



Glen Ellyn School District 41

Dr. Ann K. Riebock, Superintendent

MINUTES

GLEN ELLYN SCHOOL DISTRICT 41 BOARD OF EDUCATION SPECIAL MEETING

APRIL 26, 2010

CENTRAL SERVICES OFFICES
793 NORTH MAIN STREET
GLEN ELLYN, ILLINOIS

Call to Order

Following an informal dinner and socializing, the April 26, 2010 Special Meeting was called to order at 5:51 p.m.

Electronic Participation in Board Meeting

Mr. Vondrak indicated that Board member Jack Kahler was not able to attend the meeting in person due to an employment-related obligation. In accordance with District 41 policy, Mr. Kahler notified Mrs. Stecker that he would not be physically present for the Board meeting but would like to participate in the meeting electronically.

Mr. Ellis moved and Mrs. Nelson seconded to approve Mr. Kahler's electronic participation in the April 26, 2010 Special Board meeting. On a roll call vote answering "Aye": Nelson, Solak, Ellis, Smith, Kahler and Vondrak; Answering "Nay": None. Motion carried.

Roll Call

Upon the roll being called, the following answered present: Drew Ellis, Erica Nelson, Bob Solak, Jack Kahler (participated by Skype), Dan Smith, Jr., and Steve Vondrak. Terra Howard joined the meeting at 6:01 p.m.

Others present: Dr. Ann K. Riebock, Superintendent, Director of Human Resources Laurie Campbell; Assistant Superintendent of Finance and Operations Bob Ciserella; Director of Communications Julie Worthen and Board Recording Secretary Maureen Stecker

Pledge of Allegiance

Mrs. Nelson led the recital of the Pledge of Allegiance.

Public Participation

There were no members of the public who wished to address the Board.

Discussion Items

The Board discussed the following matters:

- A. Employee Health and Dental Insurance Benefit Plan Renewal: Laurie Campbell and Bob Ciserella provided the Board with a summary of the process and recommendation for the District’s Employee Health and Dental Insurance Plan Renewals.
- Employee Health Insurance Plan: District 41 currently offers PPO and HMO health plan options for its employees and eligible dependents through BlueCross BlueShield (BCBS) of Illinois on a fully insured basis. This year the District, in consultation with Insurance Review Teams (IRTs) from the Glen Ellyn Education Association (GEEA) and American Federation of State, County, and Municipal Employees (AFSCME) and our insurance consultant, Benefitdecisions, chose to issue a Request for Proposal (RFP) for the upcoming plan year.

Benefitdecisions, prepared the RFP document in February 2010 and sent it to multiple insurance carriers. In addition to the RFP process, Benefitdecisions requested renewal rate information from the District’s current carrier, BlueCross BlueShield (BCBS).

Carrier Name	Result	Overall Increase
Aetna	Proposal received	6.9%
Cigna	Declined	Declined
Educational Benefits Cooperative (EBC)	Proposal received	11.3%
Humana	Proposal received	18.8%
United Health Care	Proposal received	5.8%
BlueCross BlueShield	Renewal received	12.0%

Humana was eliminated from consideration by both IRTs due to an 18.8% increase to current premiums.

After careful consideration and analysis on the above proposals, the Administration is recommending that the District join the EBC beginning with the 2010-2011 plan year and continuing through June 30, 2013, and offering three insurance products (PPO, HMOIllinois, and BlueAdvantage HMO) to district staff.

There has been an extremely high level of satisfaction among staff with the insurance since the District moved to BCBS four years ago and it is anticipated that joining EBC will result in reduced overall insurance costs in the second and third year of participation.

Laurie Campbell noted that this recommendation is based primarily on the plan’s performance and the potential to stabilize insurance rates. While the recommendation is not the lowest among the vendors with the initial shift to EBC, the long-term benefit of joining the consortium is the stabilization of rates over time.

