

**Denton Independent School District**  
**Approval of Employee Benefits**  
May 28, 2019

**SUMMARY:**

This item requests approval of employee benefits, specifically the carrier and plan changes for the 2019-2020 benefit year. The benefit changes will be effective September 1, 2019.

**BOARD GOAL:**

Culture & Climate...In pursuit of excellence, we will:

- Promote health, wellness and emotional well-being

Growth & Management ... In pursuit of excellence, we will:

- Demonstrate effective and efficient management of district resources.
- Provide leadership and/or oversight to ensure District meets all fiscal, legal and regulatory requirements.

**PREVIOUS BOARD ACTION:**

For discussion, on May 28, 2019, the Board was presented with the recommended benefit changes.

**BACKGROUND INFORMATION:**

Current plan options:

- **TRS Medical Plan Options** - TRS ActiveCare 1-HD, TRS ActiveCare Select, TRS ActiveCare 2, Scott & White HMO.
- **Vision** - Superior Vision
- **Basic Term Life with AD&D** - One America – EAP included – District provides \$15,000 per employee
- **Voluntary Term Life with AD&D** - One America – EAP included
- **Long Term/Short Term Disability** - The Hartford – EAP included
- **Cancer** - American Public Life (APL)
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services)
- Employee Assistance Program (EAP) – One America and The Hartford

**SIGNIFICANT ISSUES:**

- **TRS Medical Plan Options** - TRS ActiveCare 1-HD – 3% increase, TRS ActiveCare Select – 3% increase, TRS ActiveCare 2 – 8.91% increase, Scott & White HMO
- **Vision** - Superior Vision – No rate increase
- **Basic Term Life with AD&D** - One America – No rate increase
- **Voluntary Term Life with AD&D** - One America – No rate increase
- **Long Term/Short Term Disability** - The Hartford – No rate increase
- **Cancer** - American Public Life (APL) – No rate increase
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services) – No change

**FISCAL IMPLICATIONS:**

All cost associated with the above changes would be the responsibility of the employee except for basic life. The District will still provide \$15,000 in Basic/AD&D life.

**BENEFIT OF ACTION:**

Approval of the recommended changes will allow the Risk Management Department to proceed with open enrollment preparations and ensure DISD employees receive their enrollment materials in a timely manner.

**SUPERINTENDENT'S RECOMMENDATION:**

It is recommended for approval of the following employee benefits for the term of September 1, 2019 – August 31, 2020.

- **TRS Medical Plan Options** - TRS ActiveCare 1-HD, TRS ActiveCare Select, TRS ActiveCare 2, Scott & White HMO
- **Vision** - Superior Vision – no change – 2 plan options – High and Low
- **Basic Term Life with AD&D** – One America – includes EAP with 6 visits
- **Voluntary Term Life with AD&D** – One America
- **Long Term/Short Term Disability** – The Hartford – no rate increase – includes EAP with 3 visits
- **Cancer** – American Public Life – 2 plan options – High and Low
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services)

**STAFF PERSONS RESPONSIBLE:**

Chris Bomberger, Executive Director of Risk Management & Child Nutrition  
Debbie Monschke, Assistant Superintendent of Administrative Services

**ATTACHMENT:**

2019-2020 TRS Rates and Plan Changes  
TRS-ActiveCare 2019-20 what's new & what's changing

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Signature of Divisional Leader: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_