

Vermont Education Health Initiative

Board of Director's Meeting

April 29, 2014

Present: Mark Hage, Tracy Wrend, Martha Gagner, Laura Soares, Joe Zimmerman and Chris Roberts (attended for the financial and budget updates). The meeting was called to order at 1:00 p.m., by Chair, Tracy Wrend

Approve Minutes of the February 27, 2014 Meeting

Mark Hage made a motion, seconded by Martha Gagner to approve the minutes of the February 27, 2014 Meeting. The Board voted to approve the minutes as written.

Review Quarterly Financials as of 3/31/14

Chris Roberts reviewed with the Board the quarterly financials as of 3/31/14. Chris included a written summary which was provided to the Board in the meeting packet. It is anticipated that the health program will have an estimated overall 1% net gain at year end. The health program budget is on target. The Board accepted the quarterly financials as reported.

Adopt FY15 Budget

The Board discussed the FY15 budget as outlined by Chris Roberts in her written summary dated April 25, 2014. The budget review was very much like the preliminary discussion that took place during the February meeting. Martha Gagner made a motion, seconded by Mark Hage to approve the FY15 budget. The Board voted to approve the budget.

Discuss revised Organizational Mission and Decision Guidelines

The Board received input from members on its mission and decision guidelines from the business managers who attended VSBIT's Annual Spring Conference. Participants commended on a draft copy of VEHI's mission statement. Overall input was positive. An extended discussion inquired as to why the Vermont-NEA jointly manages VEHI with VSBIT and expressed concern that actions made by VEHI affect the bargaining process. The Board discussed a revised VEHI Mission Statement, dated 4/4/14, and agreed that before it is finalized, VEHI would seek input from other key educational organizations.

Discuss Communication Protocol

The Board reviewed a draft statement covering VEHI Board Communication Protocols. After a brief review, Martha Gagner made a motion seconded by Mark Hage to adopt the statement as modified during the discussion. Mark Hage will rewrite the draft to include the changes. The Board voted to adopt the revised communication protocols.

Finalize FY15 Service Agreements with VSBIT and Vermont-NEA

Both agreements were updated to include the FY15 reimbursement amounts. The Board discussed the modifications that VSBIT made to the service agreement between VEHI and VSBIT. Mark Hage made a motion, seconded by Martha Gagner to approve the VSBIT modifications and sign the agreement on behalf of VEHI. The Board voted to approve the motion. Martha Gagner made a motion, seconded by Tracy Wrend to approve and adopt the agreement with the Vermont-NEA. The Board approved the Vermont –NEA Service Agreement. Mark Hage recused himself from the vote.

Initial FY16 Health Program Rating Process Discussion

Laura Soares reviewed with the Board how the health program rate is set each year. The discussion included many of the factors that make up the final rate. Also discussed was the timing of the renewal process. The DFR needs enough time to review and approve so that VEHI can coordinate its announcement of the new rates with member schools in time for budget purposes.

Exploration of Additional Employee Benefits-Proposal from Gallagher

The Board packet contained a proposal from Gallagher Benefit Services for additional employee benefits. Laura Soares summarized the proposal for the Board. The proposal included a Long Term Disability and Group Term Life insurance program. This would replace the existing UNUM program. The proposal also included a series of employee benefits that are completely voluntary. Gallagher markets these products directly to the district's employees through a 15 minute sales interview. The Gallagher agent would also communicate to employees, during the interview, any HR related task. It was suggested that schools could use this opportunity to update its records on benefit eligibility and dependent verification. Martha Gagner made a motion, seconded by Tracy Wrend to pursue the LTD and group term life part of the proposal if further discussions with Gallagher prove to be favorable. If not, advise the Board of the discussion and the decision making process. The motion also included a request by the Board to get more information on the voluntary program before going forward. The Board approved the motion.

Review of Bylaws

After a brief discussion, a motion was made by Mark Hage, seconded by Martha Gagner that the Board accept and reaffirm that the Bylaws stand as currently written. The Board approved the motion.

Discuss open Board seat and Nomination Committee

The Board discussed the fact that it will have an open Board member seat at the 2014 Annual Meeting. To address this situation, Martha Gagner made a motion, seconded by Mark Hage to create a Nominating Committee with Laura Soares and Joe Zimmerman as committee members. The Board approved the motion. The Committee will affirm the interest of the current member in continuing; solicit interest from other eligible members and bring a recommendation for the Board's consideration at the August meeting. The seat will be filled by a vote of the membership at the Annual Meeting in October.

Other Updates

Laura Soares and Mark Hage gave the Board an update on the status of the following:

- VEHI will close non-grandfathered of small employers plans in June
- VEHI has received new member agreements from all school districts but a few. Laura Soares has talked with each and it is anticipated all agreements will be signed before the beginning of the new fiscal year.
- VEHI continues to use Gallagher's expertise to assist schools with ACA related issues.
- The State Teachers Retirement System (STRS) is working their way through start up issues with regard to the Employer Group Waiver Program (EGWP). By participating in this federally funded program the STRS will save on prescription drug cost.

Adjournment

There being no further business, the meeting adjourned at 2:39 p.m.

Next Meeting: August 21, 2014, at 9:00 a.m.

Respectfully submitted by:

Joseph Zimmerman