

**SHASTA-TRINITY SCHOOLS INSURANCE GROUP  
EXECUTIVE COMMITTEE MEETING MINUTES**

**March 18, 2005**

Best Western Hilltop Inn

ATTENDANCE

Members Present: President, Jim French, Trinity County Office of Education  
Vice-President, Donna Heller, Columbia Elementary School District,  
Black Butte Elementary School District  
Treasurer, Karen Kratzer, Shasta County Office of Education  
Patricia Demo, Shasta College  
Marla Kraft, Gateway Unified School District  
RoseAnn Adams, French Gulch-Whiskeytown Elementary School District, Igo Ono-  
Platina Union Elementary School District, Shasta Union Elementary School District &  
Redding Elementary School District  
Harley North, Evergreen Union School District  
Art Schmitt, Shasta Union High School District  
Jackie Titus, Anderson Union High School District  
Sue Wallick (Ramsay), Bella Vista Elementary School District  
Laura Merrick, Cottonwood Union Elementary School District  
Bob Watson, Grant Elementary School District  
Kelly Price, Grant Elementary School District  
Gretchen Deichler, Lewiston Elementary School District  
Diane Haynes, North Cow Creek Elementary School District  
Adam Hillman, Enterprise Elementary School District  
Bob Ferrera, Happy Valley Union Elementary School District  
Ex-Officio: Patrick Casey, Executive Consultant  
Staff: DeDe Davis, Benefits Administrator  
Others Present: See Attendance Sheet

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1.0 **CALL TO ORDER** – The meeting was called to order at 9:03 a.m. by President, Jim French followed by the Flag Salute.

2.0 **APPROVAL OF AGENDA** – A motion was made by Harley North, Evergreen and seconded by Marla Kraft, Gateway. The motion was approved unanimously.

3.0 **APPROVAL OF MINUTES** – The minutes of the December 10, 2004 meeting were presented for approval. It was moved by Harley North, Evergreen, seconded by Marla Kraft, Gateway and unanimously approved to accept the minutes as presented.

4.0 **PUBLIC COMMENTS**-None

5.0 **CORRESPONDENCE/EXECUTIVE COMMITTEE/EXECUTIVE CONSULTANT COMMENTS**

Pat Casey reviewed a letter of resignation from Cindy Plank who will be leaving Cascade and will no longer be on the Executive Committee. Cindy will be moving to Mendocino County.

5.1 Report on Health Benefits Committee Meeting - Pat Casey commented that he is encouraged by the attendance at the Health Committee Meeting. There were good discussions regarding all of the options. The general consensus seemed to be to recommend an increase in copays and/or deductibles. Mr. Casey did note however that there was a reluctance to recommend any options to the Executive Committee.

**6.0 GENERAL BUSINESS**

6.1 Approve List of Expenditures through February 2005 – A list of checks and wires was presented for review

and approval. It was moved by Patricia Demo, Shasta College, seconded by Marla Kraft, Gateway and carried unanimously by the Executive Committee.

6.2 Financial Reports through February 2005 – Pat Casey reviewed the February Financial Reports.

6.3 Quarterly Investment Reports – Pat Casey reviewed the 2<sup>nd</sup> Quarter Investment Report and recommended that the JPA consider investing funds with CAMP in hopes of gaining a higher interest rate than LAIF.

6.4 Approve Financial Audit Contract recommendation – Pat Casey reviewed a letter of proposal from Matson and Isom to conduct the annual audit at a rate not to exceed \$7,500. A motion to approve the audit proposal was made by Marla Kraft, Gateway, seconded by Patricia Demo, Shasta College and approved unanimously by the Executive Committee.

6.5 Approve Appointment of Replacement for vacancy on Executive Committee – Pat Casey recommended that Adam Hillman of Enterprise Elementary School District be appointed to fill the vacancy on the Executive Committee created by Cindy Plank's move to Mendocino County. A motion to recommend

Adam Hillman for approval by the Board was made by Harley North, seconded by Patricia Demo, Shasta College and approved unanimously by the Executive Committee.

- 6.6 JPA Office Upgrade- Pat Casey requested approval to relocate the JPA Office across Airport Road to a larger office space. We have outgrown the current space and the landlord is not able to accommodate the JPA with any additional office space. A motion was made by Donna Heller, Columbia and seconded by Marla Kraft, Gateway to approve the relocation. The motion was unanimously approved by the Executive Committee.

## 7.0 **WORKERS' COMPENSATION PROGRAM**

### 7.1 **Self-Insured Program-Claims Prior to July 1, 1995**

- 7.1.1 Review Claims through February 2005 – Pat Casey reviewed the status of claims prior to July 1, 1995.

