

Executive Summary
Prepared for Board of Trustees Meeting
February 12, 2008

Comparison
Denton ISD and TRS ActiveCare Health Plans

Purpose of Report

This report represents a summation of the meetings held with District employees in an effort to gain insight regarding the medical plan options preferred by the staff.

Objectives

- Explain and compare benefit similarities/differences between the Denton ISD and TRS ActiveCare Health Plans
- Discuss differing rate structures and impact on District staff
- Discuss potential impact on District employees if loss of optional programs occur
- Provide an overview of the current participation in TRS ActiveCare for Districts of comparable size

Operational Impact

At the request of the Board of Trustees on June 19, 2007, several employee meetings were scheduled to provide the District staff with the opportunity to compare and select the medical plan option that was most preferred by the staff. Meeting notices were sent to each campus as well as District wide email notices of the scheduled meetings were sent to each employee. The December Network included a notice of the scheduled meetings as well.

Seven district wide meetings were held in addition to the July 16, 2007 meeting of the Employee Insurance Committee. At the conclusion of each meeting, employees were asked to vote their preference and include any comments felt to be relevant to the subject.

A total of 237 employees attended one of the meetings. Of that number, 166 employees, or 70.04%, voted their preference to have the District keep their current self-funded health plan. 61 employees, or 25.74%, voted their preference to have the District switch to TRS ActiveCare. 10 employees, or 4%, did not vote.

The operational (financial) impact would be determined solely on the decisions made regarding whether the District would find alternative funding for the following programs that would potentially be discontinued:

- Basic Life Insurance for the employees
- Employee Assistance Program
- Flu Shots
- Principal Wellness Program

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- IHB (In Hospital) Benefit Plan – Alternative to a medical plan

Other Options

The District can either remain self-funded and continue to provide health care coverage to its employees under the Health Care Trust or, the District can petition the Executive Director of TRS and seek health care coverage for its staff with TRS ActiveCare.