

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

March 11, 2026, 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 the February 18, 2026, regular meeting as presented.

b. Delta Dental Insurance

The Administration recommends the Trust Board discuss and consider taking action to approve Delta Dental Insurance benefits for fiscal year 2026-2027 as presented.

c. CIGNA Dental Health Maintenance Organization (DHMO) Insurance

The Administration recommends the Trust Board discuss and consider taking action to approve CIGNA Dental Health Maintenance Organization insurance benefits for fiscal year 2026-2027 as presented.

d. Vision Insurance

The Administration recommends the Trust Board discuss and consider taking action to approve VSP Choice Plan insurance benefits for fiscal year 2026-2027 as presented.

e. Life Insurance and Accidental Death and Dismemberment

The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial insurance benefits for fiscal year 2026-2027 as presented.

f. Short-Term and Mid-Term Disability

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 2026-2027 as presented.

g. Employee Assistance Program (EAP)

The Administration recommends the Trust Board discuss and consider taking action to approve ComPsych employee assistance program benefits for fiscal year 2026-2027 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 operations.

b. Claims Experience Review - Medical

The Trust Board will review medical claims experience for January 2026.

c. Claims Experience Review - Dental

The Trust Board will review dental claims experience for January 2026.

d. Financial Review - Employee Benefits

The Trust Board will review employee benefits' financial statements for January 2026.

e. Claims Experience Review - Workers' Compensation

The Trust Board will review workers' compensation experience for January 2026.

f. Financial Review - Workers' Compensation

The Trust Board will review workers' compensation financial statements for January 2026.

g. Financial Review - Insurance Group

The Trust Board will review Insurance Group financial statements for January 2026.

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: March 11, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve the February 18, 2026 regular meeting minutes as presented.

RATIONALE:

The minutes of February 18, 2026, regular meeting are 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.
February 18, 2026

Present:

Board Members

Ms. Mary Ann Wilson
Ms. Citlalli Ramirez-Benavides
Ms. Bernadette Bolognini

Other Attendees:

Mr. Mike Barragan
Ms. Hogla Gonzalez
Ms. Jodi Finnesy

Absent:

Mr. Lee Peterson
Mr. Nate Bowler

Recorder:

Ms. Elizabeth Powell

CALL TO ORDER

Ms. Wilson called the meeting to order at 4:00 p.m. and noted the presence of three of five Trust Board members, with Mr. Peterson and Mr. Bowler absent, constituting a quorum. Ms. Wilson stated she would chair the meeting in Mr. Peterson's absence.

ADOPTION OF AGENDA

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

BOARD AND STAFF INTRODUCTIONS

- Ms. Wilson greeted and welcomed everyone in attendance.
- Ms. Wilson led the group in reciting the Pledge of Allegiance.

CALL TO THE PUBLIC

- None at this time.

ACTION ITEM

Minutes

Ms. Bolognini moved to approve the minutes of the January 14, 2026 regular meeting of the Trust Board, and Ms. Ramirez-Benavides seconded the motion. Upon call to a vote, the motion passed with votes in favor from Ms. Ramirez-Benavides, Ms. Wilson, and Ms. Bolognini.

REPORTS AND INFORMATIONAL ITEMS

Assistant Superintendent's Update

- Mr. Barragan provided an overview of administration's activities and areas of focus the past month:
 1. Administration projects a 22% decline in enrollment over the next ten years, with our ADM in 2036 approximately 6,100.
 2. The state legislature is considering bills that would impact school district insurance programs. Admin is working to communicate with legislators to advocate on behalf of the District
 3. A March Trust Board will be needed for approval of the additional employee benefit programs to forward to the Governing Board for approval. Mr. Barragan is recommending March 11 for that meeting to take place.

Claims Experience Review – Medical

Mr. Barragan provided the Trust Board with an overview of the medical claims experience for December 2025:

- **December:** \$853,020 in claims, representing a monthly loss ratio of 125%.
- **COBRA Plan:** Incurred \$8,525 in claims, with a monthly loss ratio of 152%. Over the last six months, COBRA has incurred \$264,008 out of a total of \$4,045,257 in medical claims, representing 7% of the total claims.
- **Traditional Plan:** Incurred \$640,581 in claims, with a monthly loss ratio of 178%.
- **HDHP Plan:** Incurred \$231,805 in claims, with a monthly loss ratio of 73%.
- **Large Loss Claims:** there are two claims above the stop loss level of \$200,000, and the anticipated refund is \$50,233.
- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$8,073,336 with medical claims estimated to total \$8,090,508 resulting in a loss ratio of 100% by June 30, 2026.

Claims Experience Review – Dental

Mr. Barragan provided an overview of the dental claims experience for December 2025:

- **December Pool I – Base Plan:** Incurred \$221,591 in claims, with a monthly loss ratio of 88%.
- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$3,002,148 with claims projected at \$2,580,936 resulting in a loss ratio of 86% by June 30, 2026.
- **December Pool III – Buy-Up Plan:** Incurred \$500,074 in claims, with a monthly loss ratio of 76%.

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- **Projected Revenues and Claims:** Based on the current trend, revenues are projected to generate \$7,848,360 with claims estimated at \$6,520,308 resulting in a loss ratio of 83% by June 30, 2026.
-

Financial Review – Employee Benefits

Mr. Barragan provided the Trust Board with employee benefits financial statements for December 2025:

- **December:** Net ending position of \$27,382,987.34

Mr. Barragan noted the non-operating revenue amount, which if it represents half the year could end up being approximately \$1.2 million for the fiscal year.

Claims Experience Review – Workers' Compensation

Mr. Barragan provided an overview of the workers' compensation claims experience for December 2025:

- **December Incidents:** A total of 4 incidents were logged, for a total of \$0 paid and \$5,000 incurred.
 - **Operating Expenses:** Workers' compensation operating expenses totaled \$175,031.10 (an average of \$29,171.85 per month).
 - **Fiscal Year Projection:** Based on current trends, projected operating expenses for the full year ending June 30, 2026 are \$350,062.20, which is expected to be less than the previous year's total.
-

Financial Review – Workers' Compensation

Mr. Barragan provided the Trust Board with workers' compensation financial statements for December 2025:

- **December:** Net position of \$4,795,645.52
-

Financial Review – Insurance Group

Mr. Barragan provided the Trust Board with the Insurance Group's financial statements for December 2025:

- **November:** Net position of \$2,649,913.10
-

Wellness/Insurance Update

Ms. Gonzelez presented updates on the District's insurance and wellness programs.

January 2026

- New Employee Assistance Program ComPsych

February 2026

- Phased Retirement Meeting
- Employee Discount Program FunEx

**Summary of Current Events
Trust Board Report**

- None at this time.

