

PARMA CITY SCHOOLS DISTRICT
MINUTES
INSURANCE COMMITTEE MEETING
October 14, 2025

Meeting called to order at 2:00 p.m.

Financials

- We discussed the Financials for the Insurance Fund. The fund balance as of 9/30/2025 was (\$1,451,874). Expenditures exceeded revenues for the month of September by \$650,299.

Wellness

- There was no wellness update.

Oswald

- Oswald provided their monthly financial update. Medical Mutual described the pros and cons of joining a health care consortium.

Meeting was adjourned at 2:46 p.m.

Insurance Fund Highlights

- Expenditures exceeded revenues by \$650,299 for the month of September.
- The insurance fund balance as of September 30, 2025 was (\$1,451,874).
- The medical claims increased in September compared to August. The prescription claims decreased in September compared to August due to the Express Scripts rebate
- Through August 31, 2025, expenditures have exceeded revenues by \$3,797.009 for fiscal year 2026.

Fiscal Year	2026		2025		2024		2023	
FY Beg. Balance (cash)	\$	2,345,135.09	\$	5,996,606.30	\$	6,985,590.17	\$	6,795,523.85
Premiums								
Employees - Med/Rx	\$	873,229.36	\$	3,562,713.30	\$	3,078,436.35	\$	3,142,631.17
Vision - Emp	\$	254.16	\$	1,219.19	\$	1,131.04	\$	130,611.53
Board of Education - Med/Rx	\$	6,247,580.18	\$	22,558,574.57	\$	20,624,545.46	\$	21,320,951.37
Vision - BoE	\$	30,287.65	\$	127,556.01	\$	123,338.26	\$	931.68
Misc	\$	-	\$	86,789.14	\$	43,760.96	\$	140,010.50
Total Revenue	\$	7,151,351.35	\$	26,336,852.21	\$	23,871,212.07	\$	24,735,136.25
Total Expense	\$	10,948,360.60	\$	29,988,323.42	\$	24,860,195.94	\$	24,545,069.93
Reserve Gain/(Loss)	\$	(3,797,009.25)	\$	(3,651,471.21)	\$	(988,983.87)	\$	190,066.32
Claims								
Medical	\$	8,203,437.83	\$	19,231,963.84	\$	15,911,171.06	\$	16,726,665.33
Prescription	\$	1,899,334.76	\$	7,243,294.84	\$	5,699,333.25	\$	4,864,063.60
Vision	\$	23,268.54	\$	103,618.71	\$	96,190.00	\$	82,607.75
Fixed Costs & Other								
Administration Fee	\$	176,886.65	\$	684,268.35	\$	612,044.86	\$	784,277.35
Stop Loss Premiums	\$	579,137.16	\$	2,428,395.73	\$	2,250,725.34	\$	1,862,905.66
Grail	\$	424.50	\$	-	\$	2,547.00		
Consultant/Legal Fees	\$	49,181.03	\$	255,276.79	\$	236,264.37	\$	199,687.79
Subrogation	\$	498.00	\$	7,378.17	\$	6,548.94	\$	2,745.24
Health Fair/Wellness	\$	-	\$	5,950.48	\$	11,709.66	\$	12,034.21
ACA Fees	\$	7,165.13	\$	7,323.15	\$	-	\$	-
Misc	\$	9,027.00	\$	20,853.36	\$	33,661.46	\$	10,083.00
FY Ending Balance (cash)	\$	(1,451,874.16)	\$	2,345,135.09	\$	5,996,606.30	\$	6,985,590.17

