

**EGYPTIAN AREA SCHOOLS EMPLOYEE BENEFIT TRUST**  
**BOARD OF MANAGERS MEETING NOTES**  
**CARLYLE, ILLINOIS**  
**December 4, 2013**

**I. CALL TO ORDER:**

A meeting of the Board of Managers of the Egyptian Area Schools Employee Benefit Trust was held on Wednesday, December 4, 2013, at Governor's Run in Carlyle. Chairman Jeff Dosier called the meeting to order at approximately 10:00 a.m. Sign-in sheets showed there were 72 people in attendance, including 59 representatives from 51 districts and 13 advisors.

The notes of the joint Board of Managers and Executive Committee meeting of September 25, 2013 were approved as submitted.

**II. FINANCIAL REPORT:**

Tom Dahncke reported that the audit for the fiscal year ending June 30, 2013 had been completed. At the end of the last fiscal year the Trust had a positive fund balance of about \$1.5 million over and above the \$11.5 million reserve Jim Drennan estimates the Trust needs for incurred but not reported claims. The Trust made up the entire deficit over the last fiscal year. Copies of the audited financial statements will be posted on the Trust's website shortly. Districts may also request bound copies.

Tom reported that the Trust has continued to do very well in the current fiscal year to date. July was positive by \$1.76 million, August was negative by \$1.4 million, September was positive by \$1.57 million, October was positive by \$341,000 and November was also positive. He estimated that as of November 30, 2013 the Trust had a positive fund balance in excess of \$3.9 million. He noted that the Superintendent, bookkeeper and Board of Managers representative from each district should be receiving copies of the unaudited monthly financial statements. Members should contact Karen or Krista at Meritain if they are not receiving them.

Chad Stafko from Regions Bank reported that at the end of April the Trust had about \$13.4 million invested in government or government agency securities with average maturities of 4 to 5 years. The investments can be expected to generate about \$135,000 in investment income in 2014.

**III. BUSINESS ITEMS:**

**A. Report of TPA Services – Meritain Health.**

Karen Giles explained the one-time special enrollment opportunity that will be available this year in connection with the opening of the Affordable Care Act insurance exchanges. This open enrollment was approved at the May Board of Managers meeting, but the details are described in the November 18 e-mail Meritain sent to all Superintendents and members of the Board of Managers. The e-mail includes a memo to districts, a memo for districts to distribute to

employees and a special enrollment form to be used in reporting changes to Meritain. Generally, eligible employees who are not enrolled will be permitted to enroll for the Trust's medical coverage effective January 1, February 1 or March 1, 2014. Members and dependents who are enrolled and want to enroll for coverage on the exchanges may drop the Trust's medical coverage effective December 31, 2013 or January 31 or February 28, 2014. Members will not be permitted to change between plans offered by a district and may not enroll for or drop any of the voluntary benefit programs unless they have another special enrollment event. Karen stated it is very important that districts distribute the employee memo to all eligible employees promptly. The memos are also on the private side of the Trust's website. Districts should contact Karen with any questions about this special enrollment opportunity.

B. Report of Prescription Drug Services – Scrip World/CVS Caremark.

Valerie Fish from Scrip World invited members to contact her if they have any questions or issues relating to the prescription drug benefit.

C. Report of Coordinated Care Services – Coordinated Health Care.

Sarah Simmons reported that the Trust had about 14% participation in the wellness initiative for the first year. Engagement with CHC has continued to increase. CHC has been in contact with 99.5% of members with claims that exceed \$50,000. Sarah encouraged members to contact the CHC care coordinators with any questions or issues.

D. Report of PPO Services – HealthLink.

Susan Lehne advised that she is also the account representative for the voluntary vision plan. She reported that some providers have had difficulty verifying member eligibility because the 12 digit ID number on the ID card is too long. If a provider is having problems verifying eligibility the member should ask the provider to search by Social Security number.

Susan distributed copies of HealthLink utilization and savings reports summarizing the Trust's experience over a 3-year period. She noted that 95% of expenses are in the HealthLink network. She reminded members that they can nominate providers to be included in the network, but cautioned that some providers will not agree to the pricing terms. She also cautioned that members need to check the network status of each doctor associated with a network clinic. It is possible that an individual doctor working at a HealthLink network clinic may not be a network provider.

E. Report of Flexible Benefits Administration – American Fidelity.

Caleb Wilson from American Fidelity explained new rules that allow some additional carryover of balances from health flexible spending accounts from year to year. Employers must choose whether to adopt the new rules which permit carryover of up to \$500 for an entire year or continue the existing grace period rules which allow balances for a year to be used during a short grace period in the following year. American Fidelity distributed an explanation of the new options and a plan amendment to districts whose cafeteria plans are administered by American Fidelity.

