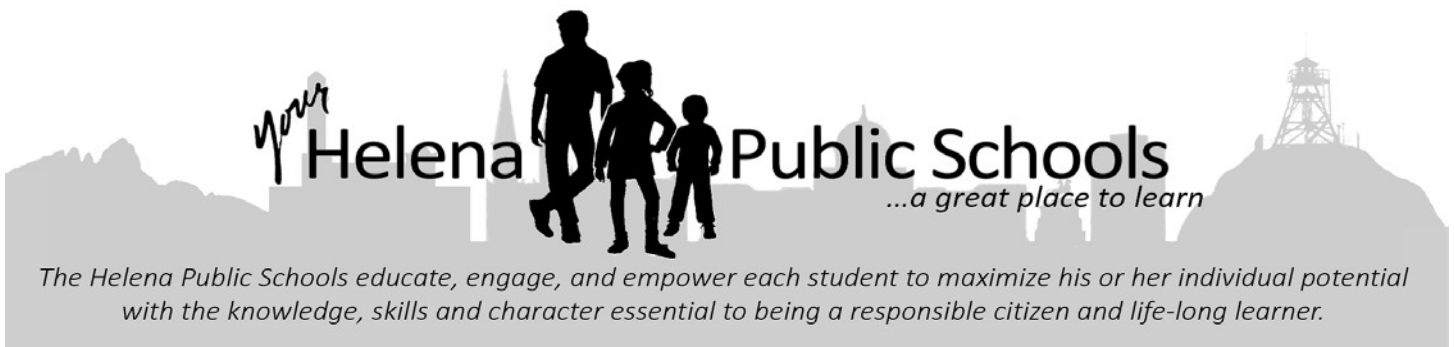




Health Benefits Committee Meeting Minutes

Wednesday, September 23, 2026

3:45 p.m.

Lincoln Center Board of Trustees Conference Room & Teams

ATTENDANCE

Keri Mizell, Committee Member	Ross Gustafson, Committee Member
Candice Delvaux, Executive Assistant	Mike Bonville, Alliant
Jacquelyn Gomes, Bridged Health Alliance	Jessica Reynolds, Committee Member
Jane Shawn, Committee Member	Sarah Urban, Committee Member
Severena Samuelson, Committee Member	Julie McGuire, Committee Member
Emily Rodway, Committee Member	Kay Satre, Committee Member
Jamie King, Allegiance	Sean Thatcher, Bridged Health Alliance
Jessica Premer, Committee Member	John Doran, Bridged Health Alliance
Akshada Redkar, Hinge Health	

I. INTRODUCTIONS

The Health Benefits Committee meeting was called to order at 3:49 p.m. Committee members, District staff, consultants, and guests were welcomed. The meeting began with an update on the performance of the District's health benefits plan.

Plan Performance Update

Mr. Mike Bonville, Senior Vice President of Alliant, reviewed the District's health benefits plan performance through August 2026. He reported that the medical and pharmacy plan reflected an underwriting loss of approximately \$1.2 million for the first 11 months of the current plan year. Overall claims increased approximately 7.6% compared with the prior year, with medical claims increasing approximately 12.7%. Pharmacy costs decreased following the change in pharmacy benefit management. Mr. Bonville also reviewed high-cost claims, noting that 39 members had claims exceeding \$50,000 and represented approximately 50% of total claims expense. Six members had exceeded the \$175,000 stop-loss threshold.

The Committee discussed pharmacy rebates and stop-loss reimbursements, including reimbursements that may not yet be reflected in the current reporting. The Committee also discussed the plan's reserved and unreserved fund balances. Members requested additional information regarding the difference between reserved and unreserved

funds, how the funds are invested, the amount of investment income earned, and whether interest earnings are credited to the District or the health benefits plan. District staff will follow up with Business Director Sam Holman and provide additional information to the Committee. Mr. Bonville advised that monthly plan experience can fluctuate based on utilization and should be evaluated over time when considering rates, funding, and plan design.

