

**Denton Independent School District**  
**Summary Approval of Voluntary Employee Supplemental Benefits**  
**February 25, 2020**

**SUMMARY:**

This item requests approval of voluntary supplemental employee benefits, specifically the carrier and plan recommendations for the 2020-2021 benefit year. The plan benefits will be effective September 1, 2020.

**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 rate changes for the 2019-2020 plan year. The Board approved the current benefit provider Superior Vision, Hartford Disability, American Public Life Group Cancer, OneAmerica EAP Plan, OneAmerica Voluntary Life & AD&D, OneAmerica Basic Life and National Benefit Services Flexible Spending Accounts (medical & dependent care) as benefit providers.

**BACKGROUND INFORMATION:**

Current plan options:

- **Vision** - Superior Vision
- **Basic Term Life with AD&D** - OneAmerica – EAP included – District provides \$15,000 per employee
- **Voluntary Term Life with AD&D** - OneAmerica – EAP included
- **Long Term/Short Term Disability** - The Hartford – EAP included
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services)
- **Employee Assistance Program (EAP)** – OneAmerica and Hartford
- **Cancer** - American Public Life (APL) Surgical not provided.

**SIGNIFICANT ISSUES:**

- **Vision** - Superior Vision – No rate increase – Rate guarantee through 8/31/2021
- **Basic Term Life with AD&D** - OneAmerica – No rate increase - Rate guarantee through 8/31/2022
- **Voluntary Term Life with AD&D** - OneAmerica – No rate increase- Rate guarantee through 8/31/2022
- **Long Term/Short Term Disability** - The Hartford – No rate increase- Rate guarantee through 8/31/2022
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services) - No change
- **Employee Assistance Program (EAP)** – OneAmerica and The Hartford
- **Cancer - American Public Life (APL)** – Plan change to include surgical benefit. Rate guarantee through 8/31/2021

**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:**

The following changes are being recommended for approval for the term of 1-year with the option to renew additional 1-year periods up to the maximum number of years for which the rate is guaranteed.

- **Vision** - Superior Vision – no change – 2 plan options – High and Low 1- year rate guarantee
- **Basic Term Life with AD&D** – OneAmerica –2-year rate guarantee

- **Voluntary Term Life with AD&D** – OneAmerica 2-year rate guarantee
- **Long Term/Short Term Disability** – The Hartford – 2-year rate guarantee
- **Section 125 Flexible Spending Plan Administrator** - NBS (National Benefits Services) 2- year rate guarantee
- **Cancer** – American Public Life – 2 plan options – High and Low with surgical benefit, 1-year rate guarantee

**STAFF PERSONS RESPONSIBLE:**

Dr. Scott Niven, Chief Financial Officer  
Chris Bomberger, Executive Director of Risk Management, Benefits & Child Nutrition  
Dianna Casper, Director of Purchasing

**ATTACHMENT:**

**2020-02-25 Denton ISD Voluntary Benefits Monthly Premiums**

**APPROVAL:**

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

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

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