FY 2026 Insurance
Fund by Month

Total FYTD

Premiums		July	August	September
\$	873,229.36	(3) \$	279,078.08 \$	314,458.76 \$
\$	254.16	(5) \$	86.40 \$	86.33 \$
\$	6,247,580.18	(2) \$	1,973,086.39 \$	2,309,300.26 \$
\$	30,287.65	(4) \$	9,827.71 \$	10,685.91 \$
\$	-	(1) \$	- \$	- \$
Total Revenue		\$	2,262,078.58 \$	2,634,531.26 \$
Total Expense		\$	4,332,759.39 \$	3,284,830.44 \$
Reserve Gain/(Loss)		\$	(2,070,680.81) \$	(650,299.18) \$
Claims				
\$	8,203,437.83	(1) \$	3,188,788.55 \$	2,727,339.02 \$
\$	1,899,334.76	(2) \$	804,509.98 \$	290,792.49 \$
\$	23,268.54	(5) \$	10,432.37 \$	7,724.41 \$
Fixed Costs & Other				
\$	176,886.65	(4) \$	111,809.03 \$	58,226.02 \$
\$	579,137.16	(3) \$	194,173.70 \$	190,950.90 \$
\$	424.50	\$	- \$	- \$
\$	49,181.03	(6) \$	10,757.63 \$	9,725.00 \$
\$	498.00	(7) \$	108.00 \$	72.60 \$
\$	-	(9) \$	- \$	- \$
\$	7,165.13	(8) \$	7,165.13 \$	- \$
\$	9,027.00	(10) \$	5,015.00 \$	- \$

FY 2025 Insurance Fund by Month

Total FYTD					July	August	September		
		Premiums							
\$	866,937.56	Employees	(3)	\$	251,585.16	\$	356,767.04	\$	258,585.36
\$	289.58	Vision - Emp	(5)	\$	82.29	\$	124.76	\$	82.53
\$	5,050,620.20	Board of Education	(2)	\$	1,653,749.57	\$	1,634,594.86	\$	1,762,275.77
\$	29,427.75	Vision - BOE	(4)	\$	9,927.18	\$	9,610.08	\$	9,890.49
\$	35,742.30	Misc	(1)	\$	35,742.30	\$	-	\$	-
\$	3,952,183.24	Total Revenue		\$	1,951,086.50	\$	2,001,096.74	\$	2,030,834.15
\$	6,162,087.28	Total Expense		\$	3,159,805.35	\$	3,002,281.93	\$	2,844,970.77
\$	(2,209,904.04)	Reserve Gain/(Loss)		\$	(1,208,718.85)	\$	(1,001,185.19)	\$	(814,136.62)
		Claims							
\$	5,917,155.74	Medical	(1)	\$	1,718,660.69	\$	2,059,783.12	\$	2,138,711.93
\$	1,947,698.58	Prescription	(2)	\$	897,494.95	\$	630,277.54	\$	419,926.09
\$	23,163.31	Vision	(5)	\$	-	\$	15,592.20	\$	7,571.11
		Fixed Costs & Other							
\$	253,272.09	Administration Fee	(4)	\$	148,603.01	\$	51,705.32	\$	52,963.76
\$	770,067.78	Stop Loss Premiums	(3)	\$	364,408.60	\$	203,042.08	\$	202,617.10
\$	-	Grail		\$	-				
\$	61,464.50	Consultant/Legal Fees	(6)	\$	18,488.60	\$	34,430.30	\$	8,545.60
\$	2,028.04	Subrogation	(7)	\$	330.02	\$	829.44	\$	868.58
\$	5,950.48	Health Fair/Wellness	(9)	\$	5,950.48	\$	-		
\$	7,323.15	ACA Fees	(8)	\$	-	\$	-	\$	7,323.15
\$	18,934.38	Misc	(10)	\$	5,869.00	\$	6,621.93	\$	6,443.45

FY 2024 Insurance Fund by Month

Total FYTD

		Premiums							
\$	595,360.62	Employees	(3)	\$	120,560.46	\$	220,801.46	\$	253,998.70
\$	227.96	Vision - Emp	(5)	\$	43.27	\$	71.27	\$	113.42
\$	4,528,062.31	Board of Education	(2)	\$	1,569,487.28	\$	1,565,495.84	\$	1,393,079.19
\$	26,963.77	Vision - BOE	(4)	\$	9,315.53	\$	9,343.94	\$	8,304.30
\$	27,500.00	Misc	(1)	\$	27,500.00	\$	-		
\$	3,522,619.05	Total Revenue		\$	1,726,906.54	\$	1,795,712.51	\$	1,655,495.61
\$	4,594,279.40	Total Expense		\$	2,871,508.45	\$	1,722,770.95	\$	1,767,708.94
\$	(1,071,660.35)	Reserve Gain/(Loss)		\$	(1,144,601.91)	\$	72,941.56	\$	(112,213.33)