Caleb also introduced Whitney Dyson, American Fidelity's new State Manager for Illinois. He reminded members that American Fidelity offers several different packages to assist employers with tracking employee hours and complying with the Affordable Care Act requirements for large employers.

F. Report of Benefits Committee.

Matt Klosterman reported that the Benefits Committee has had two meetings and will have several more. He asked members to contact Matt or Jeff if they are interested in serving on the Committee. It is essential to have good representation on the Committee from member districts. Members can also contact Matt, Jeff, Tom or Leo if there are particular items they would like the Committee to consider.

Tom Dahncke reported that the Committee will be sending a survey to districts to learn more about eligibility requirements for health coverage and how districts and employees share the cost of coverage. The last survey was taken in 2004 to 2005. At that time, 20 to 25 districts provided no health insurance benefit while a large number of districts paid the full cost of employee coverage. Other districts paid a flat dollar amount toward the cost of coverage while others paid a percentage. Many offered a cash option. The Committee believes it will be useful to update this information. The survey will be distributed for districts to complete online.

Another issue the Committee has discussed is the fact that employees often report they do not receive the newsletters and other information distributed by Meritain for districts to pass on to employees. Most districts do a good job of this, but some do not. One option the Committee is considering is to ask districts to provide e-mail addresses for all eligible employees so important information can be distributed by the Trust directly to employees.

IV. **NEXT MEETINGS AND ADJOURNMENT:**

The remaining meetings for the school year are scheduled for the following dates:

- Wednesday, March 26, 2014
- Wednesday, May 7, 2014

There being no further business, the meeting was adjourned.

Respectfully submitted,

  
Ruth Hays

**ATTENDANCE**  
**December 4, 2013**

**Advisors and Guests:**

Meritain – Karen Giles, Scott Giles  
ScripWorld – Don Bishop, Valerie Fish  
HealthLink – Susan Lehne  
American Fidelity – Caleb Wilson, Whitney Dyson  
Optum Insight – Jim Drennan  
Trust Consultants – Tom Dahncke, Leo Hefner  
Husch Blackwell – Ruth Hays  
Regions Bank – Chad Stafko  
Coordinated Health Care – Sarah Simmons

**District Representatives:** 59 representatives from the following 51 districts signed in for the meeting.

Altamont #10 – Melanie Thornton	Monroe Randolph County ROE #45 – Tricia Bockhorn
Atwood-Hammond #39 – Kenny Schwengel	Mount Vernon #80 – Mike Green, Linda Crusier
Beecher City #20 – Scott Cameron	Murphysboro #186 – Jan Bush, Brett Sutphin
Belleville #118 – Matt Klosterman, Leanne Meadows-Rahe	Nashville #99 – Wendy Davis
Belleville #201 – Jeff Dosier	Neoga #3 – Charles Castle
Benton HS #103 – Mary Blondi	North Greene #3 – Marge Anderson, Les Stevens
Bond County #2 – Jeff Strieker	Panhandle #2 – Tammi Mixen
Brownstown #201 – Adam Bussard	Paris #4 – Lorraine Bailey
Carlyle #1 – Joe Novsek	Red Hill #10 – Matt Seaton
Central City #133 – Julie Beasley	ROE #12 – Crystal Smith
Centralia City Schools #135 – Mike Middleton	Salem Elem. #111 – Gayla Wilkerson, Connie Graham
Cerro Gordo #100 – Kris Fink	Salem HS #600 – Brad Detering
Dieterich #30 – Cary Jackson	Sandoval #501 – Lisa VonderHaar
East Alton-Wood River #14 – John Pearson	Sesser-Valier #196 – Jason Henry
East Richland #1 – Larry Bussard	South Eastern Special Ed. – Lori Davis, Jill Keller-Weems
Flora #35 – Karen Sailer	St. Rose #14-15 – Tara Thompson
Four Rivers Special Ed. – Chris Pennell	Teutopolis #50 – Bill Fritcher
Freeburg #77 – Diane Schaefer	Tri-county Special Ed. – Donna Fager
Grayville #1 – Julie Schoenheit, Marlene Williams	Vandalia #203 – Rich Well
Harmony-Emge #175 – Elaine Hayden	Wabash #348 – Cindy Bishop
High Mount #116 – Mark Halwachs	Waltonville – Mary Haley
Irvington #11 – David Schulte	Wesclin #3 – Paul Tockstein
Kansas #3 – Leigh Ann Heltsley	West Washington #10 – Melinda Albers
Marissa #40 – Jane Schaeffer	Wolf Branch #173 – Denise Hoepker, Lynne Clapp
Martinsville #C-3 – Jill Rogers	
Mascoutah #19 – Terry Gibbons	
MidState Special Ed. – Jeanne Vancil	