



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
EMPLOYEE BENEFITS COMMITTEE NOTES
Wednesday, September 4, 2024, 3:45 p.m.

Meeting notes:

In Attendance:

X	Sean Martin	X	Liz Ely		Jeannette Sansenbach	X	Lorena Venzon
X	Linda Thurlo	X	Annie Deland	X	Tracy Sutter		
X	Don Ogden		Kate Hazarian	X	Tony Ruiz		
X	Kerri Kay	X	Rob Corn	X	Leean Dessaussois		
X	Brooke Knight		Joel Rogers	X	Wesley Carson		
X	Jenyn Warren	X	Ryan Hubbell	X	Laura Daughterty		

Start time: 3:50 p.m.

➤ **Welcome/Introductions**

The Employee Benefits Committee held its first meeting of the new school year. Sean Martin started the meeting by thanking everyone for attending. He shared that the goal/plan of this committee is to work as a team to discuss the structure of the 3-Tier and look at the ratios so we have a single rate and family + 1 rate. Also, to build the district CAP, so it's supported by the two different groups. We hope to work collaboratively with the bargaining teams once the committee decides and comes to a decision.

➤ **Notes:**

○ **EPIC provided**

- Data on participation for all plans. This includes new plans and enrollment as of 9/1/2024.
 - Medical enrollment decreased for Kaiser and increased for Sutter Health Plus and Western Health Advantage
 - Dental enrollment increased for Delta Care DHMO and Delta Dental PPO

Note:

✓ *"In Plan" is currently enrolled in the plan and "In Class " is who is eligible*

▪ **Nonstop Health Education Opportunities**

- Supporting documents and videos are provided and loaded to the District's website which provides information on how to activate and use your Nonstop visa card, a comprehensive overview of the substantiation process, and how to order new/replacement cards
- Nonstop can provide additional support
- One-on-One Educational sessions are available

Note:

✓ *Sean recognized the FCUSD Benefits and EPIC team for their hard work and patience. The rollout was a very short time period. We appreciate you and your effort.*

✓ *When creating a new Nonstop account you will use your work email address as your username. Tips and tricks for employees will be provided. Sean said we will look into making our own video for Nonstop members.*

▪ **Three Tier Rate Structure Change**

- Last year, the District and Insurance Committee decided to postpone change in Tier structure until 2025-2026 plan year. The committee decided to pursue 3-Tier vs 4-Tier rates (employee only, employee + 1, and employee + 2 or more dependents).

Information on the illustrative 3-Tier contributions redistributed was shared. The 3-Tier rates from Nonstop are pending.

Note:

- ✓ *Sean shared that the district has options and can massage the MERP plan/rate. We will need our updated enrollment and looking at the Calpers ratio, realized the higher you put on the singles the more you have.*

Questions/Comments:

1. Tracy asked if the HSA August payment is being deposited into employees account. Sean said when we send the file to the vendor, the vendor does recognize the file. We are working with Health Equity on this issue.
2. Tracy asked if there would be a breakdown for employees out of pocket at the next meeting. Leean with EPIC said we will use the current numbers from the carriers and what it is costing the district and people out of pocket.
3. Sean said once we have the potential rate increase we will want to include this information. Every year rates will go up.
4. Brooke asked if the 3-Tier is for sure. Sean said yes. We have to be on 3-Tier to be in Calpers and 2-Tier doesn't reflect what we need. It's not 100% but the committee was in general agreement.
5. Brooke said these are big changes and do we feel this will go over well with staff? Sean said we are taking the next few meetings to figure this out.
6. Jenyn asked how can we get our staff to read their emails. Sean said we need to increase engagement and help build some systems.
7. Sean said the purpose of this is to try to find a solution to afford insurance and to have a consensus as a committee. To the bargaining team, please know that we are here to support you. Tracy said if we can provide meaningful information the sooner the better.
8. Sean said he wants to meet with Joanie Cunningham, Coordinator of New Teacher Support and Development, about reaching out to new certificated hires about the medical plans.

Future items/discussions:

- September - 3-Tier
- January - Final Decision of 3-Tier Ratios
- Wellness and dental plans

➤ **Next Meeting:** September 26, 2024