Claims

\$	4,143,897.60	Medical	(1)	\$	1,647,810.33	\$	998,270.12	\$	1,497,817.15
\$	1,142,199.64	Prescription	(2)	\$	679,501.89	\$	460,869.05	\$	1,828.70
\$	24,901.05	Vision	(5)	\$	7,856.01	\$	8,508.26	\$	8,536.78

Fixed Costs & Other

\$	204,549.94	Administration Fee	(4)	\$	101,228.17	\$	51,310.04	\$	52,011.73
\$	746,395.47	Stop Loss Premiums	(3)	\$	374,946.17	\$	186,461.16	\$	184,988.14
\$	-	Grail		\$	-	\$	-	\$	-
\$	66,469.44	Consultant/Legal Fees	(6)	\$	31,360.12	\$	12,915.66	\$	22,193.66
\$	948.74	Subrogation	(7)	\$	319.30	\$	296.66	\$	332.78
\$	-	Health Fair/Wellness	(9)	\$	-	\$	-	\$	-
\$	-	ACA Fees	(8)	\$	-	\$	-	\$	-
\$	32,626.46	Misc	(10)	\$	28,486.46	\$	4,140.00	\$	-

Parma City Schools Health Care Committee Meeting

October 14, 2025

Kelsey Finucan
Ron Boynar

We See Risk So You See Opportunity



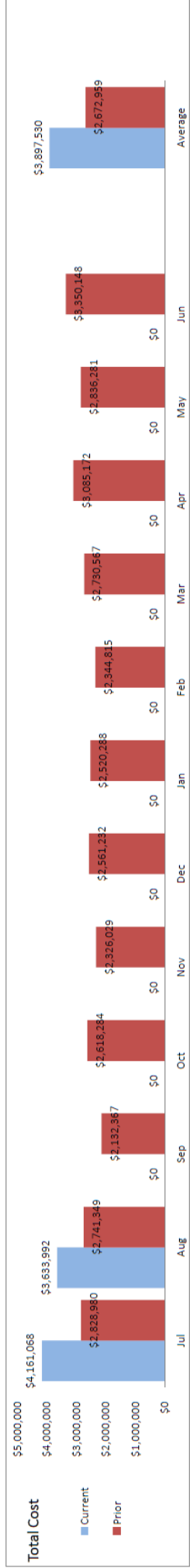
Financial Update

Claim Experience - Prior Year													PEPY
	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	Average
Medical Claims	\$2,018,729	\$2,046,220	\$1,370,195	\$1,667,441	\$1,622,301	\$1,710,345	\$1,805,393	\$1,675,003	\$1,861,052	\$2,025,340	\$2,029,430	\$2,369,439	\$1,850,074
Prescription Claims	\$721,654	\$606,176	\$669,852	\$844,535	\$596,951	\$743,224	\$640,207	\$595,006	\$792,995	\$800,539	\$547,558	\$720,707	\$689,950
Rx Rebates	(\$161,597)	(\$161,597)	(\$161,597)	(\$149,146)	(\$149,146)	(\$149,146)	(\$181,589)	(\$181,589)	(\$181,589)	\$800,539	\$547,558	\$720,707	(\$164,111)
Total Claims	\$2,578,786	\$2,490,799	\$1,878,449	\$2,362,830	\$2,070,106	\$2,304,423	\$2,264,011	\$2,088,421	\$2,472,458	\$2,825,879	\$2,576,988	\$3,090,146	\$2,375,914
Fees/Premium	\$250,194	\$250,550	\$253,918	\$255,454	\$255,922	\$256,808	\$256,277	\$256,395	\$258,109	\$259,292	\$259,292	\$260,002	\$256,018
Total Cost	\$2,828,980	\$2,741,349	\$2,132,367	\$2,618,284	\$2,326,029	\$2,561,232	\$2,520,288	\$2,344,815	\$2,730,567	\$3,085,172	\$2,836,281	\$3,350,148	\$2,672,959
Reimbursed Claims													(\$360)
Grand Total													\$31,643,236

