises. However, we will consider providing such services after the termination of this agreement for mutually agreed additional compensation. Nevertheless, we will, process all remaining deposit premium installments on the policy(ies) in effect at the time of change.

6.0 Other Provisions

6.1 We do not tolerate unethical behavior either in our own activities or in those with whom we seek to do business. We will comply with all applicable laws, regulations, and rules.

6.2 In certain circumstances, the United States and other countries prohibit or restrict companies from conducting business in certain jurisdictions or with certain individuals or entities and can fine or otherwise penalize companies who conduct such business. The way these sanctions programs may affect a given insurance transaction depends on a number of complex factors including your ownership structure, control, location, and the nationality of your employees. We cannot advise you or insurers on the applicability of sanctions programs nor can we guarantee or otherwise warrant the position of any insurer under existing or future sanctions programs. You should seek legal advice on the potential applicability of sanctions as you deem appropriate. We will comply with all applicable sanctions programs and, where required by law, may take certain actions, including freezing funds held on behalf of parties and individuals covered by applicable sanctions.

6.3 Willis Towers Watson owns and retains all right, title, and interest in and to the following Willis Towers Watson Property: (i) all software, hardware, technology, documentation, and information provided by Willis Towers Watson in connection with the Claim and Risk Control Services; (ii) all ideas, know-how, methodology, models and techniques that may be developed, conceived, or invented by Willis Towers Watson during its performance under this Agreement; and (iii) all worldwide patent, copyright, trade secret, trademark and other intellectual property rights in and to the property described in clauses (i) and (ii) above. We expressly reserve all rights in the Willis Towers Watson Property.

6.4 We agree to communicate with each other from time to time by electronic mail, sometimes attaching further electronic data. By consenting to this method of communication you and we accept the inherent risks (including the security risks of interception of or unauthorized access to such communications, the risks of corruption of such communications and the risks of viruses or other harmful devices.) We each agree, however, to employ reasonable virus checking procedures on our computer systems, and to check all electronic communications received for viruses. You will also check that messages received are complete. In the event of a dispute neither of us will challenge the legal evidentiary standing of an electronic document, and the Willis Towers Watson system is deemed the definitive record of electronic communications and documentation.

6.5 Please note that our system blocks certain file extensions for security reasons, including, but not limited to, .rar, .text, .vbs, .mpeg, .mp3, .cmd, .cpl, .wav, .exe, .bat, .scr, .mpq, .avi, .com, .pif, .wma, .mpa, .mpg, .jpeg. Emails with such files attached will not get through to us, and no message will be sent to tell you they have been blocked. If you intend to send us emails with attachments, please verify with us in advance that our system will accept the proposed form of attachment.

6.6 The Section headings in this Agreement are for convenience only and are not intended to define or limit the scope of the contents of such paragraphs. This Agreement may be executed in its original version or in any copy, counterpart, or other duplicate.

Willis Towers Watson

6.7 This Agreement supersedes any and all prior agreements between us regarding the insurance coverages and the services provided. This Agreement may not be amended or modified except by a written agreement executed by the parties.

6.8 The provisions of this agreement are severable, and, in the event any provision or portion of any provision is construed by any court of competent jurisdiction to be invalid, the same shall not invalidate any other provision of this agreement or the remainder of the enforceable portion of the provision.

6.9 This Agreement is governed by and construed in accordance with the laws of the state of Arizona without regarding to such state's choice of law rules. Any dispute shall be resolved in the appropriate state or federal courts located in such state.

7.0 Questions

7.1 If you have questions, please inform your Willis Towers Watson representative or call the head of our office. You may also call 1-866-704-5115, the toll-free number which Willis Towers Watson has established for client feedback.

Glendale Elementary School District #40

Willis of Arizona, Inc.

By: _____

Title: _____

Date: _____

By: _____

Title: Managing Partner

Date: _____

Schedule A – Policies/Coverages

Excess Workers Compensation Coverage

Schedule B – Account Management Services

A. General Services

- Negotiate and place all coverages at your direction
- Provide ongoing coverage analysis and critique of policy language
- Provide market security updates as available
- Provide general market intelligence

B. Risk Services - Claim, Risk Control Service and Data Analytics

The following Description of Claim, Risk Control, and Data Analytic Services may be included in the compensation described in Section 3, above, or may be provided for an additional charge.