ADJOURNMENT

Ms. Bolognini moved to adjourn the meeting, and Ms. Ramirez-Benavides seconded the motion. Upon call to a vote, the motion passed with votes in favor from Ms. Ramirez-Benavides, Ms. Wilson, and Ms. Bolognini. The meeting adjourned at 4:17 p.m.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

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

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Delta Dental insurance benefits for fiscal year 2026-2027 as presented.

There are no increases in premiums for fiscal year 2026-2027. There are three tiers that will have a decrease in premiums: The base plan or level I Employee Only and Employee + Child(ren) and the buy-up Employee Only. The plan will be enhanced by adding night guards to the coverage. The District anticipates a premium cost of approximately \$230,340 for the year, a decrease of approximately \$8,839.68 from the current year.

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

FY27 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY27 District's Annual Cost	FY27 Employee's Annual Cost	FY27 Total Annual Cost
Employee	\$ 279.84	\$ -	\$ 279.84	349	\$ 97,664.16	\$ -	\$ 97,664.16
Employee + Spouse	\$ 335.04	\$ 291.60	\$ 626.64	20	\$ 6,700.80	\$ 5,832.00	\$ 12,532.80
Employee + Child(ren)	\$ 335.04	\$ 274.80	\$ 609.84	57	\$ 19,097.28	\$ 15,663.60	\$ 34,760.88
Family	\$ 335.04	\$ 604.80	\$ 939.84	29	\$ 9,716.16	\$ 17,539.20	\$ 27,255.36
Total				455	\$ 133,178.40	\$ 39,034.80	\$ 172,213.20
FY27 Buy-Up Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY27 District's Annual Cost	FY27 Employee's Annual Cost	FY27 Total Annual Cost
Employee	\$ 335.04	\$ 185.52	\$ 520.56	183	\$ 61,312.32	\$ 33,950.16	\$ 95,262.48
Employee + Spouse	\$ 335.04	\$ 745.32	\$ 1,080.36	26	\$ 8,711.04	\$ 19,378.32	\$ 28,089.36
Employee + Child(ren)	\$ 335.04	\$ 799.32	\$ 1,134.36	54	\$ 18,092.16	\$ 43,163.28	\$ 61,255.44
Family	\$ 335.04	\$ 1,285.44	\$ 1,620.48	27	\$ 9,046.08	\$ 34,706.88	\$ 43,752.96
Total				290	\$ 97,161.60	\$ 131,198.64	\$ 228,360.24



GLENDALE ESD ANCILLARY PRODUCTS 2026-2027

Please see the below ancillary breakdown for the 2026-2027 plan year:

Dental: VSEBG Pool Delta Dental – Level I & Level III

	Employee	EE + Spouse	EE + Child(ren)	EE + Family	
Level I (Current)	\$26.11	\$52.22	\$54.83	\$78.32	
Level I (Renewal)	\$23.32	\$52.22	\$50.82	\$78.32	Decreased
Level III (Current)	\$45.01	\$90.03	\$94.53	\$135.04	
Level III (Renewal)	\$43.38	\$90.03	\$94.53	\$135.04	Decreased

*Enhancement: As of 7/1/26 Night Guard coverage has been added to Pooled Plans

Dental: VSEBG Cigna Dental – DHMO Plan

	Employee	EE + Spouse	EE + Child(ren)	EE + Family	
DHMO (Current)	\$10.30	\$20.37	\$22.84	\$25.06	
DHMO (Renewal)	\$10.82	\$21.39	\$23.99	\$26.32	Increased 5%

Vision: VSP Vision Glendale ESD (VSEBG Non Pool):

	Employee	EE + Spouse	EE + Child(ren)	EE + Family	
Base (Current)	\$8.92	\$17.83	\$19.08	\$30.50	
Base (Renewal)	\$8.92	\$17.83	\$19.08	\$30.50	No Change

Option: Vision: VSEBG Pool VSP Vision – Base and Buy-up Plan

	Employee	EE + Spouse	EE + Child(ren)	EE + Family	
Base	\$6.08	\$12.17	\$13.02	\$20.81	New for 2026
Buy Up	\$11.78	\$23.55	\$25.20	\$40.27	New for 2026

*Enhancement: As of 7/1/26 LightCare (use your frame and lens benefit to get non-prescription eyewear from your VSP® Vision Care network doctor) added to VSEBG Pooled Plans.

Colonial Life – No change

Employee Assistance Program: ComPsych – 6 Sessions -\$0.90 (PEPM) – No change

SunLife Financial for Life, AD&D and Short-Term Disability – No change

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.C, TOPIC: CIGNA Dental Health Maintenance Organization Insurance

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve CIGNA Dental Health Maintenance Organization insurance benefits for fiscal year 2026-2027 as presented.

There is a five (5) percent premium increase for fiscal year 2026-2027. 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 is employer paid for all tiers.

The District anticipates a premium cost of approximately \$10,778.88 for the year, or \$2,563.80 less, than the previous because of lower participants.

	<u>Current Rate</u>	<u>New Rate</u>
Employee	\$ 10.30	\$10.82
Emp. + Spouse	\$ 20.37	\$21.39
Emp. + Child(ren)	\$ 22.84	\$23.99
Family	\$ 25.06	\$26.32

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

FY27 Cigna Dental							
Tier	Total Annual Cost	District Contribution	Employee Cost	# of Employees Participating	FY27 District's Annual Cost	FY27 Employee's Annual Cost	FY27 Total Annual Cost
Employee	\$ 129.84	\$ 129.84	\$ -	26	\$ 3,375.84	\$ -	\$ 3,375.84
Employee + Spouse	\$ 256.68	\$ 256.68	\$ -	8	\$ 2,053.44	\$ -	\$ 2,053.44
Employee + Child(ren)	\$ 287.88	\$ 287.88	\$ -	12	\$ 3,454.56	\$ -	\$ 3,454.56
Family	\$ 315.84	\$ 315.84	\$ -	6	\$ 1,895.04	\$ -	\$ 1,895.04
Total				52	\$ 10,778.88	\$ -	\$ 10,778.88

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.D. TOPIC: Vision Insurance

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve VSP Choice Plan insurance benefits for fiscal year 2026-2027 as presented.

The is no rate increase the VSP Choice Plan insurance. Currently, GESD covers the cost for the employee only. From July 1, 2025, through December 2025, GESD has incurred \$58,334.11 in visions insurance. Staff estimate vision insurance to cost \$116,668.22 by June 30, 2026. The overall cost for fiscal year 2026-2027 is projected to be slightly less than the current year.

