

GLENDAL ELEMNTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

February 21, 2024, 4:00 p.m.

Public Notice – Meeting Agenda

Notice of this meeting has been posted consistent with the requirements of A.R.S. §38-431.02. The meeting's location is the Superintendent's Conference Room in the District Office, 7301 N. 58th Avenue. Glendale, AZ 85301.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time. Board members may participate via telephone conference call, if necessary. At the chair's discretion, the Board may carry over consideration of any business not concluded by 6:00 p.m. to the next regular meeting's agenda.

1. Call to Order and Roll Call

2. Opening Exercises

- a. Adoption of Agenda
- b. Board and Staff Introductions
- c. Pledge of Allegiance

3. Call to the Public

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Trust Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, the law permits Trust Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be put on a future agenda.

Those wishing to address the Trust Board should complete a "Call to the Public" form and submit it to the Trust Board Secretary prior to the start of the meeting. Each speaker will be provided three (3) minutes to address the Trust Board, unless provided other direction by the Board. At the outset of the speaker's remarks, the speaker should state his/her name.

4. Reports and Informational Items

- a. Assistant Superintendent's Update
Administration will present the Trust Board with an update on the District's business operations.
- b. Claims Experience Review – Medical
The Trust Board will review medical claims experience for December 2023.
- c. Claims Experience Review – Dental
The Trust Board will review dental claims experience for December 2023.
- d. Financial Review – Employee Benefits
The Trust Board will review employee benefits' financial statements for December 2023.
- e. Claims Experience Review – Workers' Compensation
The Trust Board will review workers' compensation experience for January 2024.

f. Financial Review – Workers’ Compensation

The Trust Board will review workers’ compensation financial statements for December 2023.

g. Financial Review – COVID-19 Legal Defense

The Trust Board will review COVID-19 legal defense financial statements for December 2023.

h. Wellness/Insurance Update

Staff will present the Trust Board with updates on the District’s insurance and wellness programs.

i. Trust Agreement Review

The Trust Board will review the Trust Agreement and discuss next steps.

5. Action Items

a. Minutes

It is recommended the Trust Board approve the minutes of the January 17, 2024, regular meeting as presented.

b. Medical Insurance Renewal

It is recommended the Trust Board discuss and consider taking action to approve the United Healthcare medical insurance benefits for fiscal year 2024-2025 as presented.

6. Summary of Current Events

a. Trust Board Report

Trust Board Members will present brief summaries of current events, as necessary.

7. Adjournment

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.A. TOPIC: Assistant Superintendent's Update

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The Administration will present the Trust Board with an update on the District's business operations.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.B. TOPIC: Claims Experience Review - Medical

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

Fiscal Year 2024

In December, GESD incurred \$473,266 in medical claims, which represents a monthly loss ratio of 73%.

- The COBRA plan incurred \$39,684 in medical claims or a monthly loss ratio of 314%. In the last six months, COBRA has incurred \$243,733 out of \$3,363,618 in total medical claims. COBRA represents 7% of the total medical claims.
- The traditional plan incurred \$260,595 in medical claims or a monthly loss ratio of 76%.
- The HDHP plan incurred \$172,987 in medical claims or a monthly loss ratio of 60%.
- There are four claims above \$100,000 totaling \$518,810 but none above the stop loss level of \$200,000. This represents 15% of the total medical claims. Currently, there is no anticipated refund.

Based on the trend, we project revenues to generate \$7,557,084 by June 30, 2024, and we anticipate incurring medical claims of approximately \$6,727,236 or a loss ratio of 89% by June 30, 2024.



Monthly Experience Report

Glendale EI-All

Dates: (7/1/2023-6/30/2024)

