



FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT

EMPLOYEE BENEFITS COMMITTEE NOTES

Wednesday, March 27, 2025, 3:45 p.m.

Meeting notes:

In Attendance:

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

➤ Welcome

➤ Notes:

The meeting began at 3:50 p.m.

EPIC shared with the committee the medical renewals that included redistribution of excess funds. Discussed the premium rate for Western Health Advantage (WHA) with Nonstop. Also, the new district contributions were provided for certificated, management, confidential, and classified, full-time, 8-hour employees (Monthly/Tenthly for Single, 2-Party, and Family).

➤ Questions/Comments:

- Wesley provided a recap on nonstop and said the reserve came in more favorable than our estimates. The new cap rates were shared. Sean said that we calculated the rates by using WHA numbers.
- Regarding infertility - insurance companies will follow the rules, but we will get hit by this from Kaiser with a premium load.
- Sean said SHP will not increase if we get rid of the copay. Staff recommends we remove the copay for SHP and WHA. The only copay we will keep is Kaiser. Sean said Kaiser is the only one that looks at our usage; others are community-rated.
- Sean said there is a benefit for employees not to take the copay plan. He explained that if you are an employee and only looking at the Western Health Advantage (WHA) plan, but take on the Nonstop plan you will be out \$600 annually. The district proposed that half of those funds would be paid back to the employee using one-time funds. So employees would only have to pay \$300 + tax for the entire year. We hope that classified staff will take advantage of this plan. Family coverage is the lowest we've provided recently. Sean shared that the group should be proud of what we are doing right now. We know we are creating savings to our employees instead of the providers. It is going in the right direction for our employees.
- Tracy said we need to communicate the information now and suggested that the communications dept. may send it out. Joint communication with all three groups should be sent out in the next couple of weeks.
- Jenyn said we have Extended open enrollment through June 6, 2025.
- Team is on board with the decisions with rates.

➤ Recap:

- The committee agreed to move forward with agreed-upon plans, tiers, and contributions.
- Agreed with deleting the copay plans for WHA and SHP.
- A joint communication with FCEA, FCLA, and CSEA will be sent out next week. A draft of the communication will be sent to the bargaining groups for their review and sign-off before we proceed with distribution. Coordinate with the Communications Department.

➤ Dates to Remember:

- Open Enrollment - May 1 – June 6, 2025
 - FCUSD Educational meetings: Friday, April 25 and Tuesday, Tuesday, May 20
 - FCUSD Health Fair – Tuesday, May 6

➤ Next Meeting: April 9, 2025