Subscribers Medical/Rx	1,165	1,162	1,183	1,193	1,206	1,212	1,209	1,210	1,217	1,221	1,221	1,224	1,202
Medical/Rx Claim PERM	\$2,213,55	\$2,149,54	\$1,587,87	\$1,980,58	\$1,716,51	\$1,901,34	\$1,872,63	\$1,725,97	\$2,031,60	\$2,314,40	\$2,110,56	\$2,524,63	\$2,010
													14,423
													\$2,010
													\$24,131

Claims Experience - Current Year													PEPY
	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 26	Feb 26	Mar 26	Apr 26	May 26	Jun 26	Average
Medical Claims	\$3,179,530	\$2,596,764											\$2,888,147
Prescription Claims	\$736,556	\$792,788											\$764,672
Rx Rebates													\$0
Total Claims	\$3,916,086	\$3,389,552											\$3,652,819
Fees/Premium	\$244,982	\$244,441											\$244,711
Total Cost	\$4,161,068	\$3,633,992											\$3,897,530
Reimbursed Claims													(\$3,822)
Grand Total													\$35,056

Subscribers Medical/Rx	1,204	1,202											1,203
Medical/Rx Claim PERM	\$3,252,56	\$2,819,93											\$5,036
													2,406
													\$5,036
													\$36,437

