

Denton Independent School District
Summary Approval of Voluntary Employee Supplemental Benefits
February 9, 2021

SUMMARY:

This item requests approval of the renewal of Employee Supplemental Benefits from OneAmerica, National Benefit Services, Superior Vision, EECU and MASA for the 2021-2022 plan year.

BOARD GOAL:

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

- Promote mental health, physical wellness and social-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:

The Board approved the current Voluntary Employee Supplemental Benefits on February 25, 2020 with the option to renew additional 1-year periods up to the maximum number of years for which the rate is guaranteed.

BACKGROUND INFORMATION:

Financial Benefit Services (FBS) provides brokerage services for Denton ISD.

SIGNIFICANT ISSUES:

Financial Benefit Services (FBS) provides brokerage services for Denton ISD. On December 1, 2020, FBS requested rate pass renewals on behalf of Denton ISD.

Benefit	Participation	Enrolled	%	Next Renewal	Insights:
Voluntary Life & AD&D	Employees	1833	44%	9/1/2022	OneAmerica Extended Rate Pass
	Spouse	678	16%		
	Children	880	21%		
Flexible Spending and Dependent Care	Employees	736	18%*	9/1/2021	National Benefit Services (NBS) Renews Annually Rate pass for 9/1/2021 *Down from 23% in 2019 due to new HSA added 9-1-2020
Superior Vision	Total	1764*			Superior Extended Rate Pass through 2024 *Overall participation of 1764 is 43% which is an increase of 4%
	Employees		63%		
	Employee & Spouse		18%		
	Employee & Family		10%		
	Employee & Child		9%		
Health Savings Account (HSA)	Employees		8%	9/1/2021	EECU renews annually Rate pass for 9/1/2021 335 employees enrolled first year group added HSA
Emergency Transportation	Employees		8%	9/1/2021	MASA rate pass for 9/1/2021 315 employees enrolled first year group added MASA

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 Life Insurance.

BENEFIT OF ACTION:

Allows Denton ISD employees the option of securing voluntary benefits.

SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the option to renew for the 1-year period, with future 1-year options, from OneAmerica, National Benefit Services, Superior Vision, EECU and MASA for the 2021-2022 plan year be accepted.

STAFF PERSONS RESPONSIBLE:

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

ATTACHMENT:

None

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Signature of Divisional Assistant Superintendent: _____

Signature of Superintendent: _____