

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

February 26, 2025, 4:00 p.m.

Public Notice – Meeting Agenda

Notice of this meeting has been posted consistent with the requirements of A.R.S. §38-431.02. The meeting's location is the Superintendent's Conference Room in the District Office, 7301 N. 58th Avenue, Glendale, AZ 85301.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time. Board members may participate via telephone conference call, if necessary. At the chair's discretion, the Board may carry over consideration of any business not concluded by 6:00 p.m. to the next regular meeting's agenda.

1. Call to Order and Roll Call

2. Opening Exercises

- a. Adoption of Agenda
- b. Board and Staff Introductions
- c. Pledge of Allegiance

3. Call to the Public

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Trust Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, the law permits Trust Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be put on a future agenda.

Those wishing to address the Trust Board should complete a "Call to the Public" form and submit it to the Trust Board Secretary prior to the start of the meeting. Each speaker will be provided three (3) minutes to address the Trust Board, unless provided other direction by the Board. At the outset of the speaker's remarks, the speaker should state his/her name.

4. Action Items

a. Minutes

The Administration recommends the Trust Board discuss and consider taking action to approve January 2025; regular meeting as presented.

b. Medical Insurance Renewal

The Administration recommends the Trust Board discuss and consider taking action to approve United Healthcare medical insurance benefits for fiscal year 2025-2026 as presented.

c. Delta Dental Insurance Renewal

The Administration recommends the Trust Board discuss and consider taking action to approve Delta Dental insurance benefits for fiscal year 2025-2026 as presented.

- d. CIGNA Dental Health Maintenance Organization (DHMO) Insurance Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve CIGNA Dental Health Maintenance Organization insurance benefits for fiscal year 2025-2026 as presented.
- e. Vision Insurance Approval
The Administration recommends the Trust Board discuss and consider taking action to approve VSP Choice Plan insurance benefits for fiscal year 2025-2026 as presented.
- f. Life Insurance and Accidental Death and Dismemberment Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial insurance benefits for fiscal year 2025-2026 as presented.
- g. Short-Term and Mid-Term Disability Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial Short-Term and Mid-Term Disability insurance benefits for fiscal year 2025-2026 as presented.
- h. Flexible Spending Accounts and COBRA Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve WEX Flexible Spending Accounts (FSA) and COBRA benefits for fiscal year 2025-2026 as presented.
- i. Employee Assistance Program (EAP) Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve Interface Behavioral Health programs benefits for fiscal year 2025-2026 as presented.
- j. WellStyles through Personify Health Renewal
The Administration recommends the Trust Board discuss and consider taking action to approve WellStyles through Personify Health wellness benefits for fiscal year 2025-2026 as presented.

5. Reports and Informational Items

- a. Assistant Superintendent's Update
The Administration will present the Trust Board with an update on the District's business operation.
- b. Claims Experience Review – Medical
The Trust Board will review medical claims experience for December 2024.
- c. Claims Experience Review – Dental
The Trust Board will review dental claims experience for December 2024.
- d. Financial Review – Employee Benefits
The Trust Board will review employee benefits' financial statements for December 2024.
- e. Claims Experience Review – Workers' Compensation
The Trust Board will review workers' compensation experience for January 2025.
- f. Financial Review – Workers' Compensation
The Trust Board will review workers' compensation financial statements for December 2024.

g. Financial Review – Insurance Group

The Trust Board will review Insurance Group financial statements for December 2024.

h. Wellness/Insurance Update

Staff will present the Trust Board with updates on the District's insurance and wellness programs.

6. Summary of Current Events

a. Trust Board Report

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

7. Adjournment

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.A. TOPIC: Minutes

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve January 2025; regular meeting minutes as presented.

RATIONALE:

The minutes of January 15, 2025, regular meeting is attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office, Superintendent's Conference Room | 4:00 p.m.
January 15, 2025

Present:

Board Members

Mr. Lee Peterson
Ms. Bernadette Bolognini
Ms. Citlalli Ramirez-Benavides
Ms. Mary Ann Wilson *By Phone*

Absent: Mr. Nate Bowler

Other Attendees:

Mr. Mike Barragan
Dr. Gerry Petersen-Incorvaia
Ms. Jodi Finnesy
Ms. Hogla Gonzalez
Ms. Sarah Luque
Ms. Cindy Segotta-Jones
Ms. Alejandra Lopez
Ms. Kendall Taylor

Recorder:

Ms. Mary Villalpando

CALL TO ORDER

Mr. Peterson called the meeting to order at 4:00 p.m. and noted the presence of four of the five Trust Board members, with Ms. Wilson participating telephonically and Mr. Bowler absent, constituting a quorum.

ADOPTION OF AGENDA

Ms. Bolognini moved to approve the agenda as presented, and Ms. Wilson seconded the motion. Upon a call for a vote, the motion carried with votes in favor from Ms. Bolognini, Ms. Citlalli Ramirez-Benavides, Ms. Wilson and Mr. Peterson.

BOARD AND STAFF INTRODUCTIONS

- Mr. Peterson greeted and welcomed everyone in attendance.
- Mr. Peterson led the group in reciting the Pledge of Allegiance.

CALL TO THE PUBLIC

- None at this time.
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ACTION ITEM

Approval of Minutes

The Trust Board approved the minutes of the December 18, 2024; regular meeting as presented. Ms. Bolognini moved to approve the minutes, and Mr. Wilson seconded the motion. Upon a call for a vote, the motion passed with votes in favor from Ms. Bolognini, Ms. Ramirez-Benavides, Ms. Wilson and Mr. Peterson.

REPORTS AND INFORMATIONAL ITEMS

Assistant Superintendent's Update

- Mr. Barragan discussed three issues:
 1. Actuarial study for State Health Plan. The study shows it would benefit the state but not the schools. School districts would end up paying more in premiums.
 2. Provided an overview of last year's Senate Bill (SB) 1435 and the impact it could have on school districts if it was reintroduced.
 3. Capital Lawsuit and School replacement hearing will be updated at the next Governing Board Meeting on January 23, 2025.

Health Plan Performance Review – Medical

Ms. Taylor with Valley Schools provided the Trust Board with an overview of the Health Plan Performance Review July 1, 2022, through June 30, 2023, vs. July 1, 2024 through June 30, 2024:



2023 - 2024 year in review



2023 – 2024 experience summary



Focus areas for VSEBG

*Wellness Performance
Clinical Conditions
Recommended Solutions*

Plan performance summary

\$485 Total Paid PMPM decreased 21.7% from the prior period



745 Employees



1,079 Members

The top conditions accounted for 46% of total paid

Medical
Other Conditions
Maternity
Circulatory System

Pharmacy
Chemotherapy
Diabetes
Inflammatory Conditions



Medical trend driven by a decrease in catastrophic cases and spend per case. Pharmacy trend driven by increased non specialty utilization and catastrophic medications and costs.



Promote: 2nd MD, Hinge Health, Parsley, WellStyles, Maven, and Calm

-21.7% Lower Total Paid PMPM

Changes in population health, healthcare costs and utilization, and plan design can all affect trend. The charts show the conditions that most impacted trend and their contribution to changes in medical and pharmacy PMPMs.

Medical trend contributed -23.4 pts
Pharmacy trend contributed +1.7 pts

How each benefit category contributed to total trend



-14.6 pts
Medical (excluding specialty drugs)



-8.8 pts
Pharmacy (excluding specialty drugs)



+1.7 pts
Behavioral Health (excluding specialty drugs)



+1.6 pts
Pharmacy Specialty Drugs



+0.1 pts
Pharmacy Specialty Drugs

How medical conditions impacted medical trend

Maternity

Circulatory System

Pharmacy

Pharmacy

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Managing 21 catastrophic cases

Only 1.9% of your members had spend of \$50,000 or more in the current period, accounting for 42% of your total health care expenses.

Clinical programs worked with and on behalf of targeted members and impacted 90% of catastrophic medical spend



21 Catastrophic Cases

2022-23: 14.0%
2023-24: 14.0%



19.5 Catastrophic Cases per 1,000

2022-23: 14.0%
2023-24: 14.0%



42% Catastrophic Percent of Total Paid

2022-23: 14.0%
2023-24: 14.0%



\$121,749 Total Paid per Catastrophic Case

2022-23: 14.0%
2023-24: 14.0%

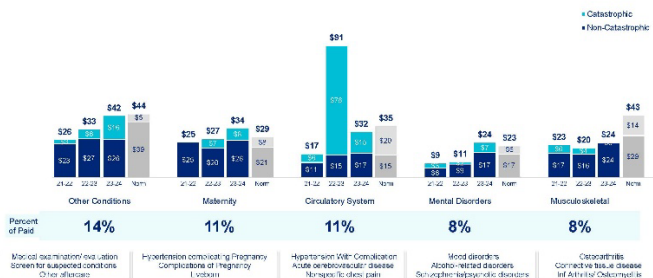
Catastrophic Medical Cost Drivers

\$16.87	Neoplasms	Norm: \$22.04	▲41.3%
\$16.40	Other Conditions	Norm: \$5.49	▲199.7%
\$14.86	Circulatory System	Norm: \$5.27	▲183.7%

Catastrophic Pharmacy Cost Drivers

\$39.55	Oncology	Norm: \$21.11	▲189.4%
\$22.74	Inflammatory Conditions	Norm: \$1.09	▲199.2%
\$0.00	HIV		

Top Conditions – 53% of Medical pmpm

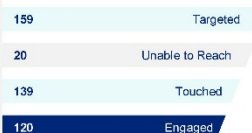


Supporting members holistically

13% of members were targeted for clinical program outreach, representing 61% of medical paid.

We engaged 80% of targeted medical paid in clinical programs.

22-23 80% ▼-10pts
Norm 69% ▲11pts



75% of targeted members opted to engage
22-23 69% ▲10pts
Norm 58% ▲10pts

79% of identified gaps have been closed representing 89 closed gaps in care for an estimated value of \$195k

Top closed gaps in care by value

Discharge Plan Implemented (General)
Wound Care University Managed (Diabetes/Endo/vascular)
Action Plan Adherence To Asthma
Catastrophic Case Review
Assistance Arranged: Caregiver Support

Focus areas

Utilization trends

Start Here



4.0 Physician Visits PMPM

22-23 4.1 ▼-2.4%
22-24 4.0 ▼0.2%
Norm 4.0 ▼0.2%



127.0 Virtual Visits per 1,000

22-23 126.5 ▲0.6%
21-22 126.5 ▲0.6%
Norm 126.5 ▲0.6%



471.0 Urgent Care Visits per 1,000

22-23 471.1 ▼-0.2%
21-22 471.1 ▼-0.2%
Norm 471.1 ▼-0.2%



224.4 ER Visits per 1,000

22-23 218.7 ▲5.0%
21-22 218.7 ▲5.0%
Norm 218.7 ▲5.0%

Hours	Varies by location	24/7	Varies by location, may be open nights/weekends	24/7
How to find care	Contact your PCP	myuhc.com/visitinfo	myuhc.com	myuhc.com
Conditions Seen by Location	Cough, Fever, Pinkieye, Muscle Shrink/Spasm, Sore Throat, UTI, Vaccination	Cough, Fever, Pinkieye, Sore Throat, UTI	Broken Bone, Sprain, Vaccination	Broken Bone, Chest Pain, Shortness of Breath

Metabolic conditions

47.4% of adult members have at least one metabolic condition

Pre: 47.7% ▼0.3pts
Norm: 40.2% ▲7.5pts

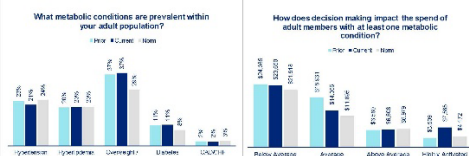
78.4% of adult members is associated with members who have at least one metabolic condition

Pre: 78.4% ▼0.4pts
Norm: 75.7% ▲2.7pts

Adults with Diabetes accounted for 12.1% with 26.7% of total plan spend

27% of members were Engaged in clinical programs which is 1 pt above norm \$104k Estimated value from closing 31 clinical gaps

Member adherence to Evidence Based Medicine is generally strong and was above norm in all categories



Metabolic condition defined as a diagnosis of diabetes, hypertension, hyperlipidemia, CAD, CKD, or prior stroke

MSK claims on the rise

Advocate4Me® offers caring support proactively providing recommendations for programs and tools for musculoskeletal needs

Hinge Health offers virtual physical therapy to meet the members anywhere on the care continuum

2nd.MD provides personalized second opinions from top medical specialists

VSEBG encourages early engagement and appropriate care setting utilization, to manage rising claims and prevent unnecessary surgeries.



25%

members with a MSK Diagnosis



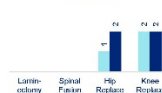
32% of claimants had conservative care treatment

\$24 PMPM

For MSK members (up from \$20 PMPM)

Surgical Care

Claimants



Cancer

The prevalence of all cancer is down -9% from last year, while total spend is down -44%

Oncology Solutions 2nd MD

Delivers a personalized, whole-person experience

Prevention & Diagnosis • Cancer Screenings



Screenings achieve points with WellStyles



67 Members with a Cancer Diagnosis
22-23 72% ▲ +4.3%
\$271K Total Paid



40% of members with cancer diagnosis achieved a behavioral health score



21% of members with cancer diagnosis achieved a behavioral health score

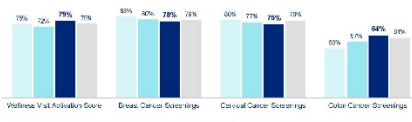
Distribution by Type for the Most Costly Cancers



Wellness Exams and Preventive Cancer Screenings

Adult wellness and cancer screening activation scores

21-22 22-23 23-24 Norm



Members with an annual physical have a...
↑ 23pt higher breast cancer screening rate (64% vs 64%)
↑ 32pt higher cervical cancer screening rate (64% vs 50%)
↑ 13pt higher colon cancer screening rate (64% vs 50%)

Healthy People 2030 Goals
Breast cancer screening 80.3%
Colorectal cancer screening 68.3%
Cervical cancer screening 78.2%

Insights:

- 79% of adults had a wellness exam: up from prior period
- Utilization of cancer screenings are occurring with opportunity to increase screenings.