<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

FY27 Base Plan							
Tier	District Contribution	Employee Contribution	Total Annual Cost	# of Employees Participating	FY27 District's Annual Cost	FY27 Employee's Annual Cost	FY27 Total Annual Cost
Employee	\$ 107.04	\$ -	\$ 107.04	570	\$ 61,012.80	\$ -	\$ 61,012.80
Employee + Spouse	\$ 107.04	\$ 106.92	\$ 213.96	55	\$ 5,887.20	\$ 5,880.60	\$ 11,767.80
Employee + Child(ren)	\$ 107.04	\$ 121.92	\$ 228.96	94	\$ 10,061.76	\$ 11,460.48	\$ 21,522.24
Family	\$ 107.04	\$ 258.96	\$ 366.00	55	\$ 5,887.20	\$ 14,242.80	\$ 20,130.00
Total				774	\$ 82,848.96	\$ 31,583.88	\$ 114,432.84

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 4.E. 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: March 11, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve Sun Life Financial Insurance Benefits for fiscal year 2026-2027 as presented.

GESD provides Basic Group Life and AD&D insurance at no cost to the employee(s). There is no rate increases Basic Group Life insurance and for AD&D for fiscal year 2026-2027. 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
- FY 2025 - \$116,836.61

From July 1, 2025, through December 31, 2025, GESD has incurred \$52,982.63 for life insurance. Based on the trend, we estimate life insurance to cost \$105,965.26 by June 30, 2026.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

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

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

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 2026-2027 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)
FY 2025	\$ 84,649.88	(amounts are combined)

From July 1, 2025, through December 31, 2025, GESD has incurred \$39,358.68 in short-term and mid-term disability insurance. Based on the trend, staff estimates short-term and mid-term disability insurance to cost \$78,717.36 by June 30, 2026.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

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

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

DATE ASSIGNED FOR CONSIDERATION: February 18, 2026

RECOMMENDATION:

The Administration recommends the Trust Board discuss and consider taking action to approve the ComPsych Employee Assistance Program (EAP) benefits for fiscal year 2026-2027 as presented.

The EAP will be provided by ComPsych. 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
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: March 11, 2026

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: March 11, 2026

In January, GESD incurred \$665,614 in medical claims, which represents a monthly loss ratio of 99%.

- The COBRA plan reflects \$6,843 in medical claims or a monthly loss ratio of 139%. In seven (7) months, COBRA has incurred \$270,776 out of \$4,710,721 in total medical claims. COBRA represents six (6) percent of the total medical claims.
- The traditional plan incurred \$401,746 in medical claims or a monthly loss ratio of 112%.
- The HDHP plan incurred \$284,144 in medical claims or a monthly loss ratio of 91%.
- There are three (3) claims above the stop loss level of \$200,000 and the anticipated refund is \$77,352.

Based on the trend, we project revenues to generate \$8,073,036 and anticipate incurring medical claims of approximately \$8,075,520 or a loss ratio of 100% by June 30, 2026.



Monthly Experience Report

Glendale EI-All

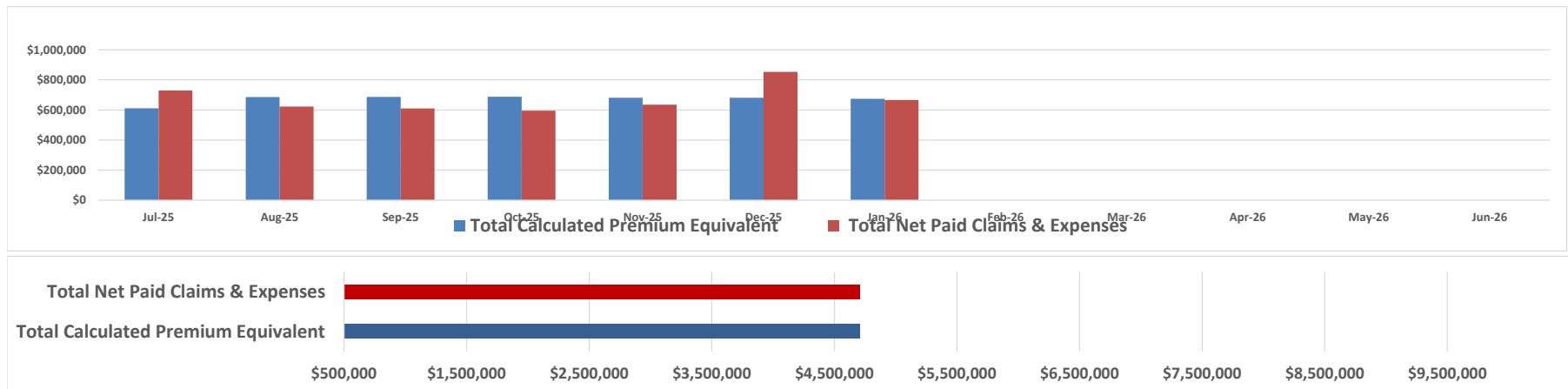
Dates: 7/1/2025-6/30/2026



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 Net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost MPPM	Prior Year YTD Loss Ratio
2025-07	692	1,001	\$ 496,135	\$ -	\$ 181,635	\$ 677,770	\$ 51,900	\$ 729,670	\$ 611,584	\$ (118,086)	119%	\$ 729	112%
2025-08	781	1,117	\$ 380,101	\$ -	\$ 183,260	\$ 563,361	\$ 58,575	\$ 621,936	\$ 685,791	\$ 63,855	91%	\$ 557	96%
2025-09	782	1,120	\$ 377,627	\$ -	\$ 173,971	\$ 551,598	\$ 58,650	\$ 610,248	\$ 687,010	\$ 76,763	89%	\$ 545	99%
2025-10	783	1,125	\$ 341,735	\$ 112	\$ 195,113	\$ 536,737	\$ 58,725	\$ 595,462	\$ 688,160	\$ 92,698	87%	\$ 529	102%
2025-11	774	1,109	\$ 345,985	\$ 22,230	\$ 253,117	\$ 576,872	\$ 58,050	\$ 634,922	\$ 681,047	\$ 46,125	93%	\$ 573	99%
2025-12	775	1,112	\$ 655,271	\$ 27,891	\$ 167,365	\$ 794,745	\$ 58,125	\$ 852,870	\$ 681,592	\$ (171,278)	125%	\$ 767	97%
2026-01	763	1,099	\$ 402,045	\$ 27,119	\$ 233,463	\$ 608,389	\$ 57,225	\$ 665,614	\$ 674,085	\$ 8,471	99%	\$ 606	100%
2026-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			99%
2026-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			103%
2026-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			101%
2026-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			100%
2026-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			100%
Total	5,350	7,683	\$ 2,998,899	\$ 77,352	\$ 1,387,924	\$ 4,309,471	\$ 401,250	\$ 4,710,721	\$ 4,709,268	\$ (1,453)	100%	\$ 613	
Mo. Avg.	764	1,098	\$ 428,414	\$ 11,050	\$ 198,275	\$ 615,639	\$ 57,321	\$ 672,960	\$ 672,753	\$ (208)		\$ 613	
Budgeted Mo. Avg.	765	1,083	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 669,450	\$ 669,450	\$ -			
PY Mo. Avg. @ 6/30/25	744	1,063	\$ 406,490	\$ 49,370	\$ 212,776	\$ 569,896	\$ 55,769	\$ 625,665	\$ 627,258	\$ 1,594		\$ 588	





Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 Net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	679	986	\$ 422,170	\$ -	\$ 181,383	\$ 603,553	\$ 50,925	\$ 654,478	\$ 601,272	\$ (53,206)	109%	\$ 664
2025-08	772	1,107	\$ 327,431	\$ -	\$ 183,153	\$ 510,585	\$ 57,900	\$ 568,485	\$ 678,837	\$ 110,352	84%	\$ 514
2025-09	773	1,110	\$ 342,485	\$ -	\$ 172,048	\$ 514,533	\$ 57,975	\$ 572,508	\$ 679,994	\$ 107,486	84%	\$ 516
2025-10	775	1,116	\$ 280,327	\$ -	\$ 194,904	\$ 475,231	\$ 58,125	\$ 533,356	\$ 681,885	\$ 148,529	78%	\$ 478
2025-11	766	1,100	\$ 319,763	\$ -	\$ 253,056	\$ 572,819	\$ 57,450	\$ 630,269	\$ 674,772	\$ 44,503	93%	\$ 573
2025-12	769	1,105	\$ 647,346	\$ -	\$ 167,290	\$ 814,636	\$ 57,675	\$ 872,311	\$ 676,736	\$ (195,575)	129%	\$ 789
2026-01	757	1,092	\$ 397,310	\$ -	\$ 231,805	\$ 629,115	\$ 56,775	\$ 685,890	\$ 669,167	\$ (16,723)	102%	\$ 628
2026-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	5,291	7,616	\$ 2,736,833	\$ -	\$ 1,383,639	\$ 4,120,472	\$ 396,825	\$ 4,517,297	\$ 4,662,663	\$ 145,366	97%	\$ 593
Mo. Avg.	756	1,088	\$ 390,976	\$ -	\$ 197,663	\$ 588,639	\$ 56,690	\$ 645,328	\$ 666,095	\$ 20,766		\$ 593



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 Net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	13	15	\$ 73,965	\$ -	\$ 252	\$ 74,217	\$ 975	\$ 75,192	\$ 10,312	\$ (64,880)	729%	\$ 5,013
2025-08	9	10	\$ 52,669	\$ -	\$ 106	\$ 52,776	\$ 675	\$ 53,451	\$ 6,954	\$ (46,497)	769%	\$ 5,345
2025-09	9	10	\$ 35,141	\$ -	\$ 1,923	\$ 37,065	\$ 675	\$ 37,740	\$ 7,016	\$ (30,723)	538%	\$ 3,774
2025-10	8	9	\$ 61,408	\$ -	\$ 209	\$ 61,617	\$ 600	\$ 62,217	\$ 6,275	\$ (55,942)	991%	\$ 6,913
2025-11	8	9	\$ 26,222	\$ -	\$ 61	\$ 26,283	\$ 600	\$ 26,883	\$ 6,275	\$ (20,608)	428%	\$ 2,987
2025-12	6	7	\$ 7,925	\$ -	\$ 75	\$ 8,000	\$ 450	\$ 8,450	\$ 4,856	\$ (3,594)	174%	\$ 1,207
2026-01	6	7	\$ 4,735	\$ -	\$ 1,658	\$ 6,393	\$ 450	\$ 6,843	\$ 4,918	\$ (1,925)	139%	\$ 978
2026-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	59	67	\$ 262,067	\$ -	\$ 4,285	\$ 266,351	\$ 4,425	\$ 270,776	\$ 46,606	\$ (224,170)	581%	\$ 4,041
Mo. Avg.	8	9	\$ 37,438	\$ -	\$ 612	\$ 38,050	\$ 632	\$ 38,683	\$ 6,658	\$ (32,024)		\$ 4,041



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	349	510	\$ 160,725	\$ -	\$ 151,973	\$ 312,698	\$ 26,175	\$ 338,873	\$ 325,368	\$ (13,505)	104%	\$ 664
2025-08	389	561	\$ 188,934	\$ -	\$ 153,089	\$ 342,023	\$ 29,175	\$ 371,198	\$ 360,414	\$ (10,784)	103%	\$ 662
2025-09	387	561	\$ 225,112	\$ -	\$ 141,882	\$ 366,995	\$ 29,025	\$ 396,020	\$ 359,535	\$ (36,484)	110%	\$ 706
2025-10	385	560	\$ 184,355	\$ -	\$ 130,057	\$ 314,413	\$ 28,875	\$ 343,288	\$ 358,480	\$ 15,192	96%	\$ 613
2025-11	386	560	\$ 216,831	\$ -	\$ 201,735	\$ 418,566	\$ 28,950	\$ 447,516	\$ 359,316	\$ (88,200)	125%	\$ 799
2025-12	387	561	\$ 480,549	\$ -	\$ 130,932	\$ 611,481	\$ 29,025	\$ 640,506	\$ 359,264	\$ (281,242)	178%	\$ 1,142
2026-01	385	561	\$ 203,028	\$ -	\$ 169,843	\$ 372,871	\$ 28,875	\$ 401,746	\$ 358,480	\$ (43,266)	112%	\$ 716
2026-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,668	3,874	\$ 1,659,534	\$ -	\$ 1,079,512	\$ 2,739,046	\$ 200,100	\$ 2,939,146	\$ 2,480,857	\$ (458,289)	118%	\$ 759
Mo. Avg.	381	553	\$ 237,076	\$ -	\$ 154,216	\$ 391,292	\$ 28,586	\$ 419,878	\$ 354,408	\$ (65,470)	118%	\$ 759

Monthly Contribution Rates

Premiums

Employee Only	\$ 740.97
Employee + Spouse	\$ 1,533.74
Employee + Child(ren)	\$ 1,438.94
Employee + Family	\$ 1,865.56
Fixed Expense	\$ 75.00



