



*The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.*

## **Health Benefits Committee Meeting**

Thursday, April 7th, 2022 – 3:45 p.m.

Board of Trustees Conference Room  
Lincoln Center  
1325 Poplar St., Helena, MT 59601

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### **AGENDA**

**I. CALL TO ORDER/INTRODUCTIONS**

**II. REVIEW OF AGENDA**

**III. GENERAL PUBLIC COMMENT:** *This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order. The Board cannot enter into a discussion during General Public Comment.*

**IV. APPROVAL OF MINUTES**

- A. Review of 02/24/22 Meeting Minutes
- B. Approve Wellness Committee Recommendations

**V. MEETING DISCUSSION ITEMS**

- A. Sub-Committee Reports
  - Finance/Benefits
    - None
  - Appeals
    - None
  - Wellness
    - Met 3/21 – Approved Wellness Budget for PY 22-23. Approved alternative for criteria met for Blood Pressure by taking the Health Coaches for Hypertension class for PY 22-23
  - Communications
    - None

**VI. ALLIANT**

- A. Review Utilization

**VII. OTHER**

- None

**VIII. NEXT MEETING**

**Thursday, April 28th, 2022**

**IX. ADJOURNMENT**

# MINUTES OF THE HEALTH BENEFITS COMMITTEE MEETING

HELENA SCHOOL DISTRICT NO. 1, LEWIS AND CLARK COUNTY

February 24, 2022

3:47 PM

The regular meeting of the Health Benefits Committee meeting was called to order online via TEAMS at 3:51 PM.

**ATTENDANCE - *Present*** unless otherwise noted.

Shannon McNamee – Chair	Janelle Mickelson	Emily Rodway
Stacy Collette – Vice Chair - <i>Absent</i>	Terri Norman	Betsy Allen
Rich Franco	John McEwen	Bridget Butler
Marti Kuntz	Kayla Egebjerg - <i>Absent</i>	John Burke
Beth Heiser	Elizabeth Grev	

**INTRODUCTIONS** – (Rich) Welcome to the Health Benefits Meeting 2/24/22. We will be recording our meeting. We will call for public comment, this is the time to make comment on any items that is not on the Agenda that is not related to Personnel or any staff member. Is there anyone online that wishes to make a public comment?

Alright, I don't see any public in the meeting so we will go ahead and begin going through our Agenda.

**GUESTS** – Mark Mitchell – St Peter's

**ACTION ITEMS: -**

*Approval of 2/03/22 Meeting Minutes*

1<sup>st</sup>: Shannon McNamee


2<sup>nd</sup>: Elizabeth Grev

All in Favor


**FINANCIAL REPORT**


Not until 4/28/22 meeting

**SUBCOMMITTEE REPORTS**

 ***Finance/Benefit Sub-committee:*** – Met on 2/7/22; We discussed the potential deductible and max oop changes. The amount saved, doesn't seem to warrant that big of a change or shift to the employees, but we are going to meet with Alliant and discuss in further detail. We are also going to look at potential fertility coverage. I am having Alliant and Allegiance gather details on what that would look like for our Plan as far as cost goes and what other Plans are covering, especially those of our size. That's basically all we discussed and I will keep you informed when we get more information. Any questions? John McEwen: someone was going to look how many people would be affected? Rich: Yep, that's what I'm waiting from Alliant and they are still trying to get data from Allegiance. Once we get all that, then we will setup a meeting. I already have Alliant working on the questions we had from the previous meeting. John M: Ok. Shannon: This meeting forgive me is for the Finance Committee and Alliant, nothing with Wellness? Rich: Correct, and there will be a separate email tomorrow to get a meeting for the Wellness Committee and we will setup with the most people available. Rich: Any other questions? John Burke: Yes, I am wondering when we are going back to in person meetings, I feel like it'd be more effective. Is that coming anytime soon? Rich: Yep, I believe our next one, won't be March 31<sup>st</sup>, it will be April 7<sup>th</sup> on a Thursday and will most likely be in person. I will send out information tomorrow on that.

 Wellness – Need to Set a Meeting

 Appeals – None

 Communications – None

**OTHER:**

- I don't have any "Other", does anyone have any comments or anything? Ok, April 7<sup>th</sup> is our next meeting not March 31<sup>st</sup>, you guys enjoy your Spring Break instead. Look for my emails tomorrow and I hope you all have a wonderful weekend coming up, thank you for attending!

**Next meeting:** 4/07/22 – Lincoln Center Board Room

**Meeting adjourned: 4:00 PM**

Wellness Budget July 1, 2022 - June 30, 2023	2020-2021		2021-2022		2022-2023	
	Budget	Est Actual	Budget	Est Actual	Budget	Est Actual
<b>Wellness Incentive</b> 2020-2021 - Budgeted 450 Participants @ \$400 - 380 2021-2022 - Budgeted 450 Participants @ \$400 - 391	\$180,000	\$152,000	\$180,000	\$156,400	\$180,000	\$0
<b>Wellness Screening Partial Incentive</b> 2020-2021 - Budgeted 100 participants @ \$100 - 48 2021-2022 - Budgeted 100 participants @ \$100 - 71	\$10,000	\$4,800	\$10,000	\$7,100	\$10,000	\$0
<b>Health Incentive - Promotional Items</b> 2020-2021 - Budget Fitbits, Gift Cards, etc 2021-2022 - Budget Fitbits, Gift Cards, etc	\$4,000	\$2,570	\$4,000	\$2,459	\$4,000	\$0
<b>Skin Screenings</b> 2020-2021 - Budget 0 - Every 2 years - COVID TBD 2021-2022 - Budget 0 - Every 2 years	\$0	\$0	\$2,550	\$0	\$2,550	\$0
<b>Health Screening and Health Risk Appraisal</b> 2020-2021 - Budgeted 700 @ \$42 - Actual 583 2021-2022 - Budgeted 700 @ \$42 - Present 517	\$29,400	\$24,486	\$29,400	\$21,714	\$29,400	\$0
<b>Prostate Specific Antigen (PSA) Blood Test</b> 2020-2021 - Budgeted 100 @ 20 - Actual 37 2021-2022 - Budgeted 100 @ 20 - Present 24	\$2,000	\$740	\$2,000	\$480	\$2,000	\$0
<b>On-Site Flu Shots</b> 2020-2021 - Budgeted 650 @ \$25 - Actual 636 2021-2022 - Budgeted 650 @ \$25 - Present 546	\$16,250	\$15,900	\$16,250	\$13,650	\$16,250	\$0
<b>Stepping Out Program</b>	\$3,000	\$1,500	\$3,000	\$1,500	\$3,000	
<b>Mailings</b>	\$1,500	\$1,250	\$1,500	\$0	\$1,500	\$0
<b>GRAND TOTALS</b>	\$246,150	\$203,246	\$248,700	\$203,303	\$248,700	\$0