Opportunities:

- Continue to promote engagement with a PCP and appropriate preventive screenings

Behavioral health solutions

15% of members had a behavioral health claim, and behavioral health accounted for 5.7% of total plan spend



162 Members had a Behavioral Health Claim

150.2 Claims per 1,000

20-23 161.1 ▼ -0.9% Norm 157.0 ▼ -3.7%

\$26.75 Behavioral Health Total Paid PMPM

20-23 \$26.54 ▲ +1.7% Norm \$26.57 ▲ +1.4%

\$18.34 Specialty \$8.41 Non-Specialty \$2.60 Pharmacy



99% Network Utilization for Behavioral Health

22-23 99% ▼ -1% Norm 100% ▼ -1%

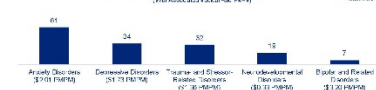
92% of members with a 2nd MD Specialty claim achieved a behavioral health score

22-23 92% ▼ -3% Norm 95% ▼ -3%

17% of members with a behavioral health claim achieved a behavioral health score

22-23 17% ▼ -1% Norm 18% ▼ -1%

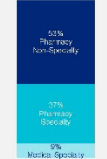
Top BH Specialty Conditions by Prevalence



Pharmacy

Total drug spend is 40% of overall paid

\$185.36 Total Drug Paid PMPM



Pharmacy Non-Specialty: general medications

\$98.48

Paid PMPM

Pharmacy Non-Specialty Drugs

	Paid PMPM	Change
Diabetes	\$36.16	▲ +17.9%
HIV	\$10.01	▲ +113.7%
Seizure Disorders	\$7.81	▼ -3.0%
Total for Pharmacy Non-Specialty Drugs	\$98.48	▲ +11.0%

Pharmacy Specialty: self-administered medications for complex conditions

\$69.47

Paid PMPM

Pharmacy Specialty Drugs

	Paid PMPM	Change
Oncology	\$36.50	▲ +40.3%
Inflammatory Conditions	\$27.14	▼ -21.3%
Cystic Fibrosis	\$5.82	▼ -0.8%
Total for Pharmacy Specialty Drugs	\$69.47	▲ +1.5%

Medical Specialty: provider administered medications for complex conditions

\$17.41

Paid PMPM

Medical Specialty Drugs

	Paid PMPM	Change
Thyroid Dysfunction	\$3.11	▼ -35.4%
Oncology - Injectable	\$2.80	▼ -35.4%
Immune Modulator	\$2.75	▼ -35.4%
Total for Medical Specialty Drugs	\$17.41	▼ -76.1%

Conditions driving pharmacy spend

- GLP-1 medication:
 - Plan paid \$261k for GLP-1s which is 52% of Diabetic medication spend
 - 37 members taking GLP-1s increased by 9 members

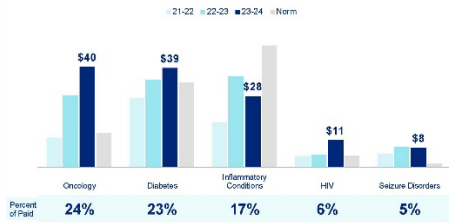
Medications Adherence

- 80% up 1 pt from prior period

Catastrophic Cases

- 20% trend

75% of Pharmacy Paid PMPM is for the top conditions



WELLNESS PROGRAM

VSEGB WellStyles Program Results 2023/2024



When compared to those who did not earn any wellness incentives during the plan year, those who were engaged experienced:

- 4.4 points higher**
Health Activation Index (HAI)
- 26% fewer**
ER visits
- 22% fewer**
Hospital Admissions
- 32% higher**
Virtual Visits
- 12% lower**
Total Paid PMFM

	Engaged	Variance	Non-Engaged	Variance
% of members	27.2%	-	72.8%	-
% of total spend	24.7%	-	75.3%	-
Members	5,589	+9.7%	14,003	-3.6%
Average age	44.5	+0.7%	45.2	-0.4%
Retrospective Risk Score	1,187	+4.9%	1,277	+0.7%
Activation	74.3%	+0.3 pts	69.9%	+0.2 pts
ER visits	135.9	+5.6%	187.2	+11.1%
Urgent care visits	361.0	-4.7%	365.6	-7.3%
Virtual visits	140.1	-5.4%	100.3	-4.9%
Inpatient days	57.8	-0.6%	102.8	+3.2%
Admissions	24.5	+21.3%	31.4	+5.8%
Total Paid PMFM	\$266.65	+14.8%	\$301.79	+5.2%

2023 limited to subscribers and spouses; 2024 - 100% CC
TE: Urgent care, Virtual visits, Inpatient days, admissions are expressed in 1,000s

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WellStyles Program Results 2023/2024



Engaged members drove **lower costs** than those not participating

- Diabetes ▼41%**
- Hypertension ▼39%**
- Intervertebral Disc ▼21%**
- Pregnancy/delivery ▼6%**
- Depression ▼8%**



All costs PMFM; costs include in-subscriber and spouse; 2024 - 100% CC

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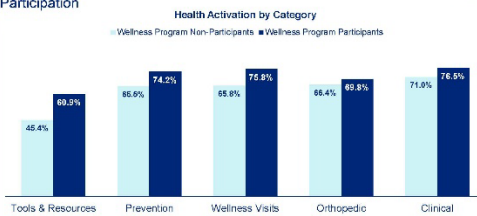
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Health Activation Index By Wellness Program Participation



69.9%
Health Activation Index among
Wellness Program Non-Participants

74.3%
Health Activation Index among
Wellness Program Participants



Participant: Active subscribers and spouses who engaged with the wellness program in the current period (7/1/2023 to 6/30/2024)
Non-Participant: Active subscribers and spouses who did not engage with the wellness program in the current period (7/1/2023 to 6/30/2024)

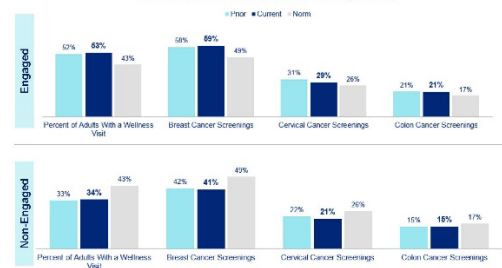
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Impact of wellness visit utilization



Adult wellness and cancer screening activity



Insights

Participants outperformed non-participants by the following margins:

- Wellness visits by 19 pts
- Breast cancer screening by 18 pts
- Cervical cancer screening by 8 pts
- Colon cancer screening by 6 pts
- Overall higher wellness activity in all categories

Date limited to subscribers; non-CC

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Next Steps and Recommendations



Right Care. Right Time. Right Place.

- Promote Awareness Campaigns on where to receive care: Virtual Visits, Urgent Care, Convenience Care, Primary Care, Dispatch Health.
- Encourage Tools to find In-network Care such as myUHC.com, UHC Advocate Team, UnitedHealthcare App, and Find Care and Costs.
- Educate on different benefits available such as 2nd MD, Hinge, Maven, Parsley Health



Population Health

- Promote the benefit of preventive screenings and annual wellness exams
- Encourage WellStyles engagement for nutrition and lifestyle support, to reduce health risks and fosters long-term wellness.
- Promote OnePass and WellStyles gym discounts



Behavioral Health

- Promote the UHC mental health network
- Encourage WellStyles Mental Health Resource Guide located on the Benefits Page
- Educate about the resources available to them such as the UHC EAP, TalkSpace, and Calm

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Recommendations

Thank you

United
Healthcare

Claims Experience Review – Medical

Mr. Barragan provided the Trust Board with an overview of the medical claims experience for November 2024:

- **November:** \$577,365 in claims, representing a monthly loss ratio of 90%.
- **COBRA Plan:** Incurred \$47,090 in claims, with a monthly loss ratio of 536%. Over the last four months, COBRA has incurred \$222,677 out of a total of \$3,116,071 in medical claims, representing 7% of the total claims.
- **Traditional Plan:** Incurred \$324,545 in claims, with a monthly loss ratio of 96%.
- **HDHP Plan:** Incurred \$205,730 in claims, with a monthly loss ratio of 69%.
- **Large Loss Claims:** Three claims above \$100,000.
- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$7,520,928, with medical claims estimated to total \$7,478,568, resulting in a loss ratio of 99% by June 30, 2025.

Claims Experience Review – Dental

Mr. Barragan provided an overview of the dental claims experience for November 2024:

- **November Pool I – Base Plan:** Incurred \$149,504 in claims, with a monthly loss ratio of 68%.
- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$2,620,776, with claims projected at \$2,331,737, resulting in a loss ratio of 89% by June 30, 2025.
- **November Pool III – Buy-Up Plan:** Incurred \$356,339 in claims, with a monthly loss ratio of 72%.
- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$5,849,580, with claims estimated at \$5,175,228, resulting in a loss ratio of 88% by June 30, 2025.

Financial Review – Employee Benefits

Mr. Barragan provided the Trust Board with employee benefits financial statements for November 2024:

- **November:** Net position of \$26,967,877.13
-

Claims Experience Review – Workers' Compensation

Dr. Petersen-Incorvaia provided an overview of the workers' compensation claims experience for December 2024:

- Mr. Barragan noted that there was an error in December incidents logged total should read \$22,600.00.
- **December:** 12 incidents logged, totaling \$22,600.00.
- **Open Claims:** 24 open claims.
- **High Claims:** Two high-cost claims have been analyzed.
- We have transitioned to Valley Schools for Workers Compensation.

Financial Review – Workers' Compensation

Mr. Barragan provided the Trust Board with workers' compensation financial statements for November 2024:

- **November:** Net position of \$4,428,709.24

Financial Review – Insurance Group

Mr. Barragan provided the Trust Board with the Insurance Group's financial statements for November 2024:

- **November:** Net position of \$2,248,488.51

Wellness/Insurance Update

Ms. Gonzales presented updates on the District's insurance and wellness programs for October and November:

- **December:**
 - HR visited all district sites to speak about Financial Literacy.
 - Blood Drive 23 pints donated
 - GESD was recognized by Valley Schools at the end-of-year banquet for the highest wellness exam completions.
 - Jingle Bell Hike at Thunderbird Park.
 - **January:**
 - The Benefits and Wellness team will be visiting school sites for another round of "Did You Know".
 - Simon Med Imaging will be offering Mammograms between February and April.
-

Summary of Current Events

Trust Board Report

- No updates were provided.

ADJOURNMENT

Ms. Bolognini moved to adjourn the meeting, and Ms. Wilson seconded the motion. Upon a call for a vote, the motion passed with votes in favor from Ms. Ramirez-Benavides, Ms. Bolognini, Ms. Wilson and Mr. Peterson. The meeting adjourned at 5:00 p.m.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.B. TOPIC: Approval of Medical Insurance

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve United Healthcare medical insurance benefits for fiscal year 2025-2026 as presented.

Traditional Plan

1. Recommended 4.08% increase to premium(s)
 - a. GESD will absorb the increase.

HDHP Base

1. Recommended 4.10% increase to premium(s)
 - a. GESD will absorb the increase.
 - b. Individual deductible decreases from \$3,200 to \$2,000 (non-embedded)
 - c. Family deductible decreases from \$6,400 to \$4,000 (non-embedded)

11 consecutive years with no premium increase to employees.

The Health Saving Account (HSA) contribution is \$1,500; in two installments:

- First Installment - \$550*
- Second Installment - \$950* (must meet current wellness criteria).

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

*COBRA premiums will be increased by the maximum amount allowable by Federal regulation.

Continue with the Real Appeal weight management program to increase participation.

In this current year, we projected an annual medical premium and HSA contribution cost of \$7,326,513.84. For next year, with the recommendation, GESD's annual cost are projected to be \$7,796,833.56, an increase of \$470,319.72. The 2026 analysis includes 19 more employees than the previous year.

No change in administration/consulting fee(s).

FY25 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY25 District's Premium (Annual) Cost	FY25 Employee's Premium (Annual) Cost	FY25 Total Premium (Annual) Cost
Employee Only	\$ 7,829.64	\$ 720.00	\$ 8,549.64	293	\$ 2,294,084.52	\$ 210,960.00	\$ 2,505,044.52
Employee + Spouse	\$ 13,066.32	\$ 4,594.20	\$ 17,660.52	25	\$ 326,658.00	\$ 114,855.00	\$ 441,513.00
Employee + Child(ren)	\$ 13,066.32	\$ 3,456.60	\$ 16,522.92	50	\$ 653,316.00	\$ 172,830.00	\$ 826,146.00
Employee + Family	\$ 13,066.32	\$ 8,576.04	\$ 21,642.36	16	\$ 209,061.12	\$ 137,216.64	\$ 346,277.76
Total				384	\$ 3,483,119.64	\$ 635,861.64	\$ 4,118,981.28

FY25 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY25 District's Annual Cost	FY25 Total GESD HSA	FY25 Employee's Annual Cost	FY25 Total Annual Cost
Employee Only	\$ 7,829.64	\$ -	\$ 7,829.64	\$ 1,500.00	273	\$ 2,137,491.72	\$ 409,500.00	\$ -	\$ 2,546,991.72
Employee + Spouse	\$ 13,066.32	\$ 2,341.68	\$ 15,408.00	\$ 1,500.00	9	\$ 117,596.88	\$ 13,500.00	\$ 21,075.12	\$ 152,172.00
Employee + Child(ren)	\$ 13,066.32	\$ 1,408.80	\$ 14,475.12	\$ 1,500.00	60	\$ 783,979.20	\$ 90,000.00	\$ 84,528.00	\$ 958,507.20
Employee + Family	\$ 13,066.32	\$ 5,606.76	\$ 18,673.08	\$ 1,500.00	20	\$ 261,326.40	\$ 30,000.00	\$ 112,135.20	\$ 403,461.60
Total					362	\$ 3,300,394.20	\$ 543,000.00	\$ 217,738.32	\$ 4,061,132.52

FY25 District's Total Premium Cost	FY25 District Total HSA Cost	FY25 Employee's Total Premium Cost	FY25 Total Medical Cost
\$ 6,783,513.84	\$ 543,000.00	\$ 853,599.96	\$ 8,180,113.80

District's Total Premium Cost + District's HSA Contribution
\$ 7,326,513.84

FY25 District's Total Premium Cost	FY25 Employee's Total Premium Cost	FY25 Total Premium Cost
\$ 6,783,513.84	\$ 853,599.96	\$ 7,637,113.80

