

MINUTES
Arizona Ball Charter Schools
Hearn Academy Benefits Committee
March 25, 2015

Call to Order

The meeting was called to order by Annie Gilbert, Director of Finance, at 10:23 p.m. on March 25th, 2015 at Hearn Academy, 17606 N. 7th Avenue, Phoenix, AZ 85023.

Roll Call

Present:

Annie Gilbert, Director of Finance

Marcus Harrison, Board Member

Gaye Leo, Hearn Principal

Shane Ehnes, Accounting Clerk

Mary Kennedy, Teacher

Pam Rebel, Executive Assistant

Absent:

None

Others Present:

None

Discussion

Annie Gilbert appreciates the input from employees she has received. She reviewed the timeline:

1. Annie Gilbert and Shane Ehnes will meet with the final broker on Friday (they have met with two already).
2. A final decision on switching brokers will take place next week and will be effective immediately.
3. All three schools' committees will meet with the new broker at their office.
4. The broker will meet with each schools' full staff.
5. The broker will meet with employees at each school in groups based on current plan choice.
6. In June, the broker will provide choices of rate quotes and carriers to Ball Charter Schools.

The committee discussed the budget and Annie Gilbert explained that BCS has remained consistent (and allowed for increased costs) over the years in how much is allocated toward employee benefits. Our purchase power has decreased based on healthcare costs increasing nationwide. Although we cannot control healthcare costs rising, Ball Charter Schools does have choice in plan design. There was consensus on the committee that all need to move toward the goal of understanding themselves as consumers of healthcare. Annie Gilbert would like to provide employees with education through various avenues so that they can make decisions on which plan to choose, how to use an HSA, etc.

The committee went on to discuss a recent poll given to Hearn employees to prioritize design elements. Mary Kennedy distributed the full results. The top three in order of importance were:

1. Co-pays for primary and specialist
2. Number and geographical location of in-network providers
3. Prescription drugs

The committee members then spent time sharing their own personal experiences using the current healthcare plans, as well as examples other employees had shared with them.

The committee discussed potential days and times to schedule the meetings identified above. Annie Gilbert clarified to Pam Rebel that the new broker's rate quotes/carrier options will go before the board after June for a vote.

Adjournment

The meeting was adjourned by Annie Gilbert at 12:00 p.m.

Meeting minutes submitted by:

Pam Rebel, Executive Assistant

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