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	4	4	\$ 68,995	\$ -	\$ 106	\$ 69,101	\$ 300	\$ 69,401	\$ 2,964	\$ (66,437)	2342%	\$ 17,350
2025-08	3	3	\$ 52,007	\$ -	\$ 71	\$ 52,079	\$ 225	\$ 52,304	\$ 2,223	\$ (50,081)	2353%	\$ 17,435
2025-09	4	4	\$ 30,412	\$ -	\$ 242	\$ 30,655	\$ 300	\$ 30,955	\$ 2,964	\$ (27,991)	1044%	\$ 7,739
2025-10	3	3	\$ 61,072	\$ -	\$ 79	\$ 61,151	\$ 225	\$ 61,376	\$ 2,223	\$ (59,153)	2761%	\$ 20,459
2025-11	3	3	\$ 26,131	\$ -	\$ 61	\$ 26,192	\$ 225	\$ 26,417	\$ 2,223	\$ (24,194)	1188%	\$ 8,806
2025-12	2	2	\$ 7,116	\$ -	\$ -	\$ 7,116	\$ 150	\$ 7,266	\$ 1,482	\$ (5,784)	490%	\$ 3,633
2026-01	3	3	\$ 5,083	\$ -	\$ -	\$ 5,083	\$ 225	\$ 5,308	\$ 2,223	\$ (3,085)	239%	\$ 1,769
2026-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	22	22	\$ 250,817	\$ -	\$ 560	\$ 251,377	\$ 1,650	\$ 253,027	\$ 16,301	\$ (236,725)	1552%	\$ 11,501
Mo. Avg.	3	3	\$ 35,831	\$ -	\$ 80	\$ 35,911	\$ 236	\$ 36,147	\$ 2,329	\$ (33,818)	1552%	\$ 11,501

Monthly Contribution Rates

Premiums

Employee Only	\$ 740.97
Employee + Spouse	\$ 1,533.74
Employee + Child(ren)	\$ 1,438.94
Employee + Family	\$ 1,865.56
Fixed Expense	\$ 75.00



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	330	476	\$ 261,445	\$ -	\$ 29,410	\$ 290,855	\$ 24,750	\$ 315,605	\$ 275,904	\$ (39,701)	114%	\$ 663
2025-08	383	546	\$ 138,498	\$ -	\$ 30,064	\$ 168,562	\$ 28,725	\$ 197,287	\$ 318,423	\$ 121,136	62%	\$ 361
2025-09	386	549	\$ 117,373	\$ -	\$ 30,165	\$ 147,538	\$ 28,950	\$ 176,488	\$ 320,459	\$ 143,970	55%	\$ 321
2025-10	390	556	\$ 95,972	\$ -	\$ 64,847	\$ 160,819	\$ 29,250	\$ 190,069	\$ 323,405	\$ 133,336	59%	\$ 342
2025-11	380	540	\$ 102,932	\$ -	\$ 51,321	\$ 154,253	\$ 28,500	\$ 182,753	\$ 315,456	\$ 132,703	58%	\$ 338
2025-12	382	544	\$ 166,797	\$ -	\$ 36,358	\$ 203,155	\$ 28,650	\$ 231,805	\$ 317,472	\$ 85,667	73%	\$ 426
2026-01	372	531	\$ 194,282	\$ -	\$ 61,962	\$ 256,244	\$ 27,900	\$ 284,144	\$ 310,687	\$ 26,543	91%	\$ 535
2026-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,623	3,742	\$ 1,077,299	\$ -	\$ 304,127	\$ 1,381,426	\$ 196,725	\$ 1,578,151	\$ 2,181,806	\$ 603,655	72%	\$ 422
Mo. Avg.	375	535	\$ 153,900	\$ -	\$ 43,447	\$ 197,347	\$ 28,104	\$ 225,450	\$ 311,687	\$ 86,236	72%	\$ 422

Monthly Contribution Rates

Premiums

Employee Only	\$ 678.57
Employee + Spouse	\$ 1,337.95
Employee + Child(ren)	\$ 1,260.21
Employee + Family	\$ 1,610.04
Fixed Expense	\$ 75.00



Monthly Experience Report

Glendale Elementary School District

Dates: 7/1/2025-6/30/2026

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 net Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2025-07	9	11	\$ 4,970	\$ -	\$ 146	\$ 5,116	\$ 675	\$ 5,791	\$ 7,348	\$ 1,557	79%	\$ 526
2025-08	6	7	\$ 662	\$ -	\$ 35	\$ 697	\$ 450	\$ 1,147	\$ 4,731	\$ 3,584	24%	\$ 164
2025-09	5	6	\$ 4,729	\$ -	\$ 1,681	\$ 6,410	\$ 375	\$ 6,785	\$ 4,052	\$ (2,733)	167%	\$ 1,131
2025-10	5	6	\$ 336	\$ -	\$ 130	\$ 466	\$ 375	\$ 841	\$ 4,052	\$ 3,211	21%	\$ 140
2025-11	5	6	\$ 91	\$ -	\$ -	\$ 91	\$ 375	\$ 466	\$ 4,052	\$ 3,586	11%	\$ 78
2025-12	4	5	\$ 809	\$ -	\$ 75	\$ 884	\$ 300	\$ 1,184	\$ 3,374	\$ 2,190	35%	\$ 237
2026-01	3	4	\$ (348)	\$ -	\$ 1,658	\$ 1,310	\$ 225	\$ 1,535	\$ 2,695	\$ 1,160	57%	\$ 384
2026-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2026-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	37	45	\$ 11,250	\$ -	\$ 3,725	\$ 14,975	\$ 2,775	\$ 17,750	\$ 30,304	\$ 12,555	59%	\$ 394
Mo. Avg.	5	6	\$ 1,607	\$ -	\$ 532	\$ 2,139	\$ 396	\$ 2,536	\$ 4,329	\$ 1,794	59%	\$ 394

Monthly Contribution Rates

Premiums

Employee Only	\$ 678.57
Employee + Spouse	\$ 1,337.95
Employee + Child(ren)	\$ 1,260.21
Employee + Family	\$ 1,610.04
Fixed Expense	\$ 75.00



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2025-6/30/2026)



Name: Valley Schools Employee Benefits Group

Plan: Traditional

Date	Active	SP	CH	FAM	Total	Cobra				Total	Medical Plan Totals
	EE					EE	SP	CH	FAM		
2025-07	264	20	52	13	349	4	0	0	0	4	353
2025-08	297	21	57	14	389	3	0	0	0	3	392
2025-09	294	20	59	14	387	4	0	0	0	4	391
2025-10	292	20	58	15	385	3	0	0	0	3	388
2025-11	293	21	57	15	386	3	0	0	0	3	389
2025-12	295	20	57	15	387	2	0	0	0	2	389
2026-01	292	20	58	15	385	3	0	0	0	3	388
2026-02	0	0	0	0	0	0	0	0	0	0	0
2026-03	0	0	0	0	0	0	0	0	0	0	0
2026-04	0	0	0	0	0	0	0	0	0	0	0
2026-05	0	0	0	0	0	0	0	0	0	0	0
2026-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2025-6/30/2026)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base

