



**HARVEY PUBLIC SCHOOLS DISTRICT 152**  
Office of the Superintendent  
"Ensuring High Levels of Learning for All"

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**Letter of Understanding Regarding the Board of Education establishing a flex benefit plan by January 1**

The Board of Education of Harvey Public Schools, District 152 ("the Board") and the Harvey Education Association, IEA-NEA ("the Association") confirm their assessment of the Boards requirement to establish a flex benefit plan by January 1 of each year. Therefore, the Board and the HEA agree to the following:

1. The Board approved a flex benefit plan offering at its August 6, 2018 regularly scheduled Board Meeting
2. The Board and HEA believes the flex benefit plan offered is not a good fit for District Employees and therefore agree with the Termination of the offering at the Boards December 13, 2018 Special Board meeting.
3. The Board and HEA will convene in December and discuss a new provider and/or existing insurance provider that can offer the flex benefit plan
4. The Board will approve a service provide at its January 2019 Board meeting to extend to members in March of 2019
5. Should employees want to remain with the terminated provider they may do so on their own.

Board of Education  
School District 152

Harvey Education Association

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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**Matthew Wilkinson** <[mwilkinson@harvey152.org](mailto:mwilkinson@harvey152.org)>  
To: Glenda Zelazny <[zelaznyg@vistanational.com](mailto:zelaznyg@vistanational.com)>

Mon, Jan 7, 2019 at 2:38 PM

Yes.

Thank you,  
Matt Wilkinson  
[Quoted text hidden]

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**Matthew Wilkinson** <[mwilkinson@harvey152.org](mailto:mwilkinson@harvey152.org)>  
To: Glenda Zelazny <[zelaznyg@vistanational.com](mailto:zelaznyg@vistanational.com)>

Wed, Jan 9, 2019 at 3:49 PM

Hi Glenda,

Just checking in on the FSA search. Will it be possible to get something by early next week? Board meeting is on January 22nd. Don't think we can wait until February 19th to get approval for March 1st start date.

Let me know.

Thanks,  
Matt Wilkinson

On Mon, Jan 7, 2019 at 2:08 PM Glenda Zelazny <[zelaznyg@vistanational.com](mailto:zelaznyg@vistanational.com)> wrote:  
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**Glenda Zelazny** <[zelaznyg@vistanational.com](mailto:zelaznyg@vistanational.com)>  
To: Matthew Wilkinson <[mwilkinson@harvey152.org](mailto:mwilkinson@harvey152.org)>

Wed, Jan 9, 2019 at 5:42 PM

Hi Matt!

I actually just heard back from the last carrier today.

We have 3 options to share. Flexible, Envision, and EBC. Attached is a quick overview.

As you will see, Flexible is the cheapest, but we have had several service issues so we would not recommend them. Envision is great, but it is also the most expensive option.

We have several clients currently using EBC and they are quite happy. They are the middle tier option as far as pricing.

So our recommendation is contracting with EBC.

Please let me know if you need additional information. Thanks and have a wonderful evening.

## Flexible Spending Account (FSA) Comparison Overview

Vendor Name	Flexible Benefits	Envision	Employee Benefits
3/1/2019	x	x	x
Contract Term: 1 year	x	x	x
Pricing Model			
Fee Description			
Set-up Fee	\$200.00	\$650.00	\$450.00
Renewal Fee	\$325.00	\$8.00 (PEPM)	\$450.00
Per Employee Per Month Cost	\$5.00	\$6-7	\$5.00
Minimum Monthly Fee	\$50.00	N/A	\$60.00
Debit Cards	\$2.25	included in PEPM cost	included in PEPM cost
Additional Service Fees	N/A	N/A	N/A