

PARMA CITY SCHOOLS DISTRICT
MINUTES
INSURANCE COMMITTEE MEETING
March 10, 2026

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

Financials

- We discussed the Financials for the Insurance Fund. The fund balance as of 02/28/2026 was \$849,085. Revenues exceeded expenditures for the month of November by \$1,135,820.

Wellness

- There was no wellness update.

Oswald

- Oswald provided their monthly financial update.

Meeting was adjourned at 2:19 p.m.

Insurance Fund Highlights

- Revenues exceeded Expenditures by \$1,135.820 for the month of February due to the reduction in medical claims from stop-loss reimbursements.
- The insurance fund balance as of February 28, 2026 was \$849,085.
- The medical claims decreased in February compared to January. The prescription claims increased in February compared to January.
- Through February 28, 2026, expenditures have exceeded revenues by \$1,496,050 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		\$ 2,791,738.25	\$ 3,562,713.30	\$ 3,078,436.35	\$ 3,142,631.17
Vision - Emp		\$ (157,213.42)	\$ 1,219.19	\$ 1,131.04	\$ 130,611.53
Board of Education - Med/Rx		\$ 18,060,962.51	\$ 22,558,574.57	\$ 20,624,545.46	\$ 21,320,951.37
Vision - BoE		\$ 85,451.59	\$ 127,556.01	\$ 123,338.26	\$ 931.68
Misc		\$ 4,229.70	\$ 86,789.14	\$ 43,760.96	\$ 140,010.50
Total Revenue		\$ 20,785,168.63	\$ 26,336,852.21	\$ 23,871,212.07	\$ 24,735,136.25
Total Expense		\$ 22,281,218.60	\$ 29,988,323.42	\$ 24,860,195.94	\$ 24,545,069.93
Reserve Gain/(Loss)		\$ (1,496,049.97)	\$ (3,651,471.21)	\$ (988,983.87)	\$ 190,066.32
Claims					
Medical		\$ 14,766,186.33	\$ 19,231,963.84	\$ 15,911,171.06	\$ 16,726,665.33
Prescription		\$ 5,629,993.26	\$ 7,243,294.84	\$ 5,699,333.25	\$ 4,864,063.60
Vision		\$ (75,315.21)	\$ 103,618.71	\$ 96,190.00	\$ 82,607.75
Fixed Costs & Other					
Administration Fee		\$ 440,271.98	\$ 684,268.35	\$ 612,044.86	\$ 784,277.35
Stop Loss Premiums		\$ 1,361,310.72	\$ 2,428,395.73	\$ 2,250,725.34	\$ 1,862,905.66
Grail		\$ 424.50	\$ -	\$ 2,547.00	
Consultant/Legal Fees		\$ 140,466.69	\$ 255,276.79	\$ 236,264.37	\$ 199,687.79
Subrogation		\$ 1,688.20	\$ 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)		\$ 849,085.12	\$ 2,345,135.09	\$ 5,996,606.30	\$ 6,985,590.17