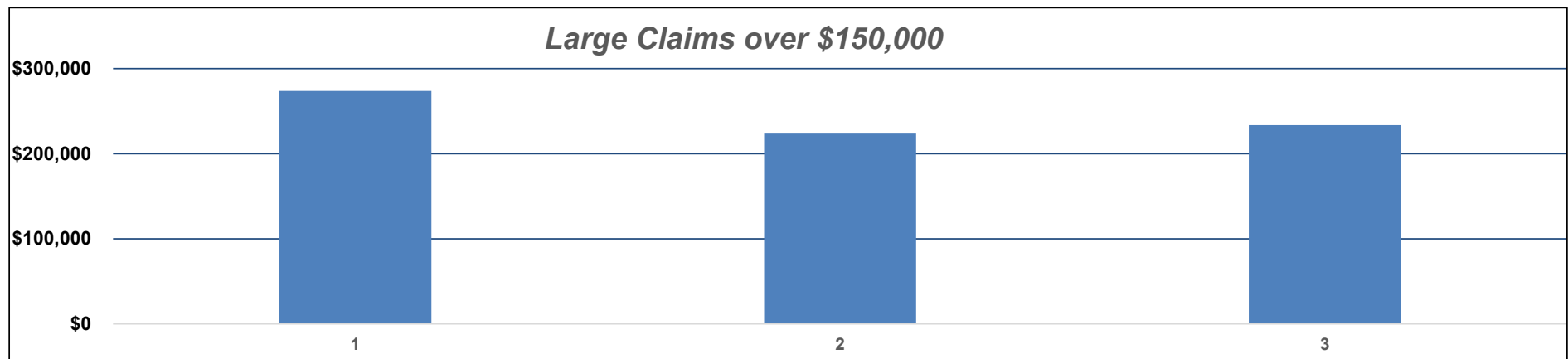
	Active					Cobra					Medical Plan Totals
Date	EE	SP	CH	FAM	Total	EE	SP	CH	FAM	Total	
2025-07	252	4	56	18	330	7	1	1	0	9	339
2025-08	295	9	60	19	383	5	1	0	0	6	389
2025-09	298	9	60	19	386	4	1	0	0	5	391
2025-10	301	9	62	18	390	4	1	0	0	5	395
2025-11	293	9	60	18	380	4	1	0	0	5	385
2025-12	294	10	60	18	382	3	1	0	0	4	386
2026-01	284	10	60	18	372	2	1	0	0	3	375
2026-02	0	0	0	0	0	0	0	0	0	0	0
2026-03	0	0	0	0	0	0	0	0	0	0	0
2026-04	0	0	0	0	0	0	0	0	0	0	0
2026-05	0	0	0	0	0	0	0	0	0	0	0
2026-06	0	0	0	0	0	0	0	0	0	0	0



**Glendale Elementary School District
Paid Claims Greater Than \$150,000 by Claimant
Large Claims by Plan
(7/1/2025 through 6/30/2026)**



# of claims > \$150K	
FY25	FY26
4	3



Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1*	\$273,786	\$200,000	\$0	\$36,893
2	\$223,717	\$200,000	\$0	\$23,717
3*	\$233,484	\$200,000	\$0	\$16,742
Total	\$730,987			\$77,352

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.C. TOPIC: Claims Experience Review – Dental

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

In January, Pool I (or base plan) incurred \$241,842 in dental claims or a monthly loss ratio of 96%.

Based on the trend, we project revenues to generate \$3,004,332 and anticipate Pool I (or base plan) to incur approximately \$2,626,824 or a loss ratio of 87% by June 30, 2026.

In January, Pool III (or buy-up plan) incurred \$562,576 in dental claims or a monthly loss ratio of 86%.

Based on the trend, we project revenues to generate \$7,855,992 and anticipate Pool III (or buy-up plan) to incur approximately \$6,553,332 or a loss ratio of 83% by June 30, 2026.

Monthly Experience Report

VSEBG Master

Dates: (7/1/2025-6/30/2026)



Name: Valley Schools Employee Benefits Group

Plan: Master

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
2025-07	21,675	\$ 1,408,481	\$ 76,946	\$ 1,485,427	\$ 1,195,765	\$ (289,662)	124%	\$ 69	130%
2025-08	22,277	\$ 961,154	\$ 79,083	\$ 1,040,237	\$ 1,222,268	\$ 182,031	85%	\$ 47	108%
2025-09	22,601	\$ 924,547	\$ 80,234	\$ 1,004,781	\$ 1,236,068	\$ 231,287	81%	\$ 44	96%
2025-10	22,624	\$ 975,879	\$ 80,315	\$ 1,056,194	\$ 1,238,301	\$ 182,107	85%	\$ 47	98%
2025-11	22,650	\$ 804,590	\$ 80,408	\$ 884,997	\$ 1,240,364	\$ 355,367	71%	\$ 39	93%
2025-12	22,670	\$ 931,861	\$ 80,479	\$ 1,012,339	\$ 1,241,566	\$ 229,227	82%	\$ 45	90%
2026-01	22,623	\$ 1,095,176	\$ 80,312	\$ 1,175,487	\$ 1,239,248	\$ 63,761	95%	\$ 52	88%
2026-02	-	\$ -	\$ -	\$ -	\$ -	\$ -			92%
2026-03	-	\$ -	\$ -	\$ -	\$ -	\$ -			92%
2026-04	-	\$ -	\$ -	\$ -	\$ -	\$ -			92%
2026-05	-	\$ -	\$ -	\$ -	\$ -	\$ -			91%
2026-06	-	\$ -	\$ -	\$ -	\$ -	\$ -			93%
Total	157,120	\$ 7,101,687	\$ 557,776	\$ 7,659,463	\$ 8,613,580	\$ 954,117	89%	\$ 49	
Mo. Avg.	22,446	\$ 1,014,527	\$ 79,682	\$ 1,094,209	\$ 1,230,511	\$ 136,302		\$ 49	
PY Mo. Avg. @ 6/30/25	19,989	\$ 916,414	\$ 70,960	\$ 987,374	\$ 1,061,326	\$ 73,952		\$ 49	

Monthly Experience Report

VSEBG Level I

Dates: (7/1/2025-6/30/2026)