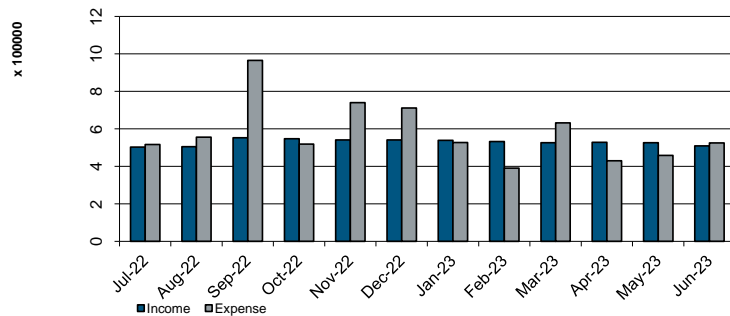


Name: Valley Schools Employee Benefits Group

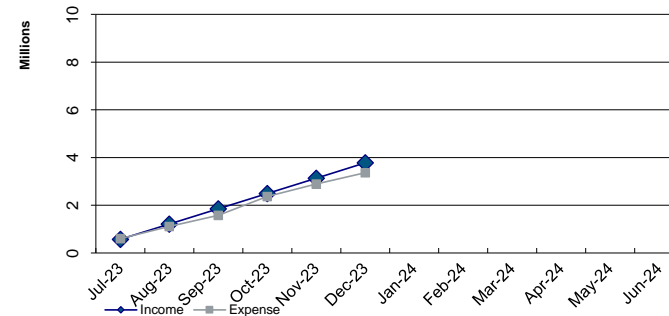
Plan: All

a	b	c	d	e	f	g	h	i	j	k	l	m	n
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM	Prior Year YTD Loss Ratio
2023-07	686	969	\$ 407,873	\$ -	\$ 142,994	\$ 550,867	\$ 51,450	\$ 602,317	\$ 574,211	\$ (28,106)	105%	\$ 622	102%
2023-08	756	1,066	\$ 244,542	\$ -	\$ 205,242	\$ 449,784	\$ 56,700	\$ 506,484	\$ 634,204	\$ 127,720	80%	\$ 475	106%
2023-09	758	1,089	\$ 256,910	\$ -	\$ 158,983	\$ 415,893	\$ 56,850	\$ 472,743	\$ 642,227	\$ 169,485	74%	\$ 434	130%
2023-10	758	1,091	\$ 556,555	\$ -	\$ 173,658	\$ 730,213	\$ 56,850	\$ 787,063	\$ 641,824	\$ (145,239)	123%	\$ 721	121%
2023-11	758	1,088	\$ 277,818	\$ -	\$ 187,077	\$ 464,895	\$ 56,850	\$ 521,745	\$ 640,417	\$ 118,672	81%	\$ 480	124%
2023-12	762	1,100	\$ 272,465	\$ -	\$ 143,651	\$ 416,116	\$ 57,150	\$ 473,266	\$ 645,660	\$ 172,394	73%	\$ 430	125%
2024-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			121%
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			115%
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			116%
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			113%
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			110%
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			110%
Total	4,478	6,403	\$ 2,016,163	\$ -	\$ 1,011,605	\$ 3,027,768	\$ 335,850	\$ 3,363,618	\$ 3,778,545	\$ 414,927	89%	\$ 525	
Mo. Avg.	746	1,067	\$ 336,027	\$ -	\$ 168,601	\$ 504,628	\$ 55,975	\$ 560,603	\$ 629,757	\$ 69,154		\$ 525	
PY Mo. Avg. @ 6/30/23	728	1,030	\$ 462,726	\$ 98,756	\$ 165,921	\$ 529,891	\$ 50,943	\$ 580,834	\$ 529,390	\$ (51,444)		\$ 564	

HISTORICAL MONTHLY INCOME VS EXPENSE



CURRENT PLAN YR CUMULATIVE INCOME VS EXPENSE





Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: All Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	656	937	\$ 274,135	\$ -	\$ 140,140	\$ 414,275	\$ 49,200	\$ 463,475	\$ 551,918	\$ 88,444	84%	\$ 495
2023-08	731	1,039	\$ 237,714	\$ -	\$ 198,461	\$ 436,174	\$ 54,825	\$ 490,999	\$ 615,354	\$ 124,355	80%	\$ 473
2023-09	737	1,066	\$ 248,216	\$ -	\$ 153,872	\$ 402,088	\$ 55,275	\$ 457,363	\$ 626,107	\$ 168,744	73%	\$ 429
2023-10	739	1,070	\$ 546,562	\$ -	\$ 168,637	\$ 715,199	\$ 55,425	\$ 770,624	\$ 627,129	\$ (143,495)	123%	\$ 720
2023-11	741	1,070	\$ 267,099	\$ -	\$ 181,167	\$ 448,266	\$ 55,575	\$ 503,841	\$ 627,786	\$ 123,945	80%	\$ 471
2023-12	745	1,082	\$ 237,266	\$ -	\$ 140,442	\$ 377,708	\$ 55,875	\$ 433,583	\$ 633,029	\$ 199,446	68%	\$ 401
2024-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	4,349	6,264	\$ 1,810,992	\$ -	\$ 982,718	\$ 2,793,710	\$ 326,175	\$ 3,119,885	\$ 3,681,324	\$ 561,439	85%	\$ 498
Mo. Avg.	725	1,044	\$ 301,832	\$ -	\$ 163,786	\$ 465,618	\$ 54,363	\$ 519,981	\$ 613,554	\$ 93,573		\$ 498



