BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

3C. Action **Date: September 12, 2005**

SUBJECT: **APPROVAL OF BENEFIT PRODUCTS**

BOARD GOAL: **Budget and Finance**

FISCAL NOTE: **Ancillary Benefits Products**

Background Information:

- The District is at the three-year cycle for current benefits and needs to assess the market for enhancement of benefits and pricing.
- Medical and prescription trends indicate a significant increase in costs.
- The District needs to reduce, maintain, or limit current levels of administrative and overall program costs.

Administrative Considerations:

- Keller ISD has been self-funded over the past three years and has enjoyed the current levels of benefits.
- Keller ISD elects to opt out of the penalty section of the Health Insurance Portability Accountability Act (HIPAA).
- Keller controls its own Plan Document and sets its own rates.
- Modification of plans is needed to meet funding demands.

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The administration recommends that the Board of Trustees approve the Ancillary Products as presented for the employees of Keller ISD.

Respectfully submitted,

Steve Levering
Risk Manager