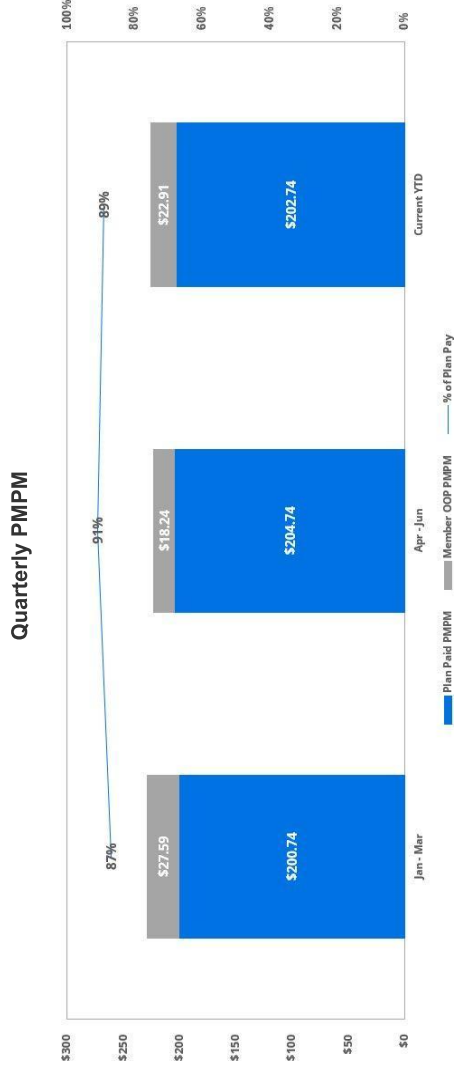


Pharmacy Plan Performance

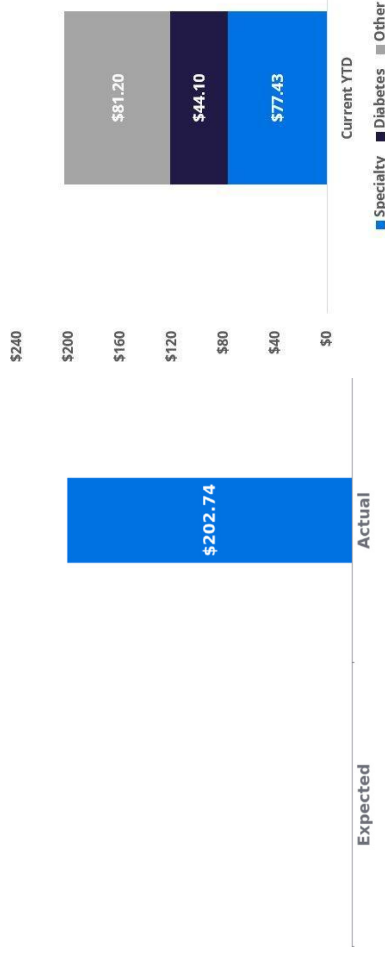
YTD – 1/1/2025 - 6/30/2025

FPS Observations

- Total costs (\$202.74 PMPM) are above expected national benchmarks. Education sector is expected to have richer benefit offering compared to other industry segments.
- GLP-1 medications for diabetes, weight loss, and expanded indications are almost 30% of the Total Spend.
- Specialty spend (\$77.43 PMPM) is driven by inflammatory conditions, cancer, and rare diseases.
- Medical spend is consistent with PBM specialty for cancer, myasthenia gravis, lupus, multiple sclerosis, specialty inflammatory, and respiratory.



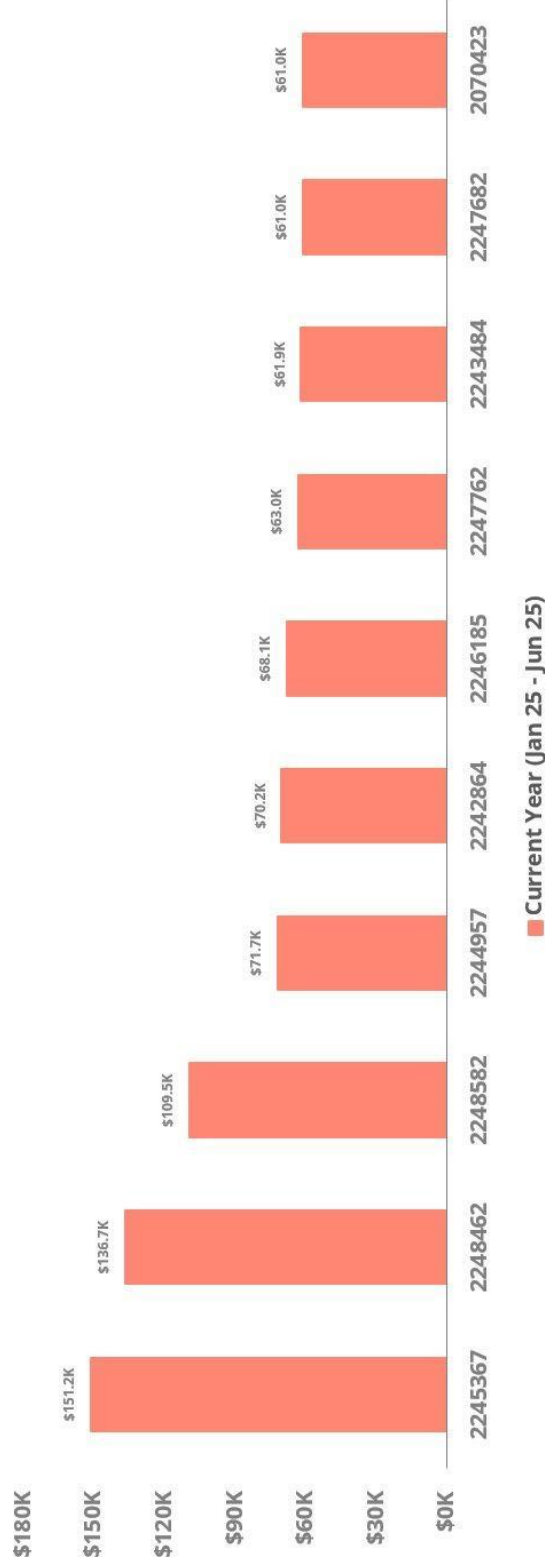
Plan Paid PMPM Breakdown



Plan Paid PMPM Expected vs Actual

Plan Performance Continued

Top Participants Plan Spend
19% of Total Spend



Plan Paid: The amount the plan paid not including the member cost share.