FY26 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY26 District's Premium (Annual) Cost	FY26 Employee's Premium (Annual) Cost	FY26 Total Premium (Annual) Cost
Employee Only	\$ 8,171.64	\$ 720.00	\$ 8,891.64	297	\$ 2,426,977.08	\$ 213,840.00	\$ 2,640,817.08
Employee + Spouse	\$ 13,810.68	\$ 4,594.20	\$ 18,404.88	21	\$ 290,024.28	\$ 96,478.20	\$ 386,502.48
Employee + Child(ren)	\$ 13,810.68	\$ 3,456.60	\$ 17,267.28	52	\$ 718,155.36	\$ 179,743.20	\$ 897,898.56
Employee + Family	\$ 13,810.68	\$ 8,576.04	\$ 22,386.72	15	\$ 207,160.20	\$ 128,640.60	\$ 335,800.80
Total				385	\$ 3,642,316.92	\$ 618,702.00	\$ 4,261,018.92

FY26 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY26 District's Annual Cost	FY26 Total GESD HSA	FY26 Employee's Annual Cost	FY26 Total Annual Cost
Employee Only	\$ 8,142.84	\$ -	\$ 8,142.84	\$ 1,500.00	292	\$ 2,377,709.28	\$ 438,000.00	\$ -	\$ 2,815,709.28
Employee + Spouse	\$ 13,713.72	\$ 2,341.68	\$ 16,055.40	\$ 1,500.00	10	\$ 137,137.20	\$ 15,000.00	\$ 23,416.80	\$ 175,554.00
Employee + Child(ren)	\$ 13,713.72	\$ 1,408.80	\$ 15,122.52	\$ 1,500.00	65	\$ 891,391.80	\$ 97,500.00	\$ 91,572.00	\$ 1,080,463.80
Employee + Family	\$ 13,713.72	\$ 5,606.76	\$ 19,320.48	\$ 1,500.00	13	\$ 178,278.36	\$ 19,500.00	\$ 72,887.88	\$ 270,666.24
Total					380	\$ 3,584,516.64	\$ 570,000.00	\$ 187,876.68	\$ 4,342,393.32

FY26 District's Total Premium Cost	FY26 District Total HSA Cost	FY26 Employee's Total Premium Cost	FY26 Total Medical Cost
\$ 7,226,833.56	\$ 570,000.00	\$ 806,578.68	\$ 8,603,412.24

District's Total Premium Cost + District's HSA Contribution
\$ 7,796,833.56

FY26 District's Total Premium Cost	FY26 Employee's Total Premium Cost	FY26 Total Premium Cost
\$ 7,226,833.56	\$ 806,578.68	\$ 8,033,412.24



Glendale Elementary School District

2025 Plan Year - Renewal Projection (Preliminary)

V2.1

February 10, 2025

1 The Glendale Elementary School District Medical Plan Projection is increasing by 5.7%

	Current				Renewal				
	EE	EE+SP	EE+CH	Fam	EE	EE+SP	EE+CH	Fam	% Change
Estimated Medical Cost		\$7,029,409				\$7,469,615			6.26%
Estimated Fixed Cost		\$688,500				\$688,500			0.00%
Total Estimated Budget		\$7,717,909				\$8,158,115			5.70%
Traditional									
Total Budget Rate	\$712	\$1,472	\$1,377	\$1,804	\$753	\$1,556	\$1,455	\$1,906	5.70%
Assumed Enrollment	297	21	52	15	297	21	52	15	
HDHP Base									
Total Budget Rate	\$652	\$1,284	\$1,206	\$1,556	\$690	\$1,357	\$1,275	\$1,645	5.70%
Assumed Enrollment	292	10	65	13	292	10	65	13	

- 2 Prior Year Renewal and Plan Performance Info
- >Medical Plan increasing for 2024 was 0.0%
 - >Medical Plan increasing for 2023 was 16.0%
 - >Medical Plan Loss Ratio 2023-24 89%
 - >Medical Plan Loss Ratio 2024-25 PYTD 97%

- 3 Plan Year: 2025-2026 Discussion
- > Plan Design Options
 - > What is New in the Market & Trends
 - > Schedule Next meeting

- 4 Health Plan Review
- > Top Medical Cost Drivers:
Other Conditions, Maternity, Circulatory System

- >Top Pharmacy Cost Drivers:
Oncology, Diabetes, Inflammatory Conditions

5 Compliance Updates

- HDHP and ACA Update
- 2025 ACA and HSA Limits
 - >ACA Max OOP \$9,200 EE / \$18,400 FAM
 - >HSA Min Ded \$1,650 EE / \$3,300 FAM
 - >HSA Max OOP \$8,300 EE / \$16,600 FAM
 - >HSA Max Contribution \$4,300 EE / \$8,550 FAM

- 6 Trends
- > Medical Trend: 7.1%
 - > Rx Trend: 10.3%

Glendale Elementary School District

Expected Members

High-Case Normalization – \$75,000 to \$200,000

February 10, 2025

	High Case Analysis Tool		
Network / Demographic Factor	1.23		
Pooling Threshold	\$75,000		
Specific Deductible	\$200,000		
Analysis Period	7/1/2022 to 6/30/2023	7/1/2023 to 6/30/2024	7/1/2024 to 12/31/2024
Membership	1,030	1,078	1,062
Actual Claims above \$75,000	\$2,510,157	\$1,181,185	\$318,393
Actual Claims above \$200,000	\$1,325,874	\$213,253	\$48,373
Expected Liability between \$75,000 and \$200,000	\$751,882	\$857,548	\$443,790
Net Underwriting Adjustment	(\$1,758,275)	(\$323,637)	\$125,397

Specific Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible
\$25,000	53.6	45	61.1	49	31.6	28
\$30,000	44.1	37	50.3	44	26.0	24
\$40,000	31.6	29	36.0	31	18.6	19
\$50,000	23.9	23	27.3	23	14.1	12
\$75,000	13.5	17	15.4	16	8.0	6
\$100,000	8.7	12	9.9	10	5.1	5
\$125,000	6.0	11	6.9	8	3.6	1
\$150,000	4.4	9	5.0	5	2.6	1
\$175,000	3.4	6	3.9	4	2.0	1
\$200,000	2.6	5	3.0	4	1.6	1
\$225,000	1.8	5	2.0	4	1.0	1
\$250,000	1.4	5	1.6	1	0.9	0
\$275,000	1.2	4	1.4	1	0.7	0
\$300,000	0.8	4	0.9	0	0.5	0
\$350,000	0.6	4	0.7	0	0.4	0
\$400,000	0.5	3	0.5	0	0.3	0
\$450,000	0.3	3	0.4	0	0.2	0
\$500,000	0.4	2	0.4	0	0.2	0
\$600,000	0.2	1	0.3	0	0.1	0
\$750,000	0.1	0	0.1	0	0.1	0
\$1,000,000	0.1	0	0.1	0	0.0	0
* Partial Year						

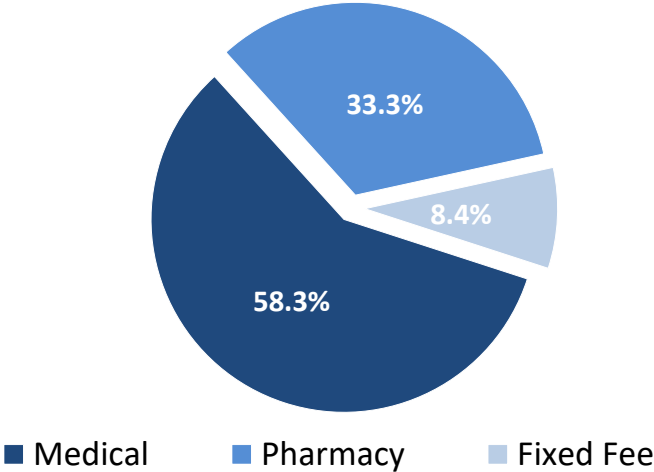
		Medical			Pharmacy			
		7/1/2022 to 6/30/2023	7/1/2023 to 6/30/2024	7/1/2024 to 12/31/2024	7/1/2022 to 6/30/2023	7/1/2023 to 6/30/2024	7/1/2024 to 12/31/2024	
Medical Claims	1	\$5,552,716	\$4,082,745	\$2,195,453	\$1,991,052	\$2,165,102	\$1,182,086	Rx Claims
Actual Claims above \$75,000	2	(\$2,510,157)	(\$1,181,185)	(\$318,393)				
and Liability between \$75,000 and \$200,000	3	\$751,882	\$857,548	\$443,790				
Medical Claims Less Excess	4	\$3,794,441	\$3,759,108	\$2,320,850				
Laser Adjustment ⁽²⁾	5	1.000	1.000	1.000				
Benefit Adjustment ⁽³⁾	6	1.000	1.000	1.000	1.000	1.000	1.000	Benefit Adjustment ⁽³⁾
Network Discount Adjustment	7	1.000	1.000	1.000	1.000	1.000	1.000	Network Discount Adjustment
Migration	8	1.000	1.000	1.000	1.000	1.000	1.000	Migration
Benefit Adjusted Medical Claims	9	\$3,794,441	\$3,759,108	\$2,320,850	\$1,991,052	\$2,165,102	\$1,182,086	Benefit Adjusted Rx Claims
Member-Months	10	12,355	12,941	6,372	12,355	12,941	6,372	Member-Months
PMPM	11	\$307.12	\$290.48	\$364.23	\$161.15	\$167.31	\$185.51	PMPM
7.1% Annual Trend	12	1.2285	1.1470	1.0895	1.3419	1.2166	1.1304	10.3% Annual Trend
Projected Medical PMPM	13	\$377.29	\$333.19	\$396.83	\$216.26	\$203.55	\$209.70	Projected Rx PMPM
	14							
Period Weight	15	20%	30%	50%	20%	30%	50%	Period Weight
Adjusted Membership	16	2,471	3,882	3,186	2,471	3,882	3,186	Adjusted Membership
Member-Adjusted Period Weight	17	25.9%	40.7%	33.4%	25.9%	40.7%	33.4%	Member-Adjusted Period Weight
Medical PMPM Claims Projection	18	\$365.87			\$208.89			Rx PMPM Claims Projection
% of Total PMPM Claims Projection	19	64%			36%			% of Total PMPM Claims Projection

		Normalization - Method
Current Membership	20	1,083
Current Enrollment	21	765
Preferred Methods PEPM	22	\$813.68
2025 Fixed Expense	23	\$75.00
Other Fixed Fee	24	\$0.00
Total Fixed and Claims PEPM	25	\$888.68
Projected Monthly Fixed and Claims Cost	26	\$679,843
Projected Annual Fixed and Claims Cost	27	\$8,158,115
Current Annual Fixed and Claims Budget	28	\$7,717,909
% Change from Current	29	5.70%
\$ Change from Current	30	\$440,206

⁽²⁾ Laser adjustments accounts for expected liability from claimants with a higher Individual Stop Loss

⁽³⁾ Benefit adjustments accounts for plan design changes or migration impact

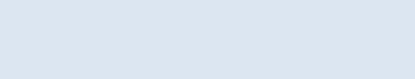
⁽⁴⁾ The normalization adjustment is used to diminish the volatility associated with high-case activity.



Plan Year: 2024-2025					
		Traditional		HDHP Base	
		In	Out	In	Out
Plan Design	Deductible (Calendar)	\$1,000/\$3,000	NA	\$3,200 / \$6,400	NA
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA
	Coinsurance	80%	NA	80%	NA
	Virtual Visits	0%	NA	Ded + \$0 Copay	NA
	PCP visit copay	\$10/\$25	NA	Ded + 20%	NA
	Specialist copay	\$40/\$65	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible		\$0		\$0
	Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50	NA
Funding Rates	EE	297	\$712.47	292	\$652.47
	EE+SP	21	\$1,471.71	10	\$1,284.00
	EE+CH	52	\$1,376.91	65	\$1,206.26
	Fam	15	\$1,803.53	13	\$1,556.09
Expected Annual Cost	By Plan	\$4,093,941		\$3,623,968	
	All Plans			\$7,717,909	

Plan Year: 2025-2026					
		Traditional		HDHP Base	
		In	Out	In	Out
Plan Design	Deductible (Calendar)	\$1,000/\$3,000	NA	\$2,000 / \$4,000 (Non-Embedded)	NA
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA
	Coinsurance	80%	NA	80%	NA
	Virtual Visits	\$0	NA	Ded + \$0 Copay	NA
	PCP visit copay	\$10/\$25	NA	Ded + 20%	NA
	Specialist copay	\$40/\$65	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible				
	Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50	NA
Funding Rates	EE	297	\$740.97	292	\$678.57
	EE+SP	21	\$1,533.74	10	\$1,337.95
	EE+CH	52	\$1,438.94	65	\$1,260.21
	Fam	15	\$1,865.56	13	\$1,610.04
Expected Annual Cost	By Plan	\$4,261,015		\$3,772,389	
	% Change from Current	4.08%		4.10%	
	All Plans			\$8,033,404	
	% Change from Current			4.09%	

Plan Recommendations



3.95

Final Plan & Contract Information:	
Number of Members used for underwriting: V2.1	1,083
Number of Employees used for underwriting: V2.1	765
Fixed Expense Per Employee Per Month (PEPM):	\$75.00
ISL deductible :	\$200,000
Aggregate Level:	NA
Aggregate PEPM Factor:	#VALUE!
Reserve Adjustment:	NA

2025-26 Medical Contributions

10-Feb-25

Current % Contribution

		Plan Year: 2024-2025				Plan Year: 2025-2026						EE CHANGE		ER CHANGE	
Tier	Enrolled	Monthly Total Cost	Monthly EE Contributions	Monthly ER Contributions	ER % of Monthly Contribution	Tier	Enrolled	Monthly Total Cost	Monthly EE Contributions	Monthly ER Contributions	ER % of Monthly Contribution	Monthly EE Contributions Change Amount	% Change EE Contribution	Monthly ER Contributions Change Amount	% Change ER Contribution
Traditional															
EE Only	297	\$712.47	\$60.00	\$652.47	91.6%	EE Only	297	\$740.97	\$60.00	\$680.97	91.9%	\$0.00	0.0%	\$28.50	4.4%
EE + Spouse	21	\$1,471.71	\$382.85	\$1,088.86	74.0%	EE + Spouse	21	\$1,533.74	\$382.85	\$1,150.89	75.0%	\$0.00	0.0%	\$62.03	5.7%
EE + Child(ren)	52	\$1,376.91	\$288.05	\$1,088.86	79.1%	EE + Child(re	52	\$1,438.94	\$288.05	\$1,150.89	80.0%	\$0.00	0.0%	\$62.03	5.7%
EE + Family	15	\$1,803.53	\$714.67	\$1,088.86	60.4%	EE + Family	15	\$1,865.56	\$714.67	\$1,150.89	61.7%	\$0.00	0.0%	\$62.03	5.7%
HDHP Base															
EE Only	292	\$652.47	\$0.00	\$652.47	100.0%	EE Only	292	\$678.57	\$0.00	\$678.57	100.0%	\$0.00	0.0%	\$26.10	4.0%
EE + Spouse	10	\$1,284.00	\$195.14	\$1,088.86	84.8%	EE + Spouse	10	\$1,337.95	\$195.14	\$1,142.81	85.4%	\$0.00	0.0%	\$53.95	5.0%
EE + Child(ren)	65	\$1,206.26	\$117.40	\$1,088.86	90.3%	EE + Child(re	65	\$1,260.21	\$117.40	\$1,142.81	90.7%	\$0.00	0.0%	\$53.95	5.0%
EE + Family	13	\$1,556.09	\$467.23	\$1,088.86	70.0%	EE + Family	13	\$1,610.04	\$467.23	\$1,142.81	71.0%	\$0.00	0.0%	\$53.95	5.0%
Total Traditional		\$4,093,941	\$618,702	\$3,475,239	84.9%			\$4,261,015	\$618,702	\$3,642,313	85.5%	\$0	0.0%	\$167,073	4.8%
Total HDHP Base		\$3,623,968	\$187,877	\$3,436,091	94.8%			\$3,772,389	\$187,877	\$3,584,512	95.0%	\$0	0.0%	\$148,421	4.3%
Total		\$7,717,909	\$806,579	\$6,911,330	89.5%			\$8,033,404	\$806,579	\$7,226,825	90.0%	\$0	0.0%	\$315,495	4.6%

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.C. TOPIC: Delta Dental Insurance Renewal

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Delta Dental insurance benefits for fiscal year 2025-2026 as presented.