II. ITEMS FOR INFORMATION

1. Hinge Health Presentation – Akshada Redkar

Ms. Akshada Redkar, Senior Client Success Manager with Hinge Health, provided an overview of Hinge Health, a digital musculoskeletal program offering exercise therapy, virtual physical therapy, health coaching, education, and other services for members experiencing joint and muscle pain. Ms. Redkar reviewed the District's previous utilization of Hinge Health, member outcomes, satisfaction, and the program's engagement-based pricing structure. The Committee discussed the cost and convenience of Hinge Health compared with traditional physical therapy and chiropractic services, as well as members' positive experiences with the program.

Representatives from Bridged Health Alliance shared that Bridged is exploring a broader partnership with Hinge Health that could potentially provide participating districts with additional support and preferential pricing. The Committee expressed support for moving forward with Hinge Health, potentially through Bridged Health Alliance. Bridged will follow up regarding implementation and contracting options, with a potential November 1, 2026, implementation date. The Committee also discussed the importance of communicating available health benefit resources to members and helping employees understand which programs may best meet their needs.

2. Review of Health Benefits Committee Member Responsibilities

The Committee reviewed member roles and responsibilities and discussed ways to increase member involvement and make greater use of subcommittees. Members also discussed the possibility of establishing health benefits liaisons at District buildings to assist with sharing benefit information and directing employees to appropriate resources. Existing building wellness coordinators were identified as a possible starting point. Bridged Health Alliance will provide examples of potential liaison roles and responsibilities for further consideration. The Committee will continue its review of member responsibilities at the October meeting.

3. Discussion Regarding Health Benefits Committee Subcommittees

The Committee reviewed its current subcommittee structure and discussed using subcommittees more extensively to research issues, review information, and bring recommendations to the full Committee. The Committee discussed continuing the Appeals, Communications, and Wellness Subcommittees. Members also discussed separating the existing Finance/Benefit Subcommittee into a Finance Subcommittee, focused on financial performance and plan structure, and a Programs Subcommittee, focused on programs, services, provider access, and potential benefit opportunities. The Committee discussed utilizing subcommittees to complete more detailed work outside of regular meetings and bring recommendations to the full Committee for consideration.

4. Health Benefits Committee Subcommittee Assignments

Subcommittee assignments were deferred until the October meeting. Members were asked to consider the subcommittees on which they would be most interested in serving. The proposed subcommittee structure includes Finance, Programs, Wellness, Appeals, and Communications. Committee member Ross Gustafson will prepare draft descriptions of the proposed subcommittees and their responsibilities for Committee review. A shared OneDrive document will be created to allow Committee members to provide input prior to the next meeting.

III. ACTION ITEMS

1. Appointment of Health Benefits Committee Chair

The appointment of the Health Benefits Committee Chair was deferred until the October meeting.

2. Appointment of Health Benefits Committee Vice Chair

The appointment of the Health Benefits Committee Vice Chair was deferred until the October meeting.

IV. MEETING DISCUSSION ITEMS

1. Subcommittee Reports

Finance/Benefit: None.

Wellness: None.

Appeals: None.

Communications: None.

V. OTHER

The Committee received an update regarding the District's new Benefits Coordinator, Justine Abendschan, who is anticipated to begin work the week of September 28. The Committee discussed the October 1 pharmacy benefit transition and the importance of ensuring members can access prescriptions without interruption. Bridged Health Alliance provided an update regarding preparations for the transition, including the transfer of plan and prescription information. Members discussed providing employees with clear and concise communications regarding the pharmacy transition, including contact information for members who experience difficulties. Additional communication methods, including posters, QR codes, and information on the District's Health

Benefits webpage, were also discussed. The Committee discussed inviting First Stop Health to provide an overview of its services at a future meeting. The Committee also discussed utilizing subcommittees more extensively to help streamline full Committee meetings and establishing an approximate 90-minute timeframe for regular meetings.

VI. NEXT MEETING

The next Health Benefits Committee meeting is scheduled for October 29, 2026. Anticipated discussion items include continued review of Committee and subcommittee responsibilities, subcommittee assignments, appointment of the Committee Chair and Vice Chair, and a potential First Stop Health presentation.

VII. ADJOURNMENT

The meeting was adjourned at 5:52 p.m.