FY 2025 Insurance
Fund by Month

Total FYTD

			July	August	September	October	November	December	January	February							
Premiums	Employees	(3)	\$	251,585.16	\$	356,767.04	\$	268,525.27	\$	268,979.71	\$	403,555.04	\$	269,962.05	\$	269,064.33	
	Vision - Emp	(5)	\$	82.29	\$	124.76	\$	82.53	\$	102.74	\$	93.62	\$	92.66	\$	87.69	
	Board of Education	(2)	\$	1,653,749.57	\$	1,634,594.86	\$	1,762,275.77	\$	1,918,585.71	\$	1,934,779.83	\$	1,943,397.44	\$	1,942,283.02	
	Vision - BOE	(4)	\$	9,927.18	\$	9,610.08	\$	9,890.49	\$	10,667.55	\$	10,822.21	\$	10,896.76	\$	10,903.64	
	Misc	(1)	\$	35,742.30	\$	-	\$	-	\$	-	\$	-	\$	1,654.48			
	\$	3,952,183.24		\$	2,001,096.74	\$	2,030,834.15	\$	2,197,881.27	\$	2,214,675.37	\$	2,407,372.23	\$	2,226,222.40	\$	2,222,338.68
	\$	6,162,087.28		\$	3,002,281.93	\$	2,844,970.77	\$	2,271,826.04	\$	2,440,543.29	\$	2,436,020.44	\$	2,321,812.83	\$	2,281,686.85
	\$	(2,209,904.04)		\$	(1,001,185.19)	\$	(814,136.62)	\$	(73,944.77)	\$	(225,867.92)	\$	(28,648.21)	\$	(95,590.43)	\$	(59,348.17)
Claims																	
	\$	5,917,155.74	(1)	\$	1,718,660.69	\$	2,059,783.12	\$	2,138,711.93	\$	1,159,992.59	\$	1,670,988.88	\$	1,230,429.73	\$	1,363,547.46
	\$	1,947,698.58	(2)	\$	897,494.95	\$	630,277.54	\$	419,926.09	\$	822,033.10	\$	477,276.83	\$	918,901.30	\$	662,810.19
	\$	23,163.31	(5)	\$	-	\$	15,592.20	\$	7,571.11	\$	10,908.91	\$	12,006.84	\$	4,736.45	\$	5,327.30
Fixed Costs & Other																	
	\$	253,272.09	(4)	\$	148,603.01	\$	51,705.32	\$	52,963.76	\$	53,188.13	\$	53,213.65	\$	53,358.97	\$	52,900.77
	\$	770,067.78	(3)	\$	364,408.60	\$	203,042.08	\$	202,617.10	\$	205,426.19	\$	207,424.57	\$	206,815.32	\$	206,753.20
	\$	-		\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	61,464.50	(6)	\$	18,488.60	\$	34,430.30	\$	8,545.60	\$	18,181.00	\$	18,354.60	\$	19,673.99	\$	30,336.60
	\$	2,028.04	(7)	\$	330.02	\$	829.44	\$	868.58	\$	2,096.12	\$	1,277.92	\$	185.70	\$	137.31
	\$	5,950.48	(9)	\$	5,950.48	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-
	\$	7,323.15	(8)	\$	-	\$	-	\$	7,323.15	\$	-	\$	-	\$	-	\$	-
	\$	18,934.38	(10)	\$	5,869.00	\$	6,621.93	\$	6,443.45	\$	-	\$	-	\$	1,918.98	\$	-

FY 2024 Insurance
Fund by Month

Total FYTD

		July	August	September	October	November	December	January	February
Premiums									
	Employees	(3) \$	120,560.46 \$	220,801.46 \$	253,998.70 \$	251,178.39 \$	251,733.36 \$	252,704.98 \$	397,236.20 \$
	Vision - Emp	(5) \$	43.27 \$	71.27 \$	113.42 \$	82.08 \$	199.78 \$	79.76 \$	83.58 \$
	Board of Education	(2) \$	1,569,487.28 \$	1,565,495.84 \$	1,393,079.19 \$	1,779,850.59 \$	1,786,478.03 \$	1,797,713.08 \$	1,791,944.19 \$
	Vision - BOE	(4) \$	9,315.53 \$	9,343.94 \$	8,304.30 \$	10,552.52 \$	10,610.00 \$	10,687.26 \$	10,725.45 \$
	Misc	(1) \$	27,500.00 \$	-	3,917.69 \$	3,380.23 \$			
\$	595,360.62								265,209.75
\$	227.96								81.80
\$	4,528,062.31								1,795,508.97
\$	26,963.77								10,776.33
\$	27,500.00								
\$	3,522,619.05								
\$	4,594,279.40								
\$	(1,071,660.35)								
	Total Revenue	\$	1,726,906.54 \$	1,795,712.51 \$	1,655,495.61 \$	2,045,581.27 \$	2,052,401.40 \$	2,061,185.08 \$	2,199,989.42 \$
	Total Expense	\$	2,871,508.45 \$	1,722,770.95 \$	1,767,708.94 \$	1,857,717.15 \$	1,943,792.49 \$	2,133,002.68 \$	2,554,980.37 \$
	Reserve Gain/(Loss)	\$	(1,144,601.91) \$	72,941.56 \$	(112,213.33) \$	187,864.12 \$	108,608.91 \$	(71,817.60) \$	(354,990.95) \$
									\$ 355,040.74
Claims									
	Medical	(1) \$	1,647,810.33 \$	998,270.12 \$	1,497,817.15 \$	1,022,047.96 \$	1,155,474.23 \$	1,287,816.62 \$	1,494,808.93 \$
	Prescription	(2) \$	679,501.89 \$	460,869.05 \$	1,828.70 \$	553,849.02 \$	500,151.51 \$	586,130.66 \$	784,810.01 \$
	Vision	(5) \$	7,856.01 \$	8,508.26 \$	8,536.78 \$	7,431.80 \$	11,389.38 \$	6,791.03 \$	4,991.62 \$
\$	4,143,897.60								1,310,980.42
\$	1,142,199.64								166,441.35
\$	24,901.05								8,737.82
Fixed Costs & Other									
	Administration Fee	(4) \$	101,228.17 \$	51,310.04 \$	52,011.73 \$	53,056.44 \$	52,901.31 \$	52,582.94 \$	53,027.88 \$
	Stop Loss Premiums	(3) \$	374,946.17 \$	186,461.16 \$	184,988.14 \$	188,418.48 \$	188,034.34 \$	188,666.53 \$	188,199.13 \$
	Grail	\$	-	-	-	-	-	-	-
	Consultant/Legal Fees	(6) \$	31,360.12 \$	12,915.66 \$	22,193.66 \$	31,726.46 \$	35,571.63 \$	8,724.80 \$	28,158.00 \$
	Subrogation	(7) \$	319.30 \$	296.66 \$	332.78 \$	1,186.99 \$	270.09 \$	1,255.10 \$	984.80 \$
	Health Fair/Wellness	(9) \$	-	-	-	-	-	-	-
	ACA Fees	(8) \$	-	-	-	-	-	-	-
	Misc	(10) \$	28,486.46 \$	4,140.00 \$	-	-	-	1,035.00 \$	-
\$	32,626.46								-
\$	204,549.94								24,112.92
\$	746,395.47								186,559.60
\$	-								-
\$	66,469.44								18,461.00
\$	948.74								328.00
\$	-								915.00
\$	-								-
\$	32,626.46								-