Board discussion included: length of the commitment into the consortium, the size of EBC’s membership; the probability of the District’s acceptance into the consortium; the District’s ability to set its own plan design and change it when

needed, available interventions in the event they are needed and the impact of the new health insurance legislation.

- Employee Dental Insurance Plan Renewal Rate: The District's Employee Dental Insurance Plan is up for renewal on July 1, 2010. The plan is currently self-funded and administered by BlueCross BlueShield (BCBS). According to the current premium-sharing structure, the District pays 100% of single coverage and the employee pays 100% for coverage of additional eligible dependents.

The GEEA and AFSCME IRTs and Benefitdecisions have been monitoring the performance of the dental plan on a quarterly basis. During the 2009 calendar year, the dental plan ran at a deficit with a 105% loss ratio.

Two years ago, the Board approved an increase in premiums that included the establishment of a separate reserve for Incurred But Not Reported (IBNR) Claims. IBNR reserve is standard underwriting practice in the insurance industry and is designed to account for future (unreported) benefit obligations should District 41 decide to change administrators or move to a fully funded dental program. Once the District has accrued \$30,000 in the IBNR reserve this percentage will no longer be added to the renewal rate except in the case of a needed adjustment due to the number of employees covered in the plan and/or trend.

BCBS reviewed the District's claims and recommended no premium increase. Benefitdecisions reviewed the BCBS renewal recommendation and adjusted the renewal to include a 2% increase in order to continue to fund the IBNR and cash flow accounts.

The IRTs met earlier this month to review the proposed rate increases and both teams support the recommended 2% increase in premiums to continue to fund the IBNR account.

The Administration is recommending that the Board of Education accept the dental plan renewal rate increase of 2%, for a total cost of \$6,214. The employees will pay \$2,721 of the \$6,214 and the Board will pay \$3,493. The change in rates will become effective July 1, 2010, with the start of the new dental plan year.

The Board commended Laurie Campbell and Bob Ciserella on the information presented. Additionally, Laurie Campbell gave kudos to members of the IRTs for the long hours spent on examining proposals in order to make an informed decision that would best benefit their respective groups.

The Employee Health and Dental Insurance Renewals will be placed on the May 3, 2010 Board meeting agenda for Board action.

- B. Long-Range Plan (LRP) Renewal: Superintendent Dr. Ann Riebock presented an overview of the LRP and facilitated the Board's discussion relative to the plan renewal and Board priorities including:.

Goal #1: Student Growth and Achievement

- Teacher recruitment, hiring and retention

- Deepen the monitoring of performance and continue to be explicit in the outcomes for achievement of all students (S.M.A.R.T. goals)
- Provide appropriate transitions for students so they are able to tackle the next level of challenge in their learning

Goal #2: Responsible Use of Resources

- Develop a sustainable approach to budget planning
- Align the financial plan with the educational plan using clearly stated objectives
- Seek to better understand the broad community perspective (Goal #3 alignment)
- Prepare students and the organization for 21st century learning in a global environment, utilizing technology that can maximize that learning

Goal #3: Stakeholder Relations


- Examine how the Board's role as ambassadors for the District and partners with the community can be developed further
- Connect the vision/mission and value statements of the District to our communication

The Board will resume its self-evaluation results on May 5, 2010 during its Special Workshop Meeting with a representative from the Illinois Association of School Boards (IASB).

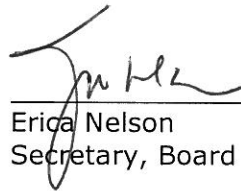
Adjourn Special Meeting

There being no further business, Mrs. Howard moved and Mr. Smith seconded to adjourn the special meeting at 9:28 p.m. Motioned carried on a unanimous voice vote.

Respectfully submitted,
Erica Nelson, Secretary



Steve Vondrak
President, Board of Education



Erica Nelson
Secretary, Board of Education

Acting

Minutes approved: May 3, 2010