

**Executive Summary**  
**Voluntary Employee Supplemental Benefits Workshop**  
**February 25, 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.

**Purpose of Report**

This report is to present to the Board of Trustees, for their review and discussion, an update of the Voluntary Employee Supplemental Benefit additions and changes for 2020-2021 plan year.

**Objectives**

Review of plan benefits on an annual basis to keep the Board apprised of rate and benefit changes that are being made for the upcoming year.

**Operational Impact**

Current Dental Insurance was approved by the Board on May 14, 2019 with an additional 1-year rate guarantee. There are no changes in the DHMO Plan or the PPO plan.

Current Voluntary employee supplemental benefits were approved by the Board on May 28, 2019. The current offerings up for renewal include, Vision, Basic Term Life, Voluntary Term Life with AD&D, Long Term/Short Term Disability, Flexible Spending accounts (Medical & Dependent Care) and the Employee Assistance Program.

Cancer Insurance was approved by the Board on May 28, 2019. The renewal was adjusted to include a surgical option with minimal increase for employees.

New plan options will include upon Board approval:  
MASA Emergency Transportation benefits  
Health Savings Account for high deductible medical plans

Denton ISD Open Enrollment is scheduled for July 1 – August 21, 2020.

**Results**

Provide Denton ISD employees with information on current and new voluntary supplemental benefit plan options for the 2020-2021 plan year.

---