BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

2G. Action **Date: January 24, 2005**

SUBJECT: **HEALTH PLAN DOCUMENT**

BOARD GOAL: **Safe Schools**
Budget and Finance

FISCAL NOTE: **Budgeted Funds**

Background Information:

- In January of the 2002-2003 school year, the District began a self-insurance fund for health benefits coverage for employees. The renewal of the plan and new rates will be in effect beginning in January of 2005.
- The 2005 funding projection is included.
- In the 2004 plan year, district cost increased 5% on the Core Plan (the most used plan) and increased 15% in the HMP Plan (the higher benefit plan) to the employees.

Administrative Considerations:

- No plan cost increases for the 2005 plan year.
- Increase in the wellness benefit from $300 per covered individual to $400 per covered individual.
- Amend document to substantially comply with the requirements of HIPAA (Health Insurance and Portability Accountability Act), MHPA (Mental Health Parity Act), NMHPA (Newborn and Mothers Health Protection Act), and WHCRA (Women's Health and Cancer Right Act).
- Eric Smith of Smith Consulting will be available for questions.
- Contract has been submitted to legal counsel for review.
- A copy of the Health Plan Document is available upon request.

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The administration recommends that the Board of Trustees approve the 2005 health plan document as presented.

Respectfully submitted,

Steve Levering
Risk Manager