FY 2026 Insurance Claims

	MMO	Express Scripts	Total
07/03/25	388,496.81	206,785.91	595,282.72
07/10/25	676,843.81	95,355.02	772,198.83
07/17/25	952,443.97	168,143.32	1,120,587.29
07/24/25	811,000.36	95,620.82	906,621.18
08/01/25	437,318.34	258,617.88	695,936.22
08/08/25	461,108.89	191,965.27	653,074.16
08/15/25	583,238.99	178,100.85	761,339.84
08/22/25	810,755.80	182,199.89	992,955.69
08/29/25	701,485.09	196,849.15	898,334.24
09/05/25	767,632.60	118,932.28	886,564.88
09/12/25	521,419.29	153,896.59	675,315.88
09/19/25	502,869.27	191,988.52	694,857.79
09/26/25	645,378.23	161,654.83	807,033.06
10/03/25	820,404.07	196,077.99	1,016,482.06
10/10/25	502,341.19	219,070.14	721,411.33
10/17/25	678,366.50	265,562.91	943,929.41
10/24/25	610,283.02	171,993.95	782,276.97
10/31/25	814,319.68	207,453.24	1,021,772.92
11/07/25	668,410.38	161,498.32	829,908.70
11/14/25	254,880.36	155,800.51	410,680.87
11/21/25	559,565.45	240,784.63	800,350.08
11/28/25	361,402.54	147,843.42	509,245.96
12/05/25	374,601.72	288,681.06	663,282.78
12/12/25	331,082.78	156,096.22	487,179.00
12/19/25	314,086.63	221,078.56	535,165.19
12/26/25	608,841.16	210,559.18	819,400.34
01/02/26	300,247.73	174,716.85	474,964.58
01/09/26	469,420.59	187,989.86	657,410.45
01/16/26	628,907.43	215,920.81	844,828.24
01/23/26	298,866.76	102,792.92	401,659.68
01/30/26	423,707.41	110,461.85	534,169.26
02/06/26	513,769.64	269,304.27	783,073.91
02/13/26	300,543.25	267,746.12	568,289.37
02/20/26	464,354.08	126,452.88	590,806.96
02/27/26	666,075.80	163,763.77	829,839.57
03/06/26	355,209.85	206,857.72	562,067.57