Claim Advocacy

We will act as you claim advocate for all claims reported or for those lines of coverage where we are the current broker of record. This will include

- Addressing issues concerning applicable coverage
- Advising client on claims process expectations of carrier, policy coverage
- Assisting client in determining if incident should be reported
- Reviewing and assisting with coverage issues/rebuttals
- Reviewing and assisting in with response to reservation of rights
- Helping expedite claim handling process
- Negotiating reserves/settlements/salvage credits
- Analyzing contractual indemnity issues

Claim Strategy reviews – Telephonic or onsite reviews to determine appropriateness of claim strategy and course of action retrospectively and prospectively including preparatory claim selection, organizing appropriate parties and all necessary follow up.

In the event you would like to engage Willis Towers Watson to provide any additional services please contact your Willis Towers Watson representative.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.g TOPIC: Claims Service Agreement

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

It is recommended that the Trust Board approve the renewal of the contract with Tristar Risk for fiscal year 2016-2017 as presented.

Tristar Risk Management has provided the District with exceptional service in investigating, adjusting, and settling Workers' Compensation claims in accordance with applicable insurance laws and district guidelines. This renewal is for the 2nd year of a five-year contract. The cost for fiscal year (FY) 2017 is \$25,750 which reflects no increase from FY16.



PROPOSAL COST FORM

Complete the Proposal Cost Form by completing all sections/questions.

Provide pricing in the spaces provided below.

Pricing Part 1					
Description	Year 1 2015/2016	Year 2 2016/2017	Year 3 2017/2018	Year 4 2018/2019	Year 5 2019/2020
Medical Only Claim:	\$155	\$155	\$159	\$163	\$167
Indemnity Claim:	\$1,050	\$1,050	\$1,076	\$1,103	\$1,131
Flat Rate (all claims):	\$263	\$263	\$270	\$276	\$283
PRICING OPTION 2					
Flat Annual Administration Fee	\$25,750	\$25,750	\$26,394	\$27,054	\$27,730
Pricing Part 2					
State your fees for the following additional services:	Fee				
Hospital Bill Review (adjusting medical fee bills to reflect PPO discount and CPT review). Note minimum fee if applicable.	8% of Savings				
PPO Bill Review (<i>% of savings after provider bills have been reduced to fee schedule.</i>)	30% of Saving				
Report Only File	\$0 if submitted by the District via on-line access \$75 if entered by TRISTAR				
Other (please list)	Loss Control: \$125.00, plus expenses, as requested/authorized				
Fee to assume responsibility of management of prior open claims	Not applicable				
Include any additional licensing fees for access to claims information	Includes two (2) on-line licenses				

Complete the following questions.

1. Definition on a medical only claim:	Each separate claim where an indemnity reserve is never established, but a medical reserve is established based on possible exposure.
2. Definition of an indemnity claim:	Each separate claim where a reserve is established in the indemnity category based on possible exposure, regardless of whether or not any indemnity payment is ultimately made. An indemnity claim is any claim that involves:



GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.h TOPIC: Excess Insurance for Workers' Compensation

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends obtaining supplemental insurance for workers' compensation with Safety National Casualty Company for fiscal year 2016-2017 as presented.

Mr. Rod Petricek, GESD Risk Manager, and Mr. Mike Barragan recommend the Trust establish with Safety National Casualty Company with a maximum amount of \$350K Self-Insured Retention (SIR), \$2M for the employers' liability, and the aggregate excess limit of \$2M.

Below you will find the cost from fiscal year 2016 to 2017.

	<i>2015-2016</i>	<i>2016-2017</i>	<i>\$ Change</i>	<i>% Change</i>
Annual Premium	\$69,417	\$73,061	\$ 3,644	+5%

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.i TOPIC: Authorization to Settle Claims Up to Deductible Limits

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

It is recommended that the Trust Board authorize the Assistant Superintendent for Financial & Auxiliary Services, or his designee, to approve the settlement and payment of claims up to the deductible limits in the insurance policy for fiscal year 2016-2017.

The Trust Board has procured the liability insurance for the district with deductible limits ranging from \$1,000 to \$25,000, depending on the type of claim.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 7.j TOPIC: Flex Spending Account (FSA)

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

DATE ASSIGNED FOR CONSIDERATION: April 20, 2016

RECOMMENDATION:

Staff recommends approving Flex Spending Account (FSA) benefits through Basic as presented for 2016-2017.

There is no rate increase (\$3.69 per participant per month (PPPM)) for the administration of the Flexible Spending Account Services with Basic for 2016-2017

See renewal document under section 7.a