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
2025-07	6,242	\$ 246,539	\$ 22,159	\$ 268,698	\$ 244,269	\$ (24,429)	110%	\$ 43	122%
2025-08	6,460	\$ 201,653	\$ 22,933	\$ 224,586	\$ 250,863	\$ 26,277	90%	\$ 35	98%
2025-09	6,479	\$ 171,403	\$ 23,000	\$ 194,403	\$ 251,194	\$ 56,791	77%	\$ 30	91%
2025-10	6,487	\$ 173,690	\$ 23,029	\$ 196,719	\$ 251,806	\$ 55,087	78%	\$ 30	94%
2025-11	6,472	\$ 161,499	\$ 22,976	\$ 184,474	\$ 251,190	\$ 66,716	73%	\$ 29	89%
2025-12	6,482	\$ 198,580	\$ 23,011	\$ 221,591	\$ 251,780	\$ 30,189	88%	\$ 34	87%
2026-01	6,468	\$ 218,881	\$ 22,961	\$ 241,842	\$ 251,422	\$ 9,580	96%	\$ 37	90%
2026-02			\$ -	\$ -	\$ -	\$ -			90%
2026-03			\$ -	\$ -	\$ -	\$ -			90%
2026-04			\$ -	\$ -	\$ -	\$ -			91%
2026-05			\$ -	\$ -	\$ -	\$ -			91%
2026-06			\$ -	\$ -	\$ -	\$ -			93%
Total	45,090	\$ 1,372,245	\$ 160,070	\$ 1,532,314	\$ 1,752,524	\$ 220,210	87%	\$ 34	
Mo. Avg.	6,441	\$ 196,035	\$ 22,867	\$ 218,902	\$ 250,361	\$ 31,459		\$ 34	
PY Mo. Avg. @ 6/30/25	5,546	\$ 181,339	\$ 19,689	\$ 201,028	\$ 216,560	\$ 15,532		\$ 46	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 26.11
Employee + Spouse	\$ 52.22
Employee + Child(ren)	\$ 54.83
Employee + Family	\$ 78.32
Fixed Expense	\$ 3.55

Three Tier Premiums

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

Monthly Experience Report

VSEBG Level II

Dates: (7/1/2025-6/30/2026)



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
2025-07	6,628	\$ 500,699	\$ 23,529	\$ 524,228	\$ 310,451	\$ (213,777)	169%	\$ 79	157%
2025-08	6,835	\$ 254,139	\$ 24,264	\$ 278,403	\$ 319,034	\$ 40,631	87%	\$ 41	123%
2025-09	7,075	\$ 246,308	\$ 25,116	\$ 271,425	\$ 329,701	\$ 58,276	82%	\$ 38	105%
2025-10	7,060	\$ 293,211	\$ 25,063	\$ 318,274	\$ 329,188	\$ 10,914	97%	\$ 45	106%
2025-11	7,073	\$ 225,212	\$ 25,109	\$ 250,321	\$ 329,609	\$ 79,288	76%	\$ 35	101%
2025-12	7,089	\$ 265,483	\$ 25,166	\$ 290,649	\$ 330,306	\$ 39,657	88%	\$ 41	98%
2026-01	7,081	\$ 345,932	\$ 25,138	\$ 371,069	\$ 330,108	\$ (40,961)	112%	\$ 52	101%
2026-02			\$ -	\$ -	\$ -	\$ -			99%
2026-03			\$ -	\$ -	\$ -	\$ -			99%
2026-04			\$ -	\$ -	\$ -	\$ -			98%
2026-05			\$ -	\$ -	\$ -	\$ -			96%
2026-06			\$ -	\$ -	\$ -	\$ -			98%
Total	48,841	\$ 2,130,984	\$ 173,386	\$ 2,304,370	\$ 2,278,397	\$ (25,973)	101%	\$ 47	
Mo. Avg.	6,977	\$ 304,426	\$ 24,769	\$ 329,196	\$ 325,485	\$ (3,710)		\$ 47	
PY Mo. Avg. @ 6/30/25	7,762	\$ 329,690	\$ 27,554	\$ 355,243	\$ 361,478	\$ 6,235		\$ 74	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 32.86
Employee + Spouse	\$ 65.72
Employee + Child(ren)	\$ 69.01
Employee + Family	\$ 98.58
Fixed Expense	\$ 3.55

Three Tier Premiums

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

Monthly Experience Report

VSEBG Level III

Dates: (7/1/2025-6/30/2026)



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
2025-07	8,805	\$ 661,243	\$ 31,258	\$ 692,501	\$ 641,045	\$ (51,456)	108%	\$ 79	115%
2025-08	8,982	\$ 505,362	\$ 31,886	\$ 537,248	\$ 652,371	\$ 115,123	82%	\$ 60	103%
2025-09	9,047	\$ 506,836	\$ 32,117	\$ 538,953	\$ 655,173	\$ 116,220	82%	\$ 60	92%
2025-10	9,077	\$ 508,978	\$ 32,223	\$ 541,201	\$ 657,307	\$ 116,106	82%	\$ 60	93%
2025-11	9,105	\$ 417,879	\$ 32,323	\$ 450,202	\$ 659,565	\$ 209,363	68%	\$ 49	88%
2025-12	9,099	\$ 467,797	\$ 32,301	\$ 500,098	\$ 659,480	\$ 159,382	76%	\$ 55	86%
2026-01	9,074	\$ 530,363	\$ 32,213	\$ 562,576	\$ 657,718	\$ 95,142	86%	\$ 62	77%
2026-02			\$ -	\$ -	\$ -	\$ -			87%
2026-03			\$ -	\$ -	\$ -	\$ -			87%
2026-04			\$ -	\$ -	\$ -	\$ -			87%
2026-05			\$ -	\$ -	\$ -	\$ -			86%
2026-06			\$ -	\$ -	\$ -	\$ -			89%
Total	63,189	\$ 3,598,458	\$ 224,321	\$ 3,822,779	\$ 4,582,659	\$ 759,880	83%	\$ 60	
Mo. Avg.	9,027	\$ 514,065	\$ 32,046	\$ 546,111	\$ 654,666	\$ 108,554		\$ 60	
PY Mo. Avg. @ 6/30/25	6,681	\$ 407,385	\$ 23,717	\$ 431,102	\$ 483,288	\$ 52,185		\$ 88	

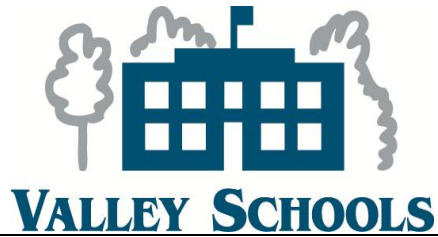
Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 45.01
Employee + 1	\$ 90.03
Employee + 2	\$ 94.53
Employee + Family	\$ 135.04
Fixed Expense	\$ 3.55

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 – Employee Benefits

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

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

The financial report for January 31, 2026, reflects the “Ending net position reserved for claims and expenses” as \$26,447,841.69.