### **Self-Insured Program-Claims after July 1, 2003**

- 7.1.2 Review Claims through February 2005-LWP –Pat Casey noted that January and February had an increase in claims filed partly due to the weather and shorter days with early morning darkness and late afternoon darkness. Pat also appealed to the districts to keep employees from working with outside contractors in order to curtail claims being filed for injuries received assisting them.
- 7.1.3 New Ex-mods for 2005-06 – Mr. Casey reviewed the proposed ex-mod calculations for 2005-06. Pat commented that in order to maintain the same level of premium would require a .10 rate increase. Karen Kratzer, SCOE asked if a .05 rate increase would be reasonable. Pat also noted that a correction needed to be made on the ex-mod for French Gulch.
- 7.1.4 Rate for 2005-06 – Pat Casey recommended that the rate of 2.75% be applied for the 2005-06. Karen Kratzer, SCOE asked if a .05 rate increase would be reasonable. Karen Kratzer, SCOE moved that a .05 rate increase be recommended to the Board. Marla Kraft, Gateway seconded the motion and it was unanimously approved. The recommended rate for 2005-06 will be 2.70%.

- 7.2 Risk Management Program – Pat Casey updated the Executive Committee on the site visits and workshops provided to Cascade Union Elementary School District. Danté has met with the Cascade administrators. Danté commented that he is in continual communication with the site principals. Danté noted that he had also visited Trinity County and is doing a food service survey inquiring as to type of tasks associated with the positions. Feel free to ask for site visits and workshops to educate employees in safety.

- 7.2.1 POPP Update – Pat Casey reviewed the updated requirements for Post Offer Pre-Placement Physicals for all positions with the exception of Teacher and aide substitutes, positions that are put on a hiring list and short-term positions.

## 8.0 **HEALTH BENEFITS PROGRAMS**

### 8.1 **Blue Cross of California**

- 8.1.1 Cost Trend for Medical & Prescription – Pat Casey commented that Blue Cross has agreed to look at the JPA trend which would put us at a 16.5% increase instead of the statewide trend at 20.27%
- 8.1.2 Blue Cross Renewal Calculation – The proposed renewal calculation would be 16.5% without taking steps to reduce the increase.
- 8.1.3 Plan Options to Reduce Rates – After much discussion regarding different options to reduce the rate, the following motions were made to recommend to the Board for approval. Harley North, Evergreen moved to eliminate Plan A. The motion was seconded by Marla Kraft, Gateway and unanimously approved. It was moved by Karen Kratzer, SCOE to have no increase in office visit copays. The motion was seconded by Donna Heller, Columbia and unanimously approved. Marla Kraft, Gateway moved to increase Rx copays by \$10. The motion was seconded by Harley North, Evergreen and unanimously approved. Karen Kratzer did voice concerns regarding the increase of prescription copays and how that might affect members and their families. An additional motion was made by Donna Heller, Columbia and seconded by Karen Kratzer, SCOE to create a plan similar to Plan B with a \$1000 deductible to be available for districts wishing to create and HSA. The motion was unanimously approved. Karen Kratzer, SCOE and Harley North, Evergreen moved to consider a \$50, \$100 or \$150 deductible for Prescriptions. This motion was not seconded. Harley North, Evergreen asked that an agenda item be placed on the Board of Directors agenda to address options for retiree rates. A motion was made by Jim French, TCOE and seconded by Harley North, Evergreen to create an HRA plan to be available for bargaining units that may be interested in pursuing it. The Motion was unanimously approved.
- 8.1.4 Rate Increase Recommendation – The overall effect of the options approved to reduce rates will result in a decrease of 8.5%. The resulting 8% increase will be recommended to the Board of Directors for approval.

- 8.2 Dental Program – Pat Casey recommended that there be no increase in rates for the 2005-06 Plan Year.

A

motion was made by Harley North, Evergreen, seconded by Donna Heller, Columbia and approved

unanimously.

**8.3** **Vision Program** – Pat Casey recommended that there be no increase in rates for the 2005-06 Plan Year. A motion was made by Patricia Demo, Shasta College, seconded by Donna Heller and approved unanimously.

**9.0** **Next Meeting** – It was decided to hold the next Board of Directors Meeting on April 22, 2005 at 9:00 A.M. at the Best Western Hilltop Inn. There being no further business, the meeting was adjourned at approximately 11:00 A.M.

Respectfully submitted,

DeDe Davis  
Benefits Administrator

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Patrick H. Casey, Executive Consultant  
Shasta-Trinity Schools Insurance Group

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James French, President  
Shasta-Trinity Schools Insurance Group