

MINUTES
Arizona Ball Charter Schools
Dobson Academy Benefits Committee
March 24, 2015

Call to Order

The meeting was called to order by Annie Gilbert, Director of Finance, at 3:35 p.m. on March 24th, 2015 at Dobson Academy, 2207 N. Dobson Road, Chandler, AZ 85224.

Roll Call

Present:

Annie Gilbert, Director of Finance

Lynn Sweet, Accounting Clerk

Kelly DeVar, Teacher

Pam Rebel, Executive Assistant

Absent:

Diane Fernichio, Board Member

Michael Sobieski, Board Member

Others Present:

None

Discussion

Annie Gilbert identified nine current plans. A high, medium, and low deductible, each with three networks. There was miscommunication between the broker and employees. Employees have consistently voiced they were not clear on choices and details of the plans. By March 31st a new broker will most likely be chosen and their first duty will be to clearly communicate with employees about current plans. Switching carriers yearly is not wise. Annie Gilbert is attempting to identify if there is dissatisfaction with the carrier as well as the broker. Bids for next year will be obtained at the beginning of June.

The committee went on to discuss a recent poll given to Dobson employees to prioritize design elements. Committee members reported the top five in order of importance:

1. Annual deductible
2. Co-pays for primary and specialist
3. Prescription coverage
4. Costs of preventative services (e.g. mammogram)
5. Tied: Geographical location of in-network providers and out of pocket limits

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. For example, using the Banner Network.

Annie Gilbert explained that coordination of care is the latest cost savings measure in the world of healthcare. It can be both positive and negative. Annie Gilbert asked for the committee's help in dispersing information to Dobson employees. The committee discussed a model for learning experiences that will help employees understand their current plans and choose their plans next year. They will take into consideration teacher's schedules in choosing dates. Annie Gilbert also answered a question regarding HSAs.

Adjournment

The meeting was adjourned by Annie Gilbert at 4:00 p.m.

Meeting minutes submitted by:

Pam Rebel, Executive Assistant

March 25, 2015