Recorded in March

Recorded in March

Parma City Schools Health Care Committee Meeting

March 10, 2026

Kelsey Finucan
Tracie Collins

We See Risk So You See Opportunity



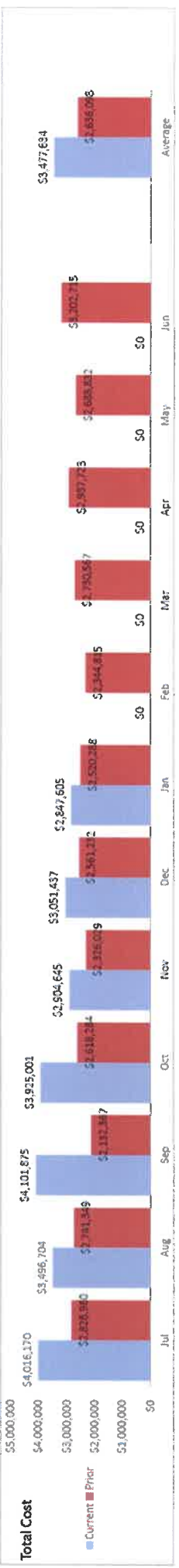
oswald
A UNISON RISK ADVISORS Company

Financial Update

Claim Experience - Prior Year													
	Jul 24	Aug 24	Sep 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Apr 25	May 25	Jun 25	PEPY
Medical Claims	\$2,038,759	\$2,046,220	\$1,370,195	\$1,667,441	\$1,622,301	\$1,710,345	\$1,805,393	\$1,675,003	\$1,861,052	\$2,035,340	\$2,029,430	\$2,369,439	\$18,471
Prescription Claims	\$721,654	\$606,176	\$669,852	\$844,335	\$596,951	\$743,224	\$640,207	\$595,006	\$792,595	\$900,539	\$547,558	\$720,722	\$6,889
Rx Rebates	(\$161,597)	(\$161,597)	(\$161,597)	(\$149,146)	(\$149,146)	(\$149,146)	(\$181,589)	(\$181,589)	(\$181,589)	(\$147,449)	(\$147,449)	(\$147,449)	(\$1,597)
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	\$2,678,431	\$2,429,540	\$2,942,713	\$28,768
Fees/Premium	\$250,194	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$250,150	\$2,506
Total Cost	\$2,828,980	\$2,740,949	\$2,128,599	\$2,612,980	\$2,320,256	\$2,554,573	\$2,514,161	\$2,338,571	\$2,722,608	\$2,928,581	\$2,679,690	\$3,192,863	\$30,274
Reimbursed Claims	(\$422,276)												(\$360)
Grand Total	\$2,406,704	\$2,740,949	\$2,128,599	\$2,612,980	\$2,320,256	\$2,554,573	\$2,514,161	\$2,338,571	\$2,722,608	\$2,928,581	\$2,679,690	\$3,192,863	\$29,914

Claims Experience - Current Year													
	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 26	Feb 26	Mar 26	Apr 26	May 26	Jun 26	PEPY
Medical Claims	\$3,179,530	\$2,596,764	\$3,192,096	\$2,851,457	\$1,830,016	\$1,870,130	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$24,228
Prescription Claims	\$736,856	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$800,697	\$7,878
Rx Rebates	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$145,198)	(\$607)
Total Claims	\$3,771,188	\$3,252,263	\$3,853,495	\$3,506,956	\$2,650,505	\$2,797,755	\$2,598,497	\$2,598,497	\$2,598,497	\$2,598,497	\$2,598,497	\$2,598,497	\$31,493
Fees/Premium	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$244,982	\$2,499
Total Cost	\$4,016,170	\$3,497,245	\$4,098,477	\$3,751,938	\$2,895,487	\$3,042,737	\$2,843,479	\$2,843,479	\$2,843,479	\$2,843,479	\$2,843,479	\$2,843,479	\$33,992
Reimbursed Claims	(\$4,671,661)												(\$5,512)
Grand Total	\$19,671,777	\$2,810,254											\$27,420

Subscribers Medical/Rx													
	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 26	Feb 26	Mar 26	Apr 26	May 26	Jun 26	PEPY
Medical/Rx Claims PEPY	\$3,179,530	\$2,596,764	\$3,192,096	\$2,851,457	\$1,830,016	\$1,870,130	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$24,228
Grand Total	\$3,179,530	\$2,596,764	\$3,192,096	\$2,851,457	\$1,830,016	\$1,870,130	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$1,863,424	\$24,228



