Employee Benefits Trust Meeting  
1010 E. 10th St.  
Tucson, Arizona 85719  
Maroon Room  
November 18th, 2019  
5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT
Mark Mansfield - Chair  
Wilette Diggs – Member  
Dr. Marlene Rodriguez – Member  
Eric Rustand – Member  
Dr. Mark Stegeman – Member  
Peter Herran - Member

COMMITTEE MEMBERS ABSENT
Mark Clark - Member

OTHERS PRESENT
Renee Heusser – Director, Human Resources, TUSD  
Jose Rodriguez Jr. - Benefits Sr. Coordinator, TUSD  
Renee Weatherless – Executive Director, Financial Services, TUSD  
Christina Cruz – Sr. Accounting Manager, Finance, TUSD

Keri Wiley – HR Assistant, Benefits, TUSD  
Oscar Diaz –Consultant, CBIZ  
Kristine Kot – Account Executive, CBIZ  
Elizabeth Dempsey – Account Executive, CBIZ

MEETING CALLED TO ORDER
Mr. Mansfield called the meeting to order at 5:30.

QUORUM
A quorum was present.

INFORMATION / ACTION ITEM

CALL TO THE AUDIENCE
No one requested to speak.
MEETING MINUTES
Mr. Mansfield asked the board to approve the September 16th, 2019 and October 10th, 2019 minutes. Mr. Rustand made a motion to approve the minutes, Dr. Stegeman seconded the motion. The minutes were approved 5 - 0.

OLD BUSINESS

Approval of July Financials
Mr. Mansfield asked the board to approve the July Financials. Mr. Rustand made a motion to approve the financials, Dr. Stegeman seconded the motion. The July financials were approved 5 - 0.

Update on BMI Audit
Jose Rodriguez gave an update on the BMI medical and pharmacy audits. The results of the audit should be completed by May of 2020. Mr. Rustand would like information regarding the payment hierarchy process.

NEW BUSINESS

New Benefits Consultant – CBIZ
Renee Heusser introduced TUSD’s new benefit consultant, CBIZ. Mr. Rustand asked the board what issues they would like CBIZ to focus on. Actuary support, health risk scoring report, strategic guidance were topics brought up. Mr. Mansfield did request CBIZ to provide a proposed calendar that lists topics and a timeline. This will be an Action Item on the next agenda.

Review and Approval of the August and September Financials
Ms. Cruz presented the financials. Mr. Mansfield asked the board to approve the financials. Mr. Herran made a motion to approve, Mr. Rustand seconded the motion. The motion passed 6 - 0.

New Trustee and Composition of the EBT Board
Mr. Rustand will be stepping down from the EBT Board after this meeting. He will be attending EBT meetings as a Senior Consultant with CBIZ. There was discussion regarding the Governing Board appointing a board member to sit on the EBT board and whether or not this trustee would have voting rights.

Strategic Benefits Planning
Renee Heusser presented information gathered from the October Superintendents Focus Group meeting. Some of the feedback provided by employees at the focus group meeting included:

- Lower deductibles for family plans
- Lower ER co-pay
- More mental health resources/options
- Ambulatory coverage

Mr. Rustand made a motion to approve the August 19th, 2019 minutes. Dr. Stegeman seconded the motion. Motion passed 5-0.

Mr. Rustand made a motion to approve the July Financials, Dr. Stegeman seconded the motion. The motion passed 5-0.

Mr. Herran make a motion to approve the August and September financials. Mr. Rustand seconded the motion, motion passed 6 – 0. Dr. Marlene Rodriguez arrived at 5:38.
Oral surgery coverage  
Higher HSA district contribution  
Onsite Clinics

There was positive feedback on the following:

United Healthcare is a widely accepted plan  
No referrals needed  
Prescription plan  
Virtual Visits with United Healthcare

Following the focus group discussion the board moved on to discuss the timeline of the RFP’s and plan designs.

NEXT EBT MEETING DATE  
The next EBT Board meeting will be January 13th, 2019 at 5:30 p.m.

ADJOURNMENT  
Mr. Rustand made a motion to adjourn the meeting, Dr. Rodriguez seconded the motion. Motion passed 5 - 0. Mr. Mansfield left the meeting at 7:25 p.m.

Approved this ______day of ____________________.

TUSD EM PLOYEE BENEFITS TRUST BOARD

By ________________________________________  
Mark Mansfield, Chairperson