There is no change in premium or plan design for fiscal year 2025-2026. The District anticipates a premium cost of approximately \$239,179.68 for the year, a decrease of approximately \$4,172.52 from the current year. The decrease is a result of a slight decrease in participation.

FY26 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY26 District's Annual Cost	FY26 Employee's Annual Cost	FY26 Total Annual Cost
Employee	\$ 313.32	\$ -	\$ 313.32	372	\$ 116,555.04	\$ -	\$ 116,555.04
Employee + Spouse	\$ 335.04	\$ 291.60	\$ 626.64	23	\$ 7,705.92	\$ 6,706.80	\$ 14,412.72
Employee + Child(ren)	\$ 335.04	\$ 322.92	\$ 657.96	55	\$ 18,427.20	\$ 17,760.60	\$ 36,187.80
Family	\$ 335.04	\$ 604.80	\$ 939.84	31	\$ 10,386.24	\$ 18,748.80	\$ 29,135.04
Total				481	\$ 153,074.40	\$ 43,216.20	\$ 196,290.60
FY26 Buy-Up Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY26 District's Annual Cost	FY26 Employee's Annual Cost	FY26 Total Annual Cost
Employee	\$ 335.04	\$ 205.08	\$ 540.12	161	\$ 53,941.44	\$ 33,017.88	\$ 86,959.32
Employee + Spouse	\$ 335.04	\$ 745.32	\$ 1,080.36	30	\$ 10,051.20	\$ 22,359.60	\$ 32,410.80
Employee + Child(ren)	\$ 335.04	\$ 799.32	\$ 1,134.36	44	\$ 14,741.76	\$ 35,170.08	\$ 49,911.84
Family	\$ 335.04	\$ 1,285.44	\$ 1,620.48	22	\$ 7,370.88	\$ 28,279.68	\$ 35,650.56
Total				257	\$ 86,105.28	\$ 118,827.24	\$ 204,932.52

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.D. TOPIC: CIGNA Dental Health Maintenance Organization Insurance Renewal

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve CIGNA Dental Health Maintenance Organization insurance benefits for fiscal year 2025-2026 as presented.

There is no change in premium or plan design for fiscal year 2025-2026. CIGNA is a dental insurance provider with a narrower network and an alternative option to Delta Dental. CIGNA's rates are lower compared to Delta Dental and therefore is employer paid for all tiers.

The District anticipates a premium cost of approximately \$13,342.68 for the year, a slight increase of \$4,062.24 from the current year as a result of higher participants.

	<u>Current Rate</u>
Employee	\$ 10.30
Emp. + Spouse	\$ 20.37
Emp. + Child(ren)	\$ 22.84
Family	\$ 25.06

FY26 Cigna Dental							
Tier	Total Annual Cost	District Contribution	Employee Cost	# of Employees Participating	FY26 District's Annual Cost	FY26 Employee's Annual Cost	FY26 Total Annual Cost
Employee	\$ 123.60	\$ 123.60	\$ -	29	\$ 3,584.40	\$ -	\$ 3,584.40
Employee + Spouse	\$ 244.44	\$ 244.44	\$ -	7	\$ 1,711.08	\$ -	\$ 1,711.08
Employee + Child(ren)	\$ 274.08	\$ 274.08	\$ -	14	\$ 3,837.12	\$ -	\$ 3,837.12
Family	\$ 300.72	\$ 300.72	\$ -	14	\$ 4,210.08	\$ -	\$ 4,210.08
Total				64	\$ 13,342.68	\$ -	\$ 13,342.68

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.E. TOPIC: Vision Insurance

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve VSP Choice Plan insurance benefits for fiscal year 2025-2026 as presented.

The recommendation is to transition from UnitedHealthcare Vision to VSP Choice Plan insurance. Currently, GESD covers the cost for the employee only. However, it is recommended the District contribute \$8.92 per tier, which is estimated to be an increase of \$45,874.56 for the year. We have attached additional information for your review.

<u>Total Premium</u>	<u>Buy Up</u>
Employee	\$ 8.92
Emp. + Spouse	\$ 17.83
Emp. + Child(ren)	\$ 19.08
Family	\$ 30.50

<u>Employee Premium</u>	<u>Buy Up</u>
Employee	\$ -
Emp. + Spouse	\$ 8.92
Emp. + Child(ren)	\$ 10.16
Family	\$ 21.58

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

- FY 2015 - \$ 72,464.22
- FY 2016 - \$ 70,131.68
- FY 2017 - \$ 69,688.96
- FY 2018 - \$ 67,106.48
- FY 2019 - \$ 65,335.68
- FY 2020 - \$ 67,427.10
- FY 2021 - \$ 90,826.77
- FY 2022 - \$ 79,026.62
- FY 2023 - \$ 68,542.21
- FY 2024 - \$ 70,543.89

From July 1, 2024, through December 2024, GESD has incurred \$35,438.01 in visions insurance. Staff estimates vision insurance to cost \$70,876 by June 30, 2025.

VSP Choice Plan®

Monthly Rates: Fully Insured—Risk Rates

Plan Option	Good/Base Plan	Better/Buy-Up	Best/Buy-Up
Frequency	12/12/12	12/12/12	12/12/12
Frame Allowance	\$130 or \$150 for VSP Preferred Brands and any frame at Visionworks.	\$200 or \$250 for VSP Preferred Brands and any frame at Visionworks.	\$150 or \$200 for VSP Preferred Brands and any frame at Visionworks.
Plan Enhancements	LightCare (use your benefit for non-prescription sunglasses or blue light filtering glasses).	LightCare and \$50 Extra on VSP Preferred Frames.	EasyOptions (upgrades at the time of service): extra \$50 elective contact lens allowance, or extra \$50 frame allowance or fully covered Premium Progressive Lenses or fully covered Photochromic Lenses, or fully covered Anti-Reflective Coating. LightCare and \$50 Extra on VSP Preferred Frames.
Exam/Lens/Frame Copay	\$15/\$30	\$15/30	\$15/\$30
Employee Only	\$5.59	\$8.17	\$8.92
Employee + Spouse	\$11.19	\$16.34	\$17.83
Employee + Child(ren)	\$11.97	\$17.49	\$19.08
Employee + Family	\$19.13	\$27.94	\$30.50

Rate Details

Rates are based on 900 eligible/800 enrolled employees, are **guaranteed for four years**, and are valid until 7/1/2025. Coverage offered: 100% employer paid for employee and 0% employer paid for dependents. Net of commission. Rates include any applicable taxes and health assessment fees known as of the date of the proposal.

Disclaimers and Exclusions

*Covered in full materials and services are less any applicable copay. Based on applicable laws, benefits and savings may vary by doctor location. Benefits may also vary at participating retail chains. Promotions like special offers and rebates are continually evaluated and subject to change without notice. Promotions and featured frame brands do not apply at Costco® Optical, Sam's Club, or Walmart Optical. Costco® Optical allowance of \$70, \$80, \$110 is equivalent to the frame allowance at VSP doctor locations and participating retail chains.

The following items are not covered under this plan: plano lenses (lenses with refractive correction of less than $\pm .50$ diopter), two pairs of glasses instead of bifocals; replacement of lenses, frames, or contacts; medical or surgical treatment; orthoptics; vision training or supplemental testing. LightCare coverage uses the frame allowance for non-prescription ready-made sun or blue-light filtering glasses in lieu of prescription glasses or contacts.

The following items are not covered as contact lens benefits: insurance policies or service agreements; Refitting of contact lenses after the initial (90-day) fitting period, artistically painted or non-prescription lenses; additional lens pathology; contact lens modification, polishing or cleaning.

Please read your Schedule of Benefits for details regarding the exclusions and limitations of your coverage. In the event of a conflict between this information and your organization's contract with VSP, the terms of the contract will prevail.

Created for Glendale Elementary School District

The VSP Choice Plan is a full-service plan that offers choice, flexibility, and maximum value through a VSP Network Provider.



Save up to \$3,000

With Exclusive Member Extras, members can save more than \$3,000 with special offers and deals through VSP and other leading industry brands.



Get up to \$250 back

Members can save big with VSP exclusive mail-in rebates on eligible popular contact lens brands like Bausch + Lomb.



\$1,000 savings on LASIK

Members can save up to \$1,000 on LASIK at LasikPlus, NVISION Eye Center, TLC Laser Eye Centers and The LASIK Vision Institute.

LEARN MORE. VISIT [VSP.COM/OFFERS](https://www.vsp.com/offers)

Benefits through a VSP Network Provider

Exam Services

- Comprehensive WellVision Exam® covered in full*
- Routine retinal screening covered after a no more than \$39 copay

Lenses

- Glass or plastic single vision, lined bifocal, lined trifocal, or lenticular lenses are covered in full*

Lens Enhancements

- Lens enhancements are covered in full after a copay, saving our members an average of 30%

Lens Enhancement	Single Vision	Multifocal
Anti-reflective coating	\$41	\$41
Polycarbonate - Adult	\$35	\$35
Polycarbonate - Children	Covered	Covered
Progressive	N/A	Covered
Photochromic	\$75	\$75
Scratch-resistant coating	\$17	\$17

Prices above reflect standard lens enhancement selections; premium or custom lens enhancements may also be available at an additional cost

Frame

- Frames covered in full* up to the retail allowance of **\$130 or \$150 or \$200**.
- Featured frame brands, including bebe, Calvin Klein, Cole Haan, Dragon, Flexon, Longchamp, Nike, and more are covered up to the enhanced featured frame allowance of **\$200 or \$250**.
Featured frame brands subject to change
- 20% off any amount above the retail allowance
- Members can choose from all frames available on the market today

VSP Choice Plan®

Additional Pairs of Glasses	Within 12 months of exam: 20% off unlimited additional pairs of prescription glasses and/or non-prescription sunglasses from any VSP doctor														
Elective Contact Lenses	Contact lens exam (fitting and evaluation): Standard and Premium fits are covered in full after copay. Member receives 15% off of contact lens exam services and member's copay will never exceed \$60 - Prescription contact lens materials are covered in full up to the retail allowance of \$130 or \$200 (in lieu of frame & lenses) - Members can choose from any available prescription contact lens materials														
VSP EasyOptions	- Allows members to customize their benefit in the doctor's office after they've received their exam - Each employee and their dependents have the choice to select a different covered upgrade that meets their personal needs <i>EasyOptions is not available at Costco Optical</i>														
VSP LightCare™	- Non-prescription blue light filtering glasses or sunglasses - Pre-made and ready-to-wear glasses from the doctor's frame board, or Eyeconic.com <i>Uses both lens and frame benefit</i>														
Low Vision	- Pre-approved low vision supplemental testing covered every two years 75% coverage for approved low vision aids, up to \$1,000 (less any amount paid for supplemental testing) every two years														
VSP Laser VisionCare SM Program	Discounts average 15-20% off or 5% off a promotional offer for laser surgery, including PRK, Custom PRK, LASIK, Custom LASIK, SMILE, Countoura, or other FDA approved laser vision correction procedures <i>Discounts are only available from VSP-contracted facilities.</i>														
Out-of-Network Schedule	We offer a generous reimbursement schedule for services from other providers <table><tr><td>Exam</td><td>\$45</td></tr><tr><td>Lenses:</td><td></td></tr><tr><td>Single vision</td><td>\$30</td></tr><tr><td>Lined bifocal</td><td>\$50</td></tr><tr><td>Lined trifocal</td><td>\$65</td></tr><tr><td>Frame</td><td>\$70</td></tr><tr><td>Elective contact lenses (in lieu of lenses and frame)</td><td>\$105, Necessary up to \$210</td></tr></table>	Exam	\$45	Lenses:		Single vision	\$30	Lined bifocal	\$50	Lined trifocal	\$65	Frame	\$70	Elective contact lenses (in lieu of lenses and frame)	\$105, Necessary up to \$210
Exam	\$45														
Lenses:															
Single vision	\$30														
Lined bifocal	\$50														
Lined trifocal	\$65														
Frame	\$70														
Elective contact lenses (in lieu of lenses and frame)	\$105, Necessary up to \$210														

Eyewear to Match Your Personal Style

Get an

Additional \$50

to Spend on Featured Frame Brands¹

vsp
vision care



Look for the VSP® heart on the lens to identify the brands that will maximize your benefits. Choose a style from one of these brands, and an Additional \$50 will automatically be applied to your frame allowance when you choose a Featured Frame Brand at all VSP network provider locations, or any frame at Visionworks®.