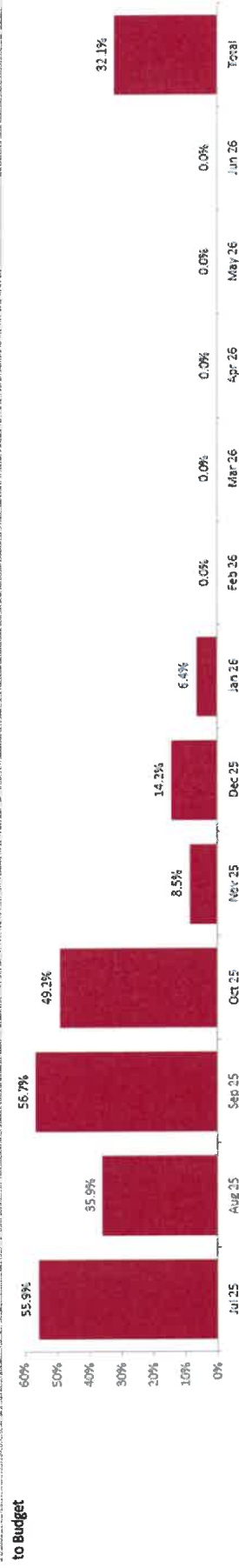
Financial Update (cont.)

Large Claims: July 2025 - June 2026			Status	Claims	Estimated Reimbursement
C1		ACTIVE	\$2,720,480		(\$2,520,480)
C2		ACTIVE	\$722,037		(\$522,037)
C3		ACTIVE	\$594,068		(\$314,038)
C4		ACTIVE	\$466,756		(\$266,756)
C5		ACTIVE	\$435,759		(\$235,739)
C6		ACTIVE	\$452,468		(\$232,468)
C7		CANCEL	\$364,407		(\$184,407)
C8		ACTIVE	\$360,760		(\$160,760)
C9		ACTIVE	\$386,619		(\$136,619)
C10		ACTIVE	\$279,945		(\$79,945)
C11		ACTIVE	\$236,421		(\$18,411)
			\$6,871,561		(\$4,671,661)

Plan Information		
Insurer/Medical	MMO	Self-insured
Rx	ESI	Medical/Rx
Contract Type		\$200,000
Specific Stop-Loss Coverage		Medical/Rx
Specific Stop-Loss Deductible		115%
Aggregate Stop-Loss Coverage		
Aggregate Stop-Loss Corridor		

Estimated reimbursements include Medical and Rx claims. The stop loss contract covers both medical and Rx claims so actual reimbursements may differ.

Year to Date Actual vs Budgeted Plan Cost														Total	Average	PEPR
	Jul 25	Aug 25	Sep 25	Oct 25	Nov 25	Dec 25	Jan 26	Feb 26	Mar 26	Apr 26	May 26	Jun 26				
Budget Plan Cost	\$2,576,747	\$2,572,487	\$2,576,747	\$2,630,251	\$2,677,334	\$2,673,054	\$2,677,334						\$18,424,598	\$2,632,085	\$25,682	
Actual Plan Cost	\$4,016,170	\$3,496,704	\$3,101,875	\$3,925,001	\$2,904,645	\$3,051,437	\$2,847,605						\$24,345,437	\$3,477,634	\$33,932	
Actual to Budget	155.9%	135.9%	156.7%	149.2%	108.5%	114.2%	106.4%						132.1%			
Estimated SS3 Reimbursements													106.8%			
Net of Estimated SS3 Reimbursements													106.8%			



Incurred But Not Reported (IBNR)

Parma City Schools IBNR as of June 30, 2025		
Estimated IBNR	<u>Medical</u> \$3,857,893	<u>Total</u> \$3,857,893
Margin for Adverse Deviation	\$192,895	\$192,895
Total Estimated IBNR	\$4,050,788	\$4,050,788

**Oswald will update IBNR calculation once February data closes*

IBNR Overview

- IBNR stands for “Incurred But Not Reported” claims.
- These are medical services that employees already received before the transition date, but the claims have not yet been submitted or processed by the plan.
- Claims incurred before the transition remain the employer’s responsibility.
- The IBNR estimate helps budget for those remaining runoff claims.
- Once those claims are paid, the employer’s costs will consist solely of the consortium premiums going forward.