February 11, 2026

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2026. 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 Seven Months Ended January 31, 2026

	Glendale Elementary
Operating revenues	
Contributions	\$ 9,837,500.00
Total operating revenues	<u>9,837,500.00</u>
Operating expenses	
Paid claims	4,910,664.02
Fixed expense	401,625.00
Dental pool premiums	253,236.91
Vision pool premiums	0.00
HSA contributions	423,589.58
Medical premiums	52,761.65
Short term disability premiums	46,001.16
Dental premiums	5,819.04
Vision premiums	68,043.36
Flexible spending contributions	74,792.64
Life insurance premiums	61,999.32
Prepaid legal premiums	0.00
Identity protection	0.00
Wellness program	8,694.50
VSMG administration fee	0.00
Benefit related services	13,500.00
Consulting services	0.00
ACA fees	0.00
Total operating expense	<u>6,320,727.18</u>
Operating income/(loss)	<u>3,516,772.82</u>
Non-operating revenue	
Interest income	655,822.04
Change in market value	192,941.11
Total non-operating revenue	<u>848,763.15</u>
Change in net position	<u>4,365,535.97</u>
Beginning net position reserved for claims and expenses	<u>22,082,305.72</u>
Ending net position reserved for claims and expenses	<u>\$ 26,447,841.69</u>

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

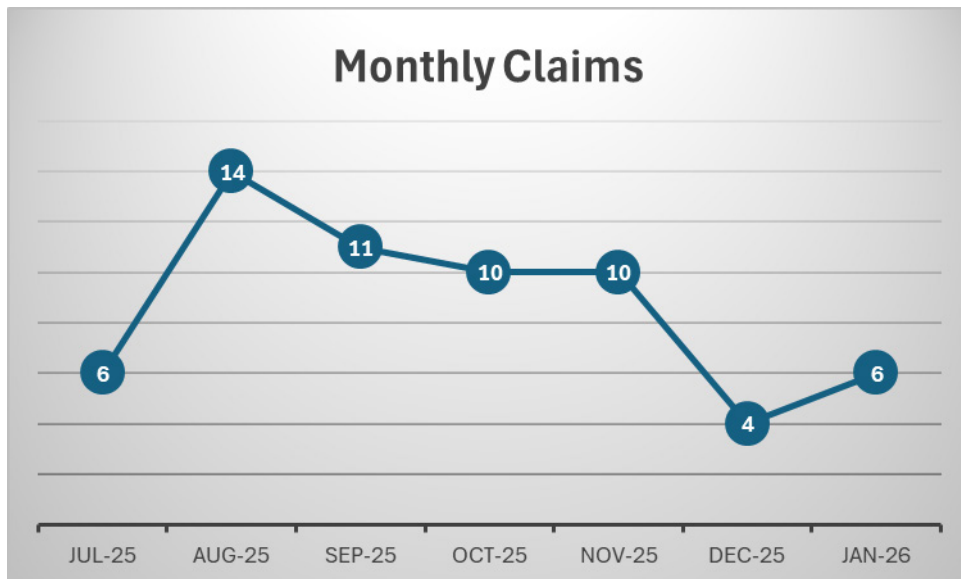
Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

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

SUBMITTED BY: Ms. Valerie Caraveo, Director of Finance and Purchasing

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

- Incidents for January: A total of 6 incidents were logged for a total of \$47.10 paid and \$11,500.00 incurred.
- Operating Expenses: Workers’ compensation operating expenses totaled \$215,529.13 (an average of \$30,789.88 per month).
- Fiscal Year Projection: Based on current trends, projected operating expenses for the full year ending June 30, 2026, are \$369,478.56, which is expected to be less than the previous year’s total.



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: March 11, 2026

The financial report for January 31, reflects the “Ending net position reserved for claims and expenses” as \$4,768,301.41.



February 12, 2026

Valley Schools Workers' Compensation Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2026. 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 Seven Months Ended January 31, 2026

	Glendale Elementary
Operating revenues	
Contributions	\$ 580,000.00
Cost of re-insurance	(37,818.72)
Total operating revenues	<u>542,181.28</u>
Operating expenses	
Paid claims	179,674.43
Subrogation/restitution/stop loss	(19,425.63)
Safety and loss control	0.00
VSMG administration fee	47,911.29
Consulting services	3,780.00
ICA fees	3,589.04
Total operating expense	<u>215,529.13</u>
Operating income/(loss)	<u>326,652.15</u>
Non-operating revenue	
Interest income	109,874.49
Change in market value	25,701.80
Additions to net position	0.00
Total non-operating revenue	<u>135,576.29</u>
Change in net position	<u>462,228.44</u>
Beginning net position reserved for claims and expenses	<u>4,306,072.97</u>
Ending net position reserved for claims and expenses	<u>\$ 4,768,301.41</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: March 11, 2026

The financial report for January 31, 2026, reflects the “Ending net position reserved for claims and expenses” as \$2,656,725.55.



February 12, 2026

Valley Schools Insurance Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2026. 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 Seven Months Ended January 31, 2026**

	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	52,959.48
Change in market value	13,881.79
Rental income	0.00
Rental expense	0.00
Depreciation expense	0.00
Additions to net position	300,000.00
Total non-operating revenue	<u>366,841.27</u>
Change in net position	<u>366,841.27</u>
Beginning net position reserved for claims and expenses	<u>2,289,884.28</u>
Ending net position reserved for claims and expenses	<u>\$ 2,656,725.55</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. Hogla Gonzalez, Human Resources Systems Specialist

DATE ASSIGNED FOR CONSIDERATION: March 11, 2026

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 and Wellness Highlights

Goals: Compliance / Benefits & Financial Literacy / Building Strong Partnerships

February 2026

Wellness Fair

The GESD Spring Wellness Fair was successfully held on February 25, 2026, from 1:00 PM to 5:00 PM at the System of Care Center. The event welcomed 121 employees and featured 36 valuable and resourceful vendors who provided information, services, and wellness resources to support staff well-being. After the event, 29 prizes were raffled to encourage engagement and participation. On-site mammogram services were available, offering convenient access to preventative care. In addition, employees had the opportunity to visit the Schoolhouse to receive free donated items for their classrooms, ensuring they had access to additional supplies if needed.



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: March 11, 2026

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