Member OOP: The member co-pay.

Plan Spend: Plan paid plus member out-of-pocket.

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Formulary Changes

2026 National Preferred Formulary Updates

Upcoming 1/1/2026 exclusions focus on high-cost brands with widely accepted low-cost alternatives.

Approximately 50 individual product changes will impact 45 members. No clinical concerns.

Disruption Type	Number of Members	Alternative(s)
Diabetic Supplies	23	Freestyle will be preferred instead of OneTouch
Insulin (diabetes)	5	Humalog is the same, but the administration style will change with cartridges and pens preferred
Inflammatory Biosimilar	4	Actemra & Stelara have biosimilars available
Inflammatory Device	1	Methotrexate remains the active ingredient, the high-cost pen device is excluded for traditional vial & syringe
Anti-infectives	2	Lower cost alternatives with equivalent outcomes are preferred
Cardiovascular	1	Generic is available
Skin (acne)	1	Lower cost alternatives with equivalent outcomes are preferred
Allergies	1	Separated the ingredients due to high-cost combination product

EncircleRx: Cardiometabolic Outcomes

EncircleRx

Weight Loss Outcomes



Patient Participation Details

The program engaged 109 patients including 32 new and 77 existing participants, showing broad utilization.

Prior Authorization Outcomes

There were 11 PA reject approvals and a total of 178 rejects, indicating areas for process improvement.

Omada Service Utilization

Omada-only fills post-reject counted 8 new and 20 existing patients, highlighting reliance on alternative services.

Proactive Coverage Reviews

Proactive coverage reviews were performed for 6 new and 13 existing patients to ensure medication access.



EncircleRx

Diabetes Outcomes

Patient Utilization and Approvals

The program served 74 patients with effective Smart PA bypasses aiding 48 patients in streamlined approvals.

Coverage Reviews and Rejects

Proactive coverage reviews helped some patients, while the program had 91 rejects indicating potential for improvement.

Financial Impact

The diabetes program achieved significant plan cost savings of \$119,418, highlighting its financial effectiveness.

ESL Updates & Savings

Global Savings & Key Contributors

Total Savings Growth

Clinical programs achieved \$893,312 in savings, a 39.8% increase from the previous period.

National Preferred Formulary Impact

Largest savings contributor with \$297.8K, marking a 152.3% increase from prior period.

Advanced Utilization & Authorization

Advanced Utilization Management and Prior Authorization showed remarkable savings growth, up 1065.8% and 31,356.6%.

Program Effectiveness Insights

Savings highlight effectiveness of formulary management, utilization controls, and tailored program approaches.



RFP & Recommendations

Parma City Schools: 2026 RFP



Employers Health/CVS



True Rx



Smith Rx



**Medical Mutual of
Ohio/Express Scripts**



Express Scripts - RxOC

Currently out to bid for 2026

- Request sent to bidders on 9/29/2025
- Expected return date to FPS on 10/20/2025
- From there FPS team reviews information and completes follow up to bidders. Then prepare data to be shared with Oswald team (2 weeks).
- Oswald to coordinate a meeting to review recommendations after presentation from FPS team.

Recommendations

- Validate GLP-1 use for appropriate disease severity and diabetes diagnosis; explore a polypharmacy program to manage high prescription volume.
- For specialty inflammatory drugs, prioritize biosimilars (85%+ savings potential); if brand use is medically necessary, evaluate sourcing and administration frequency.
- Reduce waste by leveraging generics, cost-plus pharmacy options, and limiting specialty fills to 30-day supplies.
- Establish monthly vendor collaboration to coordinate complex PBM and medical case management and optimize sourcing opportunities.

Next Steps