Featured Frame Brands include:²

ANNE KLEIN	AVIO	bebe	Calvin Klein	Calvin Klein Jeans	COLE HAAN
Columbia	CONVERSE	CUTLER AND CROSS	D K N Y	DONNA KARAN NEW YORK	
DRAGON	DRAPER JAMES	FERRAGAMO	FLEXON LIVIAN	ALTAIR GENESIS	JOE JOSEPH ARBOUD
JOSEPH ARBOUD	KARL LAGERFELD	LACOSTE	R LENTON & RUSBY	LINDA FARROW	
LONGCHAMP PARIS	MARCHON NYC	McALLISTER	NAUTICA		NINE WEST
Otis Piper	Paul Smith EYEWEAR	pure	skaga		



VSP Choice Plan®, VSP Choice Plan® with EasyOptions vs. United Healthcare Vision Plan
Glendale Elementary School District

Extra \$20
Or
Extra \$50

For members to spend
when they purchase a
featured frame brand
frame from Marchon or

Exam Copy:
Material Copy:
Wholesale Frame Allowance:
Retail Frame Allowance:
Extra \$20 or Enhanced \$50 Frame Allowance:
Exam/Lens/Frame Monthly Frequency:

	VSP		VSP		VSP		UHC	
	\$	15.00	\$	15.00	\$	15.00	\$	15.00
	\$	30.00	\$	30.00	\$	30.00	\$	30.00
	\$	50.00	\$	76.00	\$	57.00	\$	N/A
	\$	130.00	\$	200.00	\$	150.00	\$	130.00
	\$	150.00	\$	250.00	\$	200.00	\$	N/A
		12/12/12		12/12/12		12/12/12		12/12/12

VSP LightCare allows members to use their benefit towards non-prescription sunglasses or non-prescription blue light filtering glasses.

	VSP LightCare allows members to use their benefit towards non-prescription sunglasses or non-prescription blue light filtering glasses.					
	Good		Better		Best	
	Average U&C (Retail) Cost in AZ	Cost with VSP Choice Plan w/Lightcare	Cost with VSP Choice Plan w/LightCare Extra \$50	Cost with VSP Choice Plan w/LightCare & EasyOptions Extra \$50	Cost with UHC Vision Plan	
Example 1						
Exam with Copy	\$ 198.46	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	
Frame - Metal (WFC \$49.95)	\$ 149.95	-	\$ -	\$ -	\$ 13.97	
Single Vision Lens (material copay included)	\$ 114.77	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	
Polycarbonate Lens	\$ 63.00	\$ 35.00	\$ 35.00	\$ 35.00	Covered	
Polarized Lens - Plastic	\$ 120.00	\$ 57.00	\$ 57.00	\$ 57.00	\$ 96.00	
Anti-Reflective Coating - Hoya Super HiVision	\$ 120.00	\$ 68.00	\$ 68.00	Covered	\$ 95.00	
Member Out-of-Pocket on Day of Service	\$ 766.18	\$ 205.00	\$ 205.00	\$ 137.00	\$ 249.97	
Example 2						
Exam with Copy	\$ 198.46	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	
Frame - Metal (WFC \$57.00)	\$ 175.00	\$ 36.00	\$ -	\$ -	\$ 31.50	
Bifocal Lens (material copay included)	\$ 163.66	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	
Progressive Lens - Essilor Accolade (add-on avg cost)	\$ 85.00	Covered	Covered	Covered	\$ 100.00	
Photochromic Tint - Transitions®	\$ 136.00	\$ 75.00	\$ 75.00	Covered	\$ 67.00	
Member Out-of-Pocket on Day of Service	\$ 758.12	\$ 156.00	\$ 120.00	\$ 45.00	\$ 243.50	
Example 3						
Exam with Copy	\$ 198.46	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	
Frame - Metal (WFC \$74.00)	\$ 239.95	\$ 87.96	\$ -	Covered	\$ 76.97	
Bifocal Lens (material copay included)	\$ 163.66	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	
High-Index Lens 1.53 - 1.60/Trivex	\$ 92.00	\$ 60.00	\$ 60.00	\$ 60.00	\$ 53.00	
Progressive Lens - Varilux Physio DRx (add-on avg. cost)	\$ 173.00	\$ 105.00	\$ 105.00	\$ 105.00	\$ 150.00	
Anti-Reflective Coating - Crizal Prevencia UV	\$ 155.00	\$ 85.00	\$ 85.00	\$ 85.00	\$ 95.00	
Backside UV Coating¹	\$ 26.00	\$ 10.00	\$ 10.00	\$ 10.00	\$ 16.00	
Member Out-of-Pocket on Day of Service	\$ 1,048.07	\$ 392.96	\$ 305.00	\$ 305.00	\$ 435.97	
Example 4						
Exam with Copy	\$ 198.46	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	
Frame - Plastic (WFC \$76.00)	\$ 259.95	\$ 103.96	\$ -	\$ 87.96	\$ 90.97	
Bifocal Lens (material copay included)	\$ 163.66	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	
Progressive Lens - Varilux X Design Technology (add-on avg. cost)	\$ 262.00	\$ 150.00	\$ 150.00	Covered	\$ 250.00	
Anti-Reflective Coating - Crizal Rock UV	\$ 155.00	\$ 85.00	\$ 85.00	\$ 85.00	\$ 95.00	
Backside UV Coating¹	\$ 26.00	\$ 10.00	\$ 10.00	\$ 10.00	\$ 16.00	
Photochromic Tint - Transitions®	\$ 136.00	\$ 75.00	\$ 75.00	\$ 75.00	\$ 67.00	
Polycarbonate for Progressive Lens	\$ 67.00	\$ 35.00	\$ 35.00	\$ 35.00	Covered	
Member Out-of-Pocket on Day of Service	\$ 1,268.07	\$ 503.96	\$ 400.00	\$ 337.96	\$ 563.97	

* Extra \$20 featured frame brand promotion applies to the retail frame cost for full-service VSP Plans and is subject to change

* Enhanced Extra \$50 featured frame brand applies to the retail frame cost.

¹ Backside UV is required on all Crizal Anti-reflective Coatings.

WFC - Wholesale Frame Cost

VSP Choice Plan is a registered trademark of Vision Service Plan.

Costs are estimated based on VSP doctor U&Cs. Retail costs will be higher.

UHC member frame price assumes maximum discount allowed at participating UHC network provider.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.F. TOPIC: Life Insurance and Accidental Death and Dismemberment (AD&D)

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial Insurance Benefits for fiscal year 2025-2026 as presented.

GESD provides Basic Group Life and AD&D insurance at no cost to the employee(s). There is a slight decrease for the Basic Group Life insurance and no rate increase for AD&D for fiscal year 2025-2026. In addition, employees have an option to increase their life insurance and AD&D at their own expense.

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

- FY 2015 - \$123,496.14
- FY 2016 - \$176,585.22
- FY 2017 - \$152,891.14
- FY 2018 - \$148,887.06
- FY 2019 - \$155,804.87
- FY 2020 - \$145,236.62
- FY 2021 - \$174,304.90
- FY 2022 - \$154,211.20
- FY 2023 - \$135,755.96
- FY 2024 - \$125,682.54

From July 1, 2024, through December 31, 2024, GESD has incurred \$57,841.79 for life insurance. Based on the trend, we estimate life insurance to cost \$115,683.58 by June 30, 2025.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.G. TOPIC: Short-Term and Mid-Term Disability

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial Short-Term and Mid-Term Disability insurance benefits for fiscal year 2025-2026 as presented.

There are no rate increases or premium changes for the employee-paid short-term disability or the employer paid mid-term disability that GESD provides employees.

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

	<u>Short-term</u>	<u>Mid-term</u>
FY 2015	\$ 97,413.38	\$ 31,842.31
FY 2016	\$ 99,893.82	\$ 62,745.91
FY 2017	\$ 91,671.53	\$ 61,684.37
FY 2018	\$ 88,449.23	\$ 45,795.15
FY 2019	\$ 89,180.66	\$ 63,401.52
FY 2020	\$116,522.01	\$ 68,001.22
FY 2021	\$ 94, 518.04	(amounts are combined)
FY 2022	\$ 79,507.17	(amounts are combined)
FY 2023	\$ 90,132.84	(amounts are combined)
FY 2024	\$ 83,242.64	(amounts are combined)

From July 1, 2024, through December 31, 2024, GESD has incurred \$41,700.16 in short-term and mid-term disability insurance. Based on the trend, staff estimates short-term and mid-term disability insurance to cost \$83,400.32 by June 30, 2025.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.H. TOPIC: Flexible Spending Accounts (FSA) and COBRA

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve WEX Flexible Spending Accounts (FSA) and COBRA benefits for fiscal year 2025-2026 as presented.

The cost of administering the FSAs including medical, limited, and dependent care is included in the fixed expense Per Employee Per Month (PEPM).

The cost of administering the COBRA benefits is incurred by the COBRA participant.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.I. TOPIC: Employee Assistance Program (EAP)

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Interface Behavioral Health programs benefits for fiscal year 2025-2026 as presented.

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

The cost for six (6) sessions will remain \$0.90 per employee per month (PEPM). We anticipate the cost to be approximately \$12,000 for the year.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.J. TOPIC: WellStyles through Personify Health

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve WellStyles through Personify Health benefits for fiscal year 2025-2026 as presented.

WellStyles is a hands-on health and wellness platform offered to all benefited employees at no cost and at a nominal fee of \$1.75 for non-benefited employees (on a per employee per month (PEPM) basis and an annual maintenance fee of \$5,000. The program allows employees to connect with peers, track their health progress, get healthy recipes, take wellness classes, and earn rewards up to \$300.

So far, in the current year, we have incurred \$9,089.25. However, most of the expenses are incurred towards the end of the fiscal year. Therefore, to provide perspective, in fiscal year 2024, GESD incurred \$141,914.98.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

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

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

The Administration will present the Trust Board with an update on the District's business operations.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

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

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

In December, GESD incurred \$548,421 in medical claims, which represents a monthly loss ratio of 86%.

- The COBRA plan reflects \$45,506 in medical claims or a monthly loss ratio of 518%. In six months, COBRA has incurred \$268,184 out of \$3,664,492 in total medical claims. COBRA represents seven percent (or 7%) of the total medical claims.
- The traditional plan incurred \$344,880 in medical claims or a monthly loss ratio of 103%.
- The HDHP plan incurred \$158,034 in medical claims or a monthly loss ratio of 53%.
- There are five claims above \$100,000, one claim above the stop loss level of \$200,000 and an expected refund of \$48,373.

Based on the trend, we project revenues to generate \$7,548,012 and anticipate incurring medical claims of approximately \$7,328,988 or a loss ratio of 97% by June 30, 2025.



Monthly Experience Report

Glendale EI-All

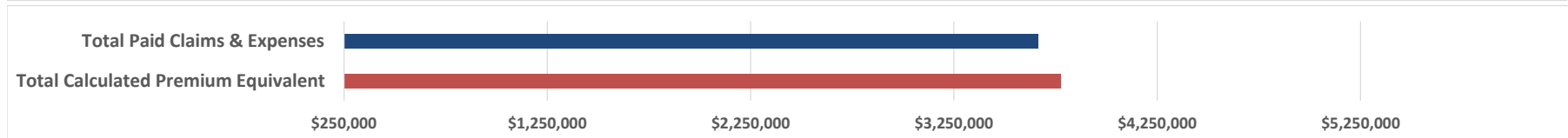
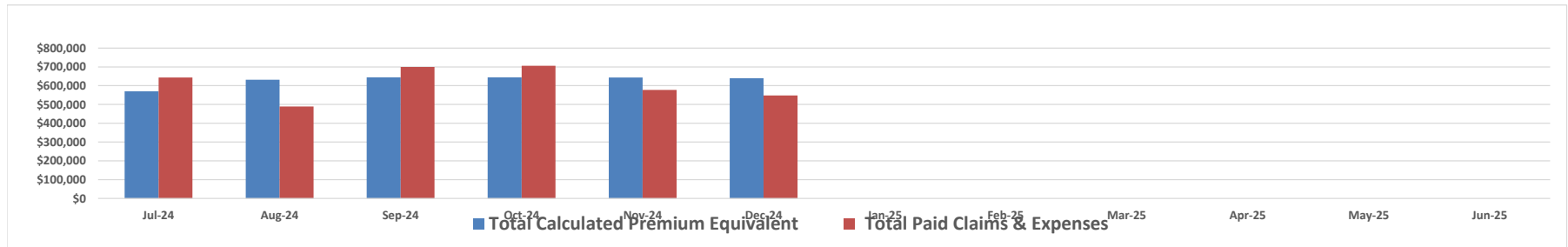
Dates: 7/1/2024-6/30/2025



Name: Valley Schools Employee Benefits Group

Plan: All

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM	Prior Year YTD Loss Ratio
2024-07	670	970	\$ 366,982	\$ -	\$ 226,143	\$ 593,125	\$ 50,250	\$ 643,375	\$ 569,946	\$ (73,429)	113%	\$ 663	105%
2024-08	746	1,066	\$ 273,819	\$ -	\$ 159,940	\$ 433,758	\$ 55,950	\$ 489,708	\$ 631,558	\$ 141,849	78%	\$ 459	92%
2024-09	763	1,086	\$ 465,197	\$ -	\$ 177,228	\$ 642,425	\$ 57,225	\$ 699,650	\$ 644,235	\$ (55,415)	109%	\$ 644	86%
2024-10	765	1,089	\$ 426,560	\$ -	\$ 222,037	\$ 648,597	\$ 57,375	\$ 705,972	\$ 644,822	\$ (61,150)	109%	\$ 648	95%
2024-11	765	1,082	\$ 328,141	\$ 9,470	\$ 201,319	\$ 519,990	\$ 57,375	\$ 577,365	\$ 643,159	\$ 65,794	90%	\$ 534	92%
2024-12	762	1,079	\$ 334,754	\$ 38,903	\$ 195,420	\$ 491,271	\$ 57,150	\$ 548,421	\$ 640,288	\$ 91,867	86%	\$ 508	89%
2025-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			90%
2025-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			86%
2025-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			85%
2025-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			86%
2025-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			88%
2025-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			89%
Total	4,471	6,372	\$ 2,195,453	\$ 48,373	\$ 1,182,086	\$ 3,329,167	\$ 335,325	\$ 3,664,492	\$ 3,774,007	\$ 109,515	97%	\$ 575	
Mo. Avg.	745	1,062	\$ 365,909	\$ 8,062	\$ 197,014	\$ 554,861	\$ 55,888	\$ 610,749	\$ 629,001	\$ 18,253		\$ 575	
PY Mo. Avg. @ 6/30/24	745	1,078	\$ 340,229	\$ 15,693	\$ 180,425	\$ 504,961	\$ 55,881	\$ 560,842	\$ 631,960	\$ 71,117		\$ 520	





Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: All Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	654	953	\$ 354,875	\$ -	\$ 223,719	\$ 578,594	\$ 49,050	\$ 627,644	\$ 558,533	\$ (69,111)	112%	\$ 659
2024-08	732	1,051	\$ 217,972	\$ -	\$ 156,197	\$ 374,169	\$ 54,900	\$ 429,069	\$ 621,569	\$ 192,500	69%	\$ 408
2024-09	750	1,073	\$ 449,947	\$ -	\$ 177,155	\$ 627,102	\$ 56,250	\$ 683,352	\$ 635,453	\$ (47,899)	108%	\$ 637
2024-10	752	1,076	\$ 360,171	\$ -	\$ 206,483	\$ 566,654	\$ 56,400	\$ 623,054	\$ 636,040	\$ 12,986	98%	\$ 579
2024-11	752	1,069	\$ 282,519	\$ 9,470	\$ 200,826	\$ 473,875	\$ 56,400	\$ 530,275	\$ 634,377	\$ 104,102	84%	\$ 496
2024-12	749	1,066	\$ 290,286	\$ 38,903	\$ 195,356	\$ 446,739	\$ 56,175	\$ 502,914	\$ 631,506	\$ 128,591	80%	\$ 472
2025-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	4,389	6,288	\$ 1,955,770	\$ 48,373	\$ 1,159,736	\$ 3,067,133	\$ 329,175	\$ 3,396,308	\$ 3,717,477	\$ 321,169	91%	\$ 540
Mo. Avg.	732	1,048	\$ 325,962	\$ 8,062	\$ 193,289	\$ 511,189	\$ 54,863	\$ 566,051	\$ 619,580	\$ 53,528		\$ 540



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: All COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	16	17	\$ 12,108	\$ -	\$ 2,424	\$ 14,532	\$ 1,200	\$ 15,732	\$ 11,413	\$ (4,318)	138%	\$ 925
2024-08	14	15	\$ 55,846	\$ -	\$ 3,743	\$ 59,589	\$ 1,050	\$ 60,639	\$ 9,988	\$ (50,651)	607%	\$ 4,043
2024-09	13	13	\$ 15,250	\$ -	\$ 73	\$ 15,323	\$ 975	\$ 16,298	\$ 8,782	\$ (7,516)	186%	\$ 1,254
2024-10	13	13	\$ 66,390	\$ -	\$ 15,554	\$ 81,943	\$ 975	\$ 82,918	\$ 8,782	\$ (74,136)	944%	\$ 6,378
2024-11	13	13	\$ 45,622	\$ -	\$ 493	\$ 46,115	\$ 975	\$ 47,090	\$ 8,782	\$ (38,308)	536%	\$ 3,622
2024-12	13	13	\$ 44,467	\$ -	\$ 64	\$ 44,531	\$ 975	\$ 45,506	\$ 8,782	\$ (36,724)	518%	\$ 3,500
2025-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	82	84	\$ 239,683	\$ -	\$ 22,351	\$ 262,034	\$ 6,150	\$ 268,184	\$ 56,530	\$ (211,654)	474%	\$ 3,193
Mo. Avg.	14	14	\$ 39,947	\$ -	\$ 3,725	\$ 43,672	\$ 1,025	\$ 44,697	\$ 9,422	\$ (35,276)		\$ 3,193



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: Traditional-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	333	488	\$ 231,309	\$ -	\$ 173,724	\$ 405,033	\$ 24,975	\$ 430,008	\$ 301,123	\$ (128,885)	143%	\$ 881
2024-08	377	546	\$ 159,037	\$ -	\$ 120,808	\$ 279,845	\$ 28,275	\$ 308,120	\$ 338,925	\$ 30,805	91%	\$ 564
2024-09	381	549	\$ 263,450	\$ -	\$ 121,185	\$ 384,635	\$ 28,575	\$ 413,210	\$ 342,012	\$ (71,197)	121%	\$ 753
2024-10	379	543	\$ 228,258	\$ -	\$ 166,934	\$ 395,192	\$ 28,425	\$ 423,617	\$ 337,978	\$ (85,639)	125%	\$ 780
2024-11	380	538	\$ 148,230	\$ 9,470	\$ 157,285	\$ 296,045	\$ 28,500	\$ 324,545	\$ 337,599	\$ 13,054	96%	\$ 603
2024-12	379	538	\$ 201,456	\$ 38,903	\$ 153,902	\$ 316,455	\$ 28,425	\$ 344,880	\$ 336,033	\$ (8,847)	103%	\$ 641
2025-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,229	3,202	\$ 1,231,741	\$ 48,373	\$ 893,838	\$ 2,077,206	\$ 167,175	\$ 2,244,381	\$ 1,993,671	\$ (250,710)	113%	\$ 701
Mo. Avg.	372	534	\$ 205,290	\$ 8,062	\$ 148,973	\$ 346,201	\$ 27,863	\$ 374,063	\$ 332,278	\$ (41,785)	113%	\$ 701

Monthly Contribution Rates

Premiums

Employee Only	\$ 712.47
Employee + Spouse	\$ 1,471.71
Employee + Child(ren)	\$ 1,376.91
Employee + Family	\$ 1,803.53



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: Traditional-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	7	7	\$ 10,551	\$ -	\$ 2,369	\$ 12,920	\$ 525	\$ 13,445	\$ 4,987	\$ (8,458)	270%	\$ 1,921
2024-08	5	5	\$ 52,558	\$ -	\$ 983	\$ 53,541	\$ 375	\$ 53,916	\$ 3,562	\$ (50,353)	1513%	\$ 10,783
2024-09	5	5	\$ 14,088	\$ -	\$ 17	\$ 14,105	\$ 375	\$ 14,480	\$ 3,562	\$ (10,918)	406%	\$ 2,896
2024-10	5	5	\$ 65,475	\$ -	\$ 15,392	\$ 80,867	\$ 375	\$ 81,242	\$ 3,562	\$ (77,680)	2281%	\$ 16,248
2024-11	5	5	\$ 45,358	\$ -	\$ 364	\$ 45,722	\$ 375	\$ 46,097	\$ 3,562	\$ (42,535)	1294%	\$ 9,219
2024-12	5	5	\$ 43,947	\$ -	\$ 51	\$ 43,998	\$ 375	\$ 44,373	\$ 3,562	\$ (40,810)	1246%	\$ 8,875
2025-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	32	32	\$ 231,977	\$ -	\$ 19,176	\$ 251,153	\$ 2,400	\$ 253,553	\$ 22,799	\$ (230,754)	1112%	\$ 7,924
Mo. Avg.	5	5	\$ 38,663	\$ -	\$ 3,196	\$ 41,859	\$ 400	\$ 42,259	\$ 3,800	\$ (38,459)	1112%	\$ 7,924

Monthly Contribution Rates

Premiums

Employee Only	\$ 712.47
Employee + Spouse	\$ 1,471.71
Employee + Child(ren)	\$ 1,376.91
Employee + Family	\$ 1,803.53



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	321	465	\$ 123,565	\$ -	\$ 49,995	\$ 173,560	\$ 24,075	\$ 197,635	\$ 257,410	\$ 59,775	77%	\$ 425
2024-08	355	505	\$ 58,935	\$ -	\$ 35,389	\$ 94,324	\$ 26,625	\$ 120,949	\$ 282,645	\$ 161,695	43%	\$ 240
2024-09	369	524	\$ 186,497	\$ -	\$ 55,970	\$ 242,467	\$ 27,675	\$ 270,142	\$ 293,440	\$ 23,298	92%	\$ 516
2024-10	373	533	\$ 131,912	\$ -	\$ 39,549	\$ 171,461	\$ 27,975	\$ 199,436	\$ 298,062	\$ 98,625	67%	\$ 374
2024-11	372	531	\$ 134,289	\$ -	\$ 43,541	\$ 177,830	\$ 27,900	\$ 205,730	\$ 296,778	\$ 91,047	69%	\$ 387
2024-12	370	528	\$ 88,830	\$ -	\$ 41,454	\$ 130,284	\$ 27,750	\$ 158,034	\$ 295,473	\$ 137,439	53%	\$ 299
2025-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,160	3,086	\$ 724,029	\$ -	\$ 265,898	\$ 989,927	\$ 162,000	\$ 1,151,927	\$ 1,723,807	\$ 571,879	67%	\$ 373
Mo. Avg.	360	514	\$ 120,672	\$ -	\$ 44,316	\$ 164,988	\$ 27,000	\$ 191,988	\$ 287,301	\$ 95,313	67%	\$ 373

Monthly Contribution Rates

Premiums

Employee Only	\$ 652.47
Employee + Spouse	\$ 1,284.00
Employee + Child(ren)	\$ 1,206.26
Employee + Family	\$ 1,556.09



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2024-6/30/2025

Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2024-07	9	10	\$ 1,556	\$ -	\$ 55	\$ 1,611	\$ 675	\$ 2,286	\$ 6,426	\$ 4,140	36%	\$ 229
2024-08	9	10	\$ 3,289	\$ -	\$ 2,760	\$ 6,049	\$ 675	\$ 6,724	\$ 6,426	\$ (298)	105%	\$ 672
2024-09	8	8	\$ 1,162	\$ -	\$ 56	\$ 1,218	\$ 600	\$ 1,818	\$ 5,220	\$ 3,402	35%	\$ 227
2024-10	8	8	\$ 915	\$ -	\$ 162	\$ 1,076	\$ 600	\$ 1,676	\$ 5,220	\$ 3,544	32%	\$ 210
2024-11	8	8	\$ 264	\$ -	\$ 129	\$ 393	\$ 600	\$ 993	\$ 5,220	\$ 4,227	19%	\$ 124
2024-12	8	8	\$ 521	\$ -	\$ 13	\$ 534	\$ 600	\$ 1,134	\$ 5,220	\$ 4,086	22%	\$ 142
2025-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2025-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	50	52	\$ 7,707	\$ -	\$ 3,175	\$ 10,881	\$ 3,750	\$ 14,631	\$ 33,731	\$ 19,100	43%	\$ 281
Mo. Avg.	8	9	\$ 1,284	\$ -	\$ 529	\$ 1,814	\$ 625	\$ 2,439	\$ 5,622	\$ 3,183	43%	\$ 281

Monthly Contribution Rates

Premiums

Employee Only	\$ 652.47
Employee + Spouse	\$ 1,284.00
Employee + Child(ren)	\$ 1,206.26
Employee + Family	\$ 1,556.09



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: Traditional

Date	Active	SP	CH	FAM	Total	Cobra				Total	Medical Plan Totals
	EE					EE	SP	CH	FAM		
2024-07	250	20	47	16	333	7	0	0	0	7	340
2024-08	286	23	50	18	377	5	0	0	0	5	382
2024-09	289	23	52	17	381	5	0	0	0	5	386
2024-10	290	21	52	16	379	5	0	0	0	5	384
2024-11	292	21	52	15	380	5	0	0	0	5	385
2024-12	292	19	53	15	379	5	0	0	0	5	384
2025-01	0	0	0	0	0	0	0	0	0	0	0
2025-02	0	0	0	0	0	0	0	0	0	0	0
2025-03	0	0	0	0	0	0	0	0	0	0	0
2025-04	0	0	0	0	0	0	0	0	0	0	0
2025-05	0	0	0	0	0	0	0	0	0	0	0
2025-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base

Date	Active	SP	CH	FAM	Total	Cobra				Total	Medical Plan Totals
	EE					EE	SP	CH	FAM		
2024-07	244	10	54	13	321	8	0	1	0	9	330
2024-08	272	11	60	12	355	8	0	1	0	9	364
2024-09	283	11	63	12	369	8	0	0	0	8	377
2024-10	284	11	65	13	373	8	0	0	0	8	381
2024-11	284	10	65	13	372	8	0	0	0	8	380
2024-12	282	10	65	13	370	8	0	0	0	8	378
2025-01	0	0	0	0	0	0	0	0	0	0	0
2025-02	0	0	0	0	0	0	0	0	0	0	0
2025-03	0	0	0	0	0	0	0	0	0	0	0
2025-04	0	0	0	0	0	0	0	0	0	0	0
2025-05	0	0	0	0	0	0	0	0	0	0	0
2025-06	0	0	0	0	0	0	0	0	0	0	0



REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Members	Number of members as reported by provider source.
Paid Medical Claims	Paid medical claims as reported by provider source in reported month.
Estimated Specific Stop Loss Refunds	Estimated specific stop loss refunds. This amount includes estimated refunds for individual claims in excess of the stop loss deductible. Actual reimbursements are credited to the District's account after June 30th of the plan year. Amounts are estimates and may change during the adjudication process by the stop loss carrier.
Paid Rx Claims	Paid prescription drug claims as reported by provider source in reported month.
Total Net Medical/Rx Claims	Net paid medical claims plus paid Rx claims less estimated stop loss refunds.
Fixed Expenses	Fixed expense = PEPM fixed expense times Employees. Amount includes claims administration, stop loss coverage and other services provided through Valley Schools.
Total Paid Claims & Expenses	Total Net medical/Rx plus fixed expenses.
Calculated Premium Equivalent	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactive adjustments.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PMPM	Total paid claims and expenses divided by total members.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

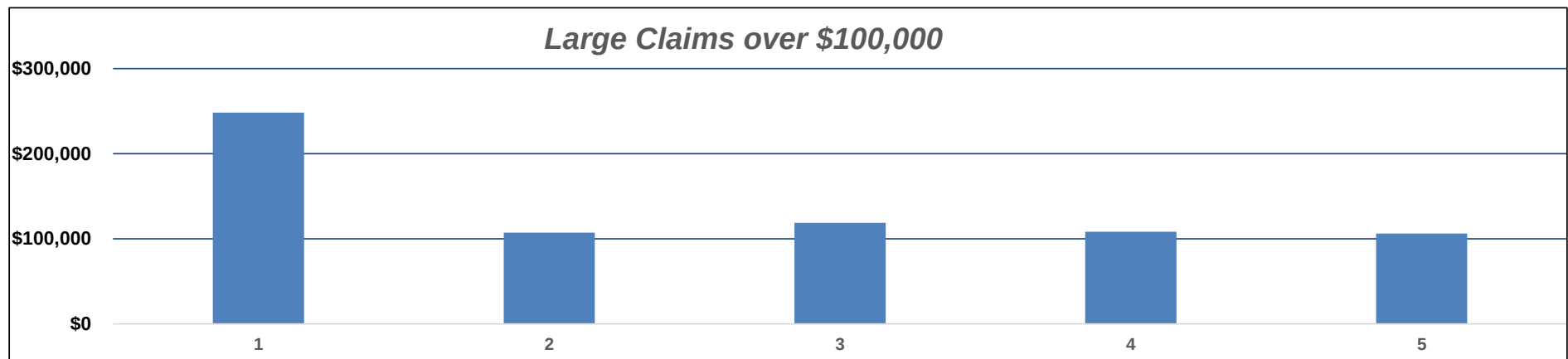
This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s) data.



**Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Large Claims by Plan
(7/1/2024 through 6/30/2025)**



# of claims > \$100K	
FY24	FY25
10	5



Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1	\$248,373	\$200,000	\$0	\$48,373
2	\$107,258	\$200,000	\$92,742	\$0
3	\$118,757	\$200,000	\$81,243	\$0
4	\$108,300	\$200,000	\$91,700	\$0
5	\$106,152	\$200,000	\$93,848	\$0
Total	\$688,840			\$48,373



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2024 through 6/30/2025)



Date	Plan Name		Paid Amount
2024-07	Traditional PPO		\$34,088.97
2024-07	Traditional PPO		\$7,648.30
2024-08	Traditional PPO		\$1,515.84
2024-08	Traditional PPO		\$49,324.87
2024-09	Traditional PPO		\$11,192.70
2024-10	Traditional PPO		\$64,370.36
2024-11	Traditional PPO		\$41,329.01
2024-12	Traditional PPO		\$979.24
2024-12	Traditional PPO		\$37,923.65
		Total for Claimant 1	\$248,372.94
2024-07	Traditional PPO		\$714.95
2024-08	Traditional PPO		\$6,641.67
2024-09	Traditional PPO		\$92,441.87
2024-10	Traditional PPO		\$3,870.23
2024-11	Traditional PPO		\$1,550.04
2024-12	Traditional PPO		\$2,039.17
		Total for Claimant 2	\$107,257.93



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2024 through 6/30/2025)



Date	Plan Name		Paid Amount
2024-07	Traditional PPO		\$15,851.79
2024-07	HDHP Base		\$10,276.75
2024-08	Traditional PPO		\$16,426.79
2024-09	Traditional PPO		\$16,028.44
2024-10	Traditional PPO		\$30,605.50
2024-11	Traditional PPO		\$15,807.28
2024-12	Traditional PPO		\$13,760.86
		Total for Claimant 3	\$118,757.41
2024-07	HDHP Base		\$21,052.00
2024-08	HDHP Base		\$16,410.86
2024-09	HDHP Base		\$16,589.24
2024-10	HDHP Base		\$20,891.68
2024-11	HDHP Base		\$16,300.65
2024-12	HDHP Base		\$17,055.87
		Total for Claimant 4	\$108,300.30



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2024 through 6/30/2025)



Date	Plan Name		Paid Amount
2024-07	HDHP Base		\$12,839.39
2024-08	HDHP Base		\$17,906.36
2024-08	HDHP Base		\$31.69
2024-09	HDHP Base		\$20,966.34
2024-09	HDHP Base		\$342.84
2024-10	HDHP Base		\$16,875.31
2024-10	HDHP Base		\$169.83
2024-11	HDHP Base		\$20,997.28
2024-11	HDHP Base		\$33.11
2024-12	HDHP Base		\$15,623.32
2024-12	HDHP Base		\$366.22
		Total for Claimant 5	\$106,151.69
TOTAL		Total	\$688,840.27

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.C. TOPIC: Claims Experience Review – Dental

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

In December Pool I (or base plan) incurred \$177,299 in dental claims or a monthly loss ratio of 80%.

Based on the trend, we project revenues to generate \$2,626,104 anticipate Pool I (or base plan) to incur approximately \$2,297,412 or a loss ratio of 87% by June 30, 2025.

In December, Pool III (or buy-up plan) incurred \$355,277 in dental claims or a monthly loss ratio of 72%.

Based on the trend, we project revenues to generate \$5,860,320 and anticipate Pool III (or buy-up plan) to incur approximately \$5,023,260 or a loss ratio of 86% by June 30, 2025.

Monthly Experience Report

VSEBG Master

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: Master

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2024-07	19,140	\$ 1,287,094	\$ 67,947	\$ 1,355,041	\$ 1,031,195	\$ (323,846)	131%	\$ 71	116%
2024-08	19,684	\$ 817,649	\$ 69,878	\$ 887,527	\$ 1,050,194	\$ 162,667	85%	\$ 45	104%
2024-09	20,244	\$ 720,700	\$ 71,866	\$ 792,566	\$ 1,077,836	\$ 285,270	74%	\$ 39	95%
2024-10	20,311	\$ 1,027,396	\$ 72,104	\$ 1,099,500	\$ 1,081,303	\$ (18,197)	102%	\$ 54	95%
2024-11	20,317	\$ 723,847	\$ 72,125	\$ 795,973	\$ 1,081,044	\$ 285,071	74%	\$ 39	91%
2024-12	20,295	\$ 777,380	\$ 72,047	\$ 849,427	\$ 1,080,529	\$ 231,102	79%	\$ 42	87%
2025-01	-	\$ -	\$ -	\$ -	\$ -	\$ -			91%
2025-02	-	\$ -	\$ -	\$ -	\$ -	\$ -			90%
2025-03	-	\$ -	\$ -	\$ -	\$ -	\$ -			90%
2025-04	-	\$ -	\$ -	\$ -	\$ -	\$ -			90%
2025-05	-	\$ -	\$ -	\$ -	\$ -	\$ -			89%
2025-06	-	\$ -	\$ -	\$ -	\$ -	\$ -			90%
Total	119,991	\$ 5,354,066	\$ 425,968	\$ 5,780,034	\$ 6,402,101	\$ 622,067	90%	\$ 48	
Mo. Avg.	19,999	\$ 892,344	\$ 70,995	\$ 963,339	\$ 1,067,017	\$ 103,678		\$ 48	
PY Mo. Avg. @ 6/30/24	20,036	\$ 884,436	\$ 71,127	\$ 955,563	\$ 1,063,358	\$ 107,795		\$ 48	

Monthly Experience Report

VSEBG Level I

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: Pool I

a Date	b Employees	c Paid Dental Claims	d PEPM Fixed Expenses	e Total Paid Claims & Expenses	f Contributions	g Surplus/ (Deficit)	h Total Cost Loss Ratio	i Total Cost PEPM	j PY YTD Loss Ratio
2024-07	5,316	\$ 223,609	\$ 18,872	\$ 242,481	\$ 211,254	\$ (31,227)	115%	\$ 46	93%
2024-08	5,593	\$ 158,023	\$ 19,855	\$ 177,878	\$ 219,379	\$ 41,501	81%	\$ 32	88%
2024-09	5,613	\$ 157,856	\$ 19,926	\$ 177,782	\$ 219,735	\$ 41,953	81%	\$ 32	82%
2024-10	5,627	\$ 203,785	\$ 19,976	\$ 223,761	\$ 220,546	\$ (3,215)	101%	\$ 40	83%
2024-11	5,640	\$ 129,482	\$ 20,022	\$ 149,504	\$ 221,051	\$ 71,547	68%	\$ 27	83%
2024-12	5,636	\$ 157,291	\$ 20,008	\$ 177,299	\$ 221,086	\$ 43,787	80%	\$ 31	78%
2025-01			\$ -	\$ -	\$ -	\$ -			83%
2025-02			\$ -	\$ -	\$ -	\$ -			84%
2025-03			\$ -	\$ -	\$ -	\$ -			84%
2025-04			\$ -	\$ -	\$ -	\$ -			85%
2025-05			\$ -	\$ -	\$ -	\$ -			84%
2025-06			\$ -	\$ -	\$ -	\$ -			84%
Total	33,425	\$ 1,030,047	\$ 118,659	\$ 1,148,706	\$ 1,313,051	\$ 164,345	87%	\$ 34	
Mo. Avg.	5,571	\$ 171,675	\$ 19,776	\$ 191,451	\$ 218,842	\$ 27,391		\$ 46	
PY Mo. Avg. @ 6/30/24	5,777	\$ 168,990	\$ 20,507	\$ 189,497	\$ 225,286	\$ 35,789		\$ 36	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 26.11
Employee + Spouse	\$ 52.22
Employee + Child(ren)	\$ 54.83
Employee + Family	\$ 78.32

Three Tier Premiums

Employee Only	\$ 23.79
Employee + 1	\$ 49.96
Employee + 2	\$ 79.70

Monthly Experience Report

VSEBG Level II

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: Pool II

a Date	b Employees	c Paid Dental Claims	d PEPM Fixed Expenses	e Total Paid Claims & Expenses	f Contributions	g Surplus/ (Deficit)	h Total Cost Loss Ratio	i Total Cost PEPM	j PY YTD Loss Ratio
2024-07	7,294	\$ 511,429	\$ 25,894	\$ 537,322	\$ 341,393	\$ (195,929)	157%	\$ 74	139%
2024-08	7,492	\$ 269,251	\$ 26,597	\$ 295,848	\$ 349,516	\$ 53,668	85%	\$ 39	117%
2024-09	7,867	\$ 246,977	\$ 27,928	\$ 274,905	\$ 366,626	\$ 91,721	75%	\$ 35	104%
2024-10	7,885	\$ 376,655	\$ 27,992	\$ 404,647	\$ 367,063	\$ (37,584)	110%	\$ 51	104%
2024-11	7,887	\$ 262,124	\$ 27,999	\$ 290,123	\$ 367,129	\$ 77,006	79%	\$ 37	98%
2024-12	7,881	\$ 288,874	\$ 27,978	\$ 316,852	\$ 367,162	\$ 50,310	86%	\$ 40	95%
2025-01			\$ -	\$ -	\$ -	\$ -			100%
2025-02			\$ -	\$ -	\$ -	\$ -			97%
2025-03			\$ -	\$ -	\$ -	\$ -			97%
2025-04			\$ -	\$ -	\$ -	\$ -			97%
2025-05			\$ -	\$ -	\$ -	\$ -			95%
2025-06			\$ -	\$ -	\$ -	\$ -			97%
Total	46,306	\$ 1,955,311	\$ 164,386	\$ 2,119,697	\$ 2,158,889	\$ 39,192	98%	\$ 46	
Mo. Avg.	7,718	\$ 325,885	\$ 27,398	\$ 353,283	\$ 359,815	\$ 6,532		\$ 74	
PY Mo. Avg. @ 6/30/24	7,712	\$ 320,178	\$ 27,377	\$ 347,555	\$ 359,390	\$ 11,835		\$ 65	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 32.86
Employee + Spouse	\$ 65.72
Employee + Child(ren)	\$ 69.01
Employee + Family	\$ 98.58

Three Tier Premiums

Employee Only	\$ 29.94
Employee + 1	\$ 62.88
Employee + 2	\$ 100.31

Monthly Experience Report

VSEBG Level III

Dates: (7/1/2024-6/30/2025)



Name: Valley Schools Employee Benefits Group

Plan: Pool III

a Date	b Employees	c Paid Dental Claims	d PEPM Fixed Expenses	e Total Paid Claims & Expenses	f Contributions	g Surplus/ (Deficit)	h Total Cost Loss Ratio	i Total Cost PEPM	j PY YTD Loss Ratio
2024-07	6,530	\$ 552,056	\$ 23,182	\$ 575,237	\$ 478,548	\$ (96,689)	120%	\$ 88	110%
2024-08	6,599	\$ 390,374	\$ 23,426	\$ 413,801	\$ 481,299	\$ 67,498	86%	\$ 63	102%
2024-09	6,764	\$ 315,866	\$ 24,012	\$ 339,879	\$ 491,475	\$ 151,596	69%	\$ 50	94%
2024-10	6,799	\$ 446,955	\$ 24,136	\$ 471,092	\$ 493,694	\$ 22,602	95%	\$ 69	95%
2024-11	6,790	\$ 332,241	\$ 24,105	\$ 356,346	\$ 492,864	\$ 136,518	72%	\$ 52	90%
2024-12	6,778	\$ 331,215	\$ 24,062	\$ 355,277	\$ 492,281	\$ 137,004	72%	\$ 52	86%
2025-01			\$ -	\$ -	\$ -	\$ -			88%
2025-02			\$ -	\$ -	\$ -	\$ -			87%
2025-03			\$ -	\$ -	\$ -	\$ -			88%
2025-04			\$ -	\$ -	\$ -	\$ -			88%
2025-05			\$ -	\$ -	\$ -	\$ -			87%
2025-06			\$ -	\$ -	\$ -	\$ -			87%
Total	40,260	\$ 2,368,708	\$ 142,923	\$ 2,511,631	\$ 2,930,161	\$ 418,530	86%	\$ 62	
Mo. Avg.	6,710	\$ 394,785	\$ 23,821	\$ 418,605	\$ 488,360	\$ 69,755		\$ 88	
PY Mo. Avg. @ 6/30/24	6,547	\$ 395,268	\$ 23,243	\$ 418,511	\$ 478,682	\$ 60,171		\$ 82	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 45.01
Employee + 1	\$ 90.03
Employee + 2	\$ 94.53
Employee + Family	\$ 135.04

Three Tier Premiums

Employee Only	\$ 41.01
Employee + 1	\$ 86.13
Employee + 2	\$ 137.40



REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Paid Dental Claims	Paid dental claims as reported by provider source in reported month for all claims paid since the effective date including current report month except as noted.
PEPM Fixed Expenses	This amount includes all administrative costs & third party administrator costs.
Total Paid Claims & Expenses	Estimated paid claims plus plan fixed expenses.
Contributions	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactivity reported by Districts.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PEPM	Total paid claims and expenses divided by total employees.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s) data.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.D. TOPIC: Financial Review

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

The financial report for December 31, 2024, reflects the “Ending net position reserved for claims and expenses” as \$26,009,726.96.



