

Vermont Education Health Initiative

Board of Director's Meeting

December 17, 2013

Present: Mark Hage, Tracy Wrend, Martha Gagner, Joel Cook, Bruce Schmidt, Laura Soares and Joe Zimmerman

Guests: Fred Duplessis, Chris Roberts, Shevonne Travers and Gillian Pieper

The meeting was called to order, at 12:35 a.m., by Chair, Tracy Wrend

Approve Minutes of the November 12, 2013 Meeting

Martha Gagner made a motion, seconded by Bruce Schmidt to approve the minutes of the November 12, 2013 Meeting. The Board voted to approve the minutes as written.

Updates from Trust Administrators

Open Meetings: Laura Soares updated the Board with respect to whether or not VEHI Board Meetings were subject to the open meeting rules. VEHI's attorney suggested that the Board allow visitors to attend their meetings. Members may participate in similar fashion the public participation at school board meetings. The VEHI Board is a meeting held in public, not a public meeting. Minutes and other documents are available upon request. VEHI will be posting its Board Meeting schedule on their website. VEHI's attorney suggested that approach since VEHI serves school districts, which are considered municipalities and therefore subject to the open meeting law.

Rate Approval Process Under I-90-1: Laura Soares discussed with the Board VEHI's rate renewal process, for both the health and dental programs, with the DFR. Attached to the meeting packet was a memorandum prepared by Laura, summarizing what takes place and when. The Board supported the process.

Approve FY15 Dental Rates filed with DFR

Laura Soares and Joe Zimmerman summarized the Dental Program renewal process with the Board. Martha Gagner made a motion, seconded by Mark Hage to approve the FY15 dental rates. After a brief discussion the Board approved the new rates. Unlike the health program where rates are community rated, dental rates are experience rated by member district.

Meet with Auditors, Sullivan Powers

Fred Duplessis of Sullivan Powers reviewed with the Board the Audit Report for FY12 and FY13.

Fred referred the Board to Management's Discussion and Analysis (MD&A) as the best place to get summary information from the Report. The balance of the Report was reviewed without any questions. Fred indicated to the Board that he had issued a clean Management Letter due to VEHI's governance structure and the fact that appropriate accounting controls were in place. Chris Roberts, Laura Soares and Joe Zimmerman were asked to leave the room so the board could meet with Fred without those responsible for VEHI's financial management. Joe and Laura returned for the remainder of the meeting Martha Gagner made a motion, seconded by Bruce Schmidt to approve the Audit Report. The board voted to accept the Report as prepared.

Wellness Program Overview and Metrics

Gillian Piper and Shevonne Travers reviewed with the Board VEHI's commitment to wellness and health promotion. Gillian discussed with the Board the estimated cost savings that is the result of wellness programing. Also discussed was the fact that since VEHI eliminated many of its cash incentives the participation rate has been affected.

Shevonne Travers summarized what VEHI does to support schools with respect to their individual wellness programs. VEHI's focus is on the school's culture as it affects the safety and well-being of school district employees. Tracy Wrend encouraged Shevonne and Gillian to align VEHI's program with State requirements with respect to wellness and the school health index. The Board was very interested in the Wellness Program and showed their support. The board was interested in the EAP and would like to see a utilization report. The Board expressed its desire to have Gillian and Shevonne keep them up to date with respect to the status and future plans of the Program.

Discuss future role of the organization

Joe Zimmerman provided the Board with a historical view of VEHI, the programs it operates and how it was formed around an existing VSBIT program. Joe outlined for the Board the advantages of operating a health and dental insurance pool and the savings, both financial and administrative, to member school districts as a result of that endeavor. The Board then added their own perspectives on the value of VEHI programs.

Laura asked Mark Hage and Joel Cook to share their perspective on the value the partnership with the VT-NEA brings to VEHI. The Board as a whole was asked to reflect on the challenges that arise with the Union partnership.

Tracy Wrend summarized the discussion, noting some of VEHI's strengths in programs in partnership with the VT-NEA as being:

- Provides affordable programs which enable equity
- VEHI Programs do help to reduce member cost
- VEHI has the expertise to discuss important issues with insurers
- Pools, like VEHI reduce administrative cost
- VEHI's broad range of services results in less work for schools

- VEHI' operation is transparent
- Keeps plan design out of the collective bargaining arena
- Reliable, accessible and quality service through collaboration
- Trust
- Increased stability in rates
- Protection from the volatility of the market

Tracy also noted the collaboration with the Union does provide some insulation from positive market changes.

Laura Soares provided the Board with a draft summary outlining VEHI's value to members. It will be revised based on the Board's input during the discussion.

The board agreed that at a future meeting it would like to merge VEHI's values with its mission and create a written document. Joel Cook suggested that we use VEH's Bylaws and Articles of Incorporation to guide the discussion on the mission statement. The Board will also discuss who it serves, as well as the various stakeholder groups invested in the Trust.

Respectfully submitted by:

Joseph Zimmerman