Transition Timeline

Transition Timeline

Action	Target Date
Confirmation of Transition to COG	February 2026
Transitional Review discussion with incumbent vendors	February 2026
Renew any applicable benefits/vendors not associated with COG	March 2026
Send termination letters to current carriers	March 2026
COG Implementation Assistance	Q1/Q2 2026
Open Enrollment Assistance	Q2 2026
Large Claim Review	April 2026 thru Q3
Year End Reporting	August/September 2026

Best Practices to Support Employees During Transition

Best Practices to Support Employees

1. Clear Communication Strategy

- Announce early to prepare employees
- Use email, intranet, webinars, meetings
- Tailor messages: changes, constants, benefits

2. Easy-to-Understand Materials

- Comparison charts: old vs. new plans
- FAQs: deductibles, copays, prescriptions
- Glossary of insurance terms

3. Informational Sessions

- Live webinars/town halls with Q&A
- Recorded sessions for later viewing
- Consortium-led presentations

4. Personalized Support

- One-on-one consultations with HR/Benefits
- Decision support tools
- Help line or email for questions

5. Key Dates and Actions

- Enrollment deadlines
- Coverage start dates
- Required actions (e.g., PCP selection)

6. Reinforce After Enrollment

- Follow-up: ID cards, provider info
- Feedback surveys to improve communication

Virtual Open Enrollment Site

Virtual Open Enrollment Site



OPEN ENROLLMENT

Enroll November 1 – November 15

More details found in the Benefits Guide.



Enrollment Ends



PRESENTATION

View the Open Enrollment presentation specifically designed for you and your family. The presentation includes all of



BENEFITS GUIDE

Read the Benefit Guide booklet. This guide contains a breakdown of all the different benefits that are offered to you



ENROLL

Ready to enroll in your benefits? Click the button below to begin the process. Don't forget to review your election very closely

Select Language

English
Spanish
Chinese (Simplified)
Chinese (Traditional)
Arabic
Croatian
Dutch
French
German
Italian
Nepali
Portuguese
Russian
Vietnamese
English

Don't miss the election deadline!

Enrollment Ends



PRESENTATION

View the Open Enrollment presentation specifically designed for you and your family. The presentation includes all of the important need to know information regarding Open Enrollment and your benefits package.

[VIEW PRESENTATION](#)



BENEFITS GUIDE

Read the Benefit Guide booklet. This guide contains a breakdown of all the different benefits that are offered to you at work. Review a more detailed breakdown of the individual benefits.

[VIEW THE GUIDE](#)



ENROLL

Ready to enroll in your benefits? Click the button below to begin the process. Don't forget to review your election very closely as you will not be able to make changes throughout the year.

[ENROLL NOW](#)

Virtual Open Enrollment Site



VIDEO EDUCATION

We have put together a library of videos that pertain to your benefits package. These videos contain general informative content to help you learn about each benefit and what you are enrolling in.

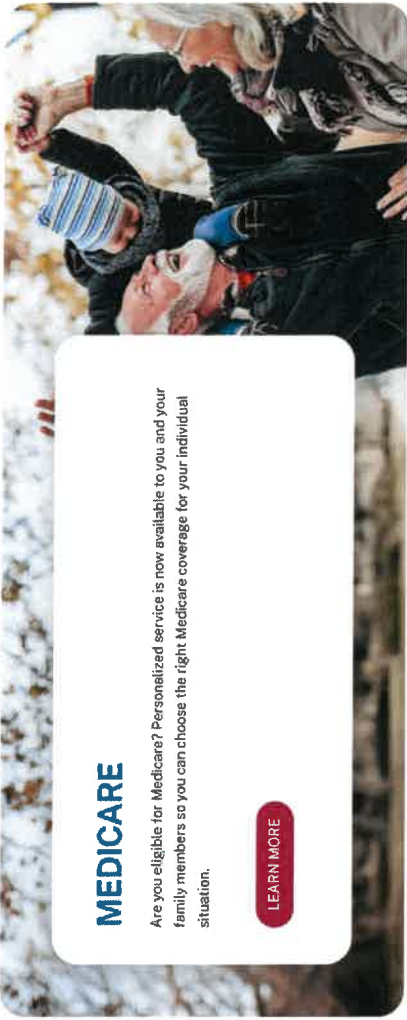
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RESOURCE DOCUMENTS

Looking for more detail documentation regarding your benefits? We have compiled the most important documents that contains in depth information for you to review.

[VIEW DOCUMENTS](#)



MEDICARE

Are you eligible for Medicare? Personalized service is now available to you and your family members so you can choose the right Medicare coverage for your individual situation.

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