January 27, 2025

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2024. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

Laura Felten
Chief Financial Officer

Valley Schools Employee Benefits Group
Statement of Revenues, Expenses and
Changes in Net Position by Member--Cash Basis
For the Six Months Ended December 31, 2024

	Glendale Elementary
Operating revenues	
Contributions	\$ 9,244,441.69
Total operating revenues	<u>9,244,441.69</u>
Operating expenses	
Paid claims	3,502,311.68
Fixed expense	341,100.00
Dental pool premiums	202,927.43
HSA contributions	365,891.40
Medical premiums	40,487.52
Short term disability premiums	41,700.16
Dental premiums	6,334.11
Vision premiums	35,438.01
Flexible spending contributions	112,985.00
Life insurance premiums	57,841.79
Prepaid legal premiums	0.00
Identity protection	0.00
Wellness program	9,089.25
VSMG administration fee	0.00
Benefit related services	13,500.00
Consulting services	0.00
ACA fees	0.00
Total operating expense	<u>4,729,606.35</u>
Operating income/(loss)	<u>4,514,835.34</u>
Non-operating revenue	
Interest income	570,371.74
Change in market value	(152,531.87)
Total non-operating revenue	<u>417,839.87</u>
Change in net position	<u>4,932,675.21</u>
Beginning net position reserved for claims and expenses	<u>21,077,051.75</u>
Ending net position reserved for claims and expenses	<u>\$ 26,009,726.96</u>

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.E. TOPIC: Claims Experience Review – Workers’ Compensation

SUBMITTED BY: Mr. Gerry Petersen-Incorvaia, Assistant Superintendent for Strategic Operations and Communications

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

In January, GESD logged 6 incidents and GESD incurred \$12,000.00 for the month.

As of the end of January, GESD has 40 open claims recorded since 2013 and the “Paid” amount is \$852,664.17 compared to the “incurred” of \$1,338,050.87.

GESD has three (3) claimants above \$75,000 (based on the “Paid” amount) and two (2) of those above \$150,000. For the purpose of workers’ compensation, the stop-loss level is \$350,000.

The “Paid” amount of the two (2) claimants is \$559,977.25 or 66% of the total “Paid” amount of \$852,664.17 and \$665,923.85 or 50% of the total “Incurred” amount of \$1,338,050.87.

The average cost per individual is:

\$21,316.60 “Paid”

\$33,451.72 “Incurred”

Claim Number	Loss Date	Status	Department Name	Body Part	Cause	Total Paid	Total Incurred
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$2,000.00
Grand Totals - 6 Claims						\$0.00	\$12,000.00

Report Definition

Description:

Filters: Loss Date is between 01/01/2025 and 01/31/2025 and District is equal to Glendale Elementary SD

Groups: No Groups

Sorts: Department Name

Options: Incurred Formula is Net Incurred

Run Date: 02/03/2025

Valued as of 02/04/2025

Claim Number	Loss Date	Status	Department Name	Body Part	Cause	Total Paid	Total Incurred
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	\$400,343.98	\$483,212.25
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	\$55,987.69	\$107,931.96
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	\$2,613.85	\$7,300.00
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	\$0.00	\$5,700.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$770.66	\$2,500.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$28,165.28	\$58,416.76
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$6,100.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$800.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$1,500.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$1,200.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$354.81	\$800.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$2,099.06	\$5,500.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$5,503.82	\$6,900.05
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$56,901.43	\$110,788.90
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$2,000.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$6,201.50	\$13,600.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$0.00	\$13,000.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$76,694.88	\$135,103.46
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$1,764.62	\$5,600.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	\$5,758.94	\$11,100.00

VALLEY SCHOOLS MANAGEMENT GROUP -
RMIS

Valued as of 02/04/2025

WC GESD Total Open/ReOpen Claims

Claim Number	Loss Date	Status	Department Name	Body Part	Cause	Total Paid	Total Incurred
		Open				\$0.00	\$2,000.00
		Reopened				\$6,283.88	\$7,366.28
		Reopened				\$1,452.50	\$1,452.50
		Reopened				\$629.47	\$4,329.47
		Reopened				\$120.00	\$7,300.00
		Open				\$0.00	\$2,000.00
		Open				\$0.00	\$7,300.00
		Open				\$329.55	\$3,000.00
		Open				\$1,397.63	\$5,000.00
		Open				\$1,755.45	\$5,600.00
		Open				\$6,431.45	\$9,700.00
		Open				\$0.00	\$0.00
		Open				\$0.00	\$2,000.00
		Open				\$159,633.27	\$182,711.60
		Open				\$0.00	\$0.00
		Open				\$2,961.52	\$64,808.00
		Open				\$0.00	\$0.00
		Open				\$28,508.93	\$52,429.64
		Open				\$0.00	\$2,000.00
Grand Totals - 39 Claims						\$852,664.17	\$1,338,050.87

Report Definition

Description:

- Filters:** Loss Date is before 01/31/2025 and District is equal to Glendale Elementary SD and Status is equal to Open or Reopened
- Groups:** No Groups
- Sorts:** Department Name
- Options:** Incurred Formula is Net Incurred
- Run Date:** 02/04/2025

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.F. TOPIC: Financial Review – Workers' Compensation

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

The financial report for December 31, 2024, reflects the “Ending net position reserved for claims and expenses” as \$4,336,924.64.



January 22, 2025

Valley Schools Workers' Compensation Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2024. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

Laura Felten
Chief Financial Officer

**Valley Schools Workers' Compensation Group
Statement of Revenue, Expenses and
Changes in Net Position by Member--Cash Basis
For the Six Months Ended December 31, 2024**

	Glendale Elementary
Operating revenues	
Contributions	\$ 880,000.00
Cost of re-insurance	(36,702.20)
Total operating revenues	<u>843,297.80</u>
Operating expenses	
Paid claims	173,936.73
Subrogation/restitution/stop loss	(4,687.04)
Safety and loss control	0.00
VSMG administration fee	44,317.92
Consulting services	37,500.00
ICA fees	6,274.40
Total operating expense	<u>257,342.01</u>
Operating income/(loss)	<u>585,955.79</u>
Non-operating revenue	
Interest income	92,531.50
Change in market value	(14,300.37)
Additions to net position	0.00
Total non-operating revenue	<u>78,231.13</u>
Change in net position	<u>664,186.92</u>
Beginning net position reserved for claims and expenses	<u>3,672,737.72</u>
Ending net position reserved for claims and expenses	<u>\$ 4,336,924.64</u>

Beginning Net Position and Ending Net Position do not include liability for IBNR

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.G. TOPIC: Financial Review – Insurance Group

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

The financial report for December 31, 2024, reflects the “Ending net position reserved for claims and expenses” as \$2,236,227.39.



January 22, 2025

Valley Schools Insurance Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2024. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

Laura Felten
Chief Financial Officer

Valley Schools Insurance Group
Statement of Revenue, Expenses and
Changes in Net Position by Member--Cash Basis
For the Six Months Ended December 31, 2024

	Glendale Elementary
Operating revenues	
Contributions	\$ 0.00
Cost of re-insurance	0.00
Total operating revenues	<u>0.00</u>
Operating expenses	
Paid claims - liability	0.00
Paid claims - auto liability	0.00
Paid claims - property	0.00
Subrogation/restitution/stop loss	0.00
Insurance premiums	0.00
Safety and loss control	0.00
VSMG administration fee	0.00
Consulting services	0.00
Total operating expenses	<u>0.00</u>
Operating income/(loss)	<u>0.00</u>
Non-operating revenue	
Interest income	39,141.81
Change in market value	(12,973.98)
Rental income	0.00
Rental expense	0.00
Depreciation expense	0.00
Additions to net position	899,755.00
Total non-operating revenue	<u>925,922.83</u>
Change in net position	<u>925,922.83</u>
Beginning net position reserved for claims and expenses	<u>1,310,304.56</u>
Ending net position reserved for claims and expenses	<u>\$ 2,236,227.39</u>

Beginning Net Position and Ending Net Position do not include liability for IBNR

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 5.H. TOPIC: Insurance and Wellness Update

SUBMITTED BY: Ms. Holga Gonzalez, Human Resources Systems Specialist

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

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



**GLENDALE
ELEMENTARY
SCHOOL DISTRICT**

7301 N. 58th Ave.
Glendale, AZ 85301
(623) 237-7100
gesd40.org

Benefits & Wellness Highlights

Goals:

Compliance / Benefits & Financial Literacy / Build Strong Partnerships

January 2025

Interface Behavioral

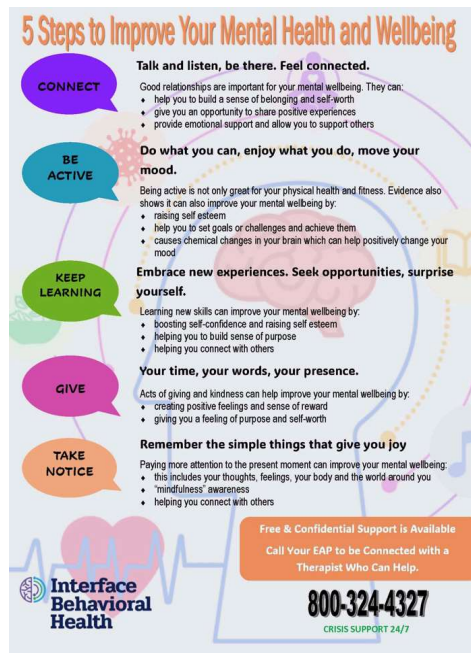
Plan utilization data from July 1, 2024, through December 31, 2024 shows a total of 14 referrals. According to the data provided, the top 3 problems reported were Stress by 28.6%, Marital or Couples by 14.3%, and Depression by 7.1%.

Compliance seminar

HR attended the Compliance Seminar hosted by Valley Schools on January 30th. The seminar focused on the latest regulatory updates, best practices in compliance, and strategies for ensuring adherence to relevant laws and policies within the school system.

#KnowYourBenefits 💡 Improving mental health

We shared information with all the employees on ways to improve mental health and wellbeing. The following steps can be incredibly beneficial:





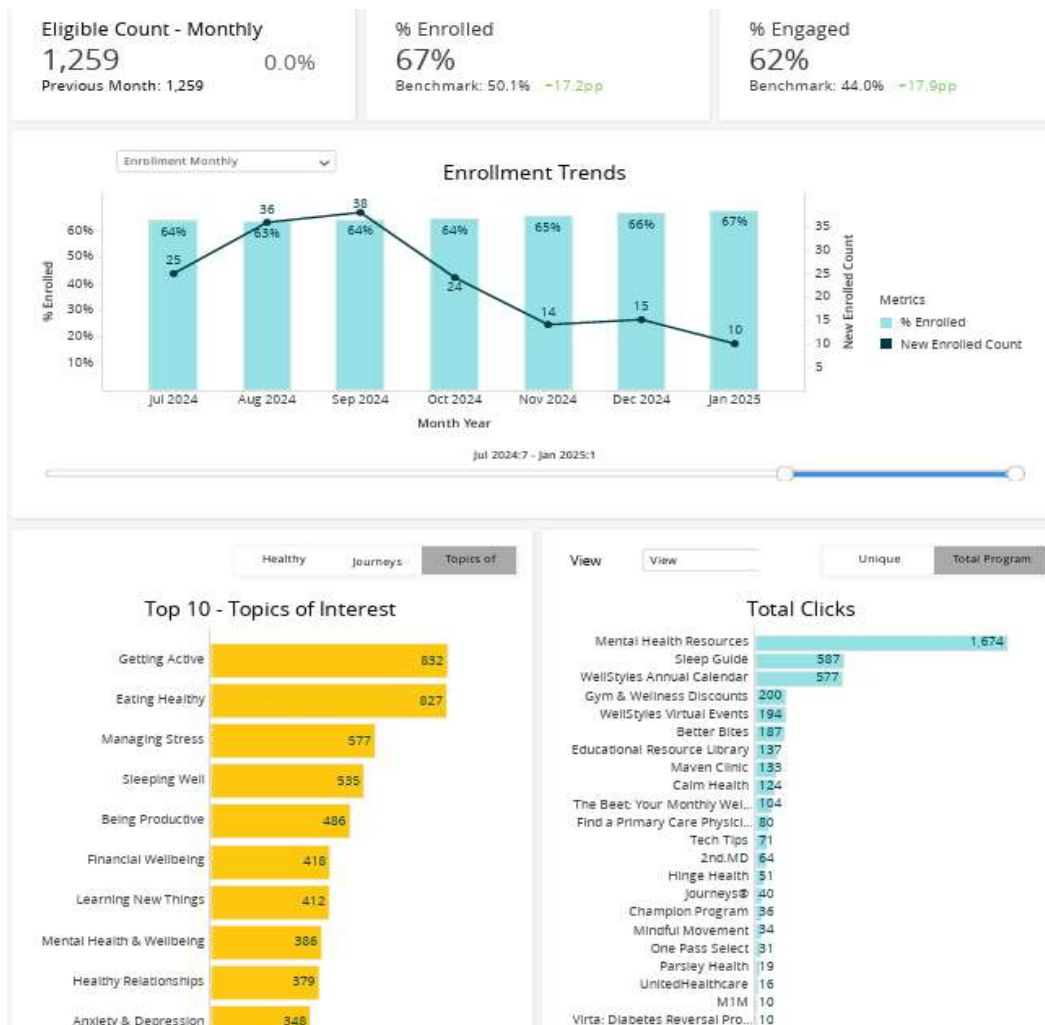
Wellness Report

January 2025

Wellstyles Member Engagement

As of January 2025, we currently have **67%** of eligible employees enrolled in the WellStyles program. There is a strong and active participation rate, with more than **60%** of enrollees engaged, indicating that participants are not only signing up but also interacting with the content and resources.

Enrollment has shown steady improvement month-on-month, with an especially noticeable increase starting from July 2024 to January 2025.



GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

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

AGENDA NO: 6.A. TOPIC: Trust Board Report

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

DATE ASSIGNED FOR CONSIDERATION: February 26, 2025

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