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: All COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	30	32	\$ 133,738	\$ -	\$ 2,854	\$ 136,592	\$ 2,250	\$ 138,842	\$ 22,293	\$ (116,549)	623%	\$ 4,339
2023-08	25	27	\$ 6,828	\$ -	\$ 6,782	\$ 13,610	\$ 1,875	\$ 15,485	\$ 18,850	\$ 3,365	82%	\$ 574
2023-09	21	23	\$ 8,693	\$ -	\$ 5,111	\$ 13,804	\$ 1,575	\$ 15,379	\$ 16,120	\$ 741	95%	\$ 669
2023-10	19	21	\$ 9,993	\$ -	\$ 5,021	\$ 15,014	\$ 1,425	\$ 16,439	\$ 14,695	\$ (1,744)	112%	\$ 783
2023-11	17	18	\$ 10,719	\$ -	\$ 5,910	\$ 16,629	\$ 1,275	\$ 17,904	\$ 12,631	\$ (5,273)	142%	\$ 995
2023-12	17	18	\$ 35,200	\$ -	\$ 3,209	\$ 38,409	\$ 1,275	\$ 39,684	\$ 12,631	\$ (27,052)	314%	\$ 2,205
2024-01	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total	129	139	\$ 205,172	\$ -	\$ 28,886	\$ 234,058	\$ 9,675	\$ 243,733	\$ 97,221	\$ (146,512)	251%	\$ 1,753
Mo. Avg.	22	23	\$ 34,195	\$ -	\$ 4,814	\$ 39,010	\$ 1,613	\$ 40,622	\$ 16,204	\$ (24,419)		\$ 1,753



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: Traditional-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	317	449	\$ 241,202	\$ -	\$ 78,299	\$ 319,501	\$ 23,775	\$ 343,276	\$ 280,044	\$ (63,232)	123%	\$ 765
2023-08	373	521	\$ 182,131	\$ -	\$ 142,940	\$ 325,071	\$ 27,975	\$ 353,046	\$ 328,721	\$ (24,325)	107%	\$ 678
2023-09	383	539	\$ 140,238	\$ -	\$ 116,362	\$ 256,600	\$ 28,725	\$ 285,325	\$ 338,266	\$ 52,941	84%	\$ 529
2023-10	384	545	\$ 288,514	\$ -	\$ 105,789	\$ 394,303	\$ 28,800	\$ 423,103	\$ 340,734	\$ (82,369)	124%	\$ 776
2023-11	383	544	\$ 194,700	\$ -	\$ 107,387	\$ 302,087	\$ 28,725	\$ 330,812	\$ 339,783	\$ 8,972	97%	\$ 608
2023-12	386	556	\$ 144,817	\$ -	\$ 86,829	\$ 231,645	\$ 28,950	\$ 260,595	\$ 345,005	\$ 84,410	76%	\$ 469
2024-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,226	3,154	\$ 1,191,600	\$ -	\$ 637,606	\$ 1,829,206	\$ 166,950	\$ 1,996,156	\$ 1,972,553	\$ (23,603)	101%	\$ 633
Mo. Avg.	371	526	\$ 198,600	\$ -	\$ 106,268	\$ 304,868	\$ 27,825	\$ 332,693	\$ 328,759	\$ (3,934)	101%	\$ 633

Monthly Contribution Rates

Premiums

Employee Only	\$ 712.47
Employee + Spouse	\$ 1,471.71
Employee + Child(ren)	\$ 1,376.91
Employee + Family	\$ 1,803.53



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: Traditional-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	20	22	\$ 133,158	\$ -	\$ 2,748	\$ 135,906	\$ 1,500	\$ 137,406	\$ 15,768	\$ (121,638)	871%	\$ 6,246
2023-08	17	19	\$ 6,051	\$ -	\$ 5,762	\$ 11,813	\$ 1,275	\$ 13,088	\$ 13,630	\$ 543	96%	\$ 689
2023-09	15	17	\$ 7,870	\$ -	\$ 4,452	\$ 12,322	\$ 1,125	\$ 13,447	\$ 12,206	\$ (1,241)	110%	\$ 791
2023-10	13	15	\$ 7,315	\$ -	\$ 4,209	\$ 11,524	\$ 975	\$ 12,499	\$ 10,781	\$ (1,719)	116%	\$ 833
2023-11	13	14	\$ 19,577	\$ -	\$ 5,309	\$ 24,886	\$ 975	\$ 25,861	\$ 10,021	\$ (15,839)	258%	\$ 1,847
2023-12	13	14	\$ 23,297	\$ -	\$ 2,323	\$ 25,620	\$ 975	\$ 26,595	\$ 10,021	\$ (16,574)	265%	\$ 1,900
2024-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	91	101	\$ 197,267	\$ -	\$ 24,803	\$ 222,070	\$ 6,825	\$ 228,895	\$ 72,427	\$ (156,468)	316%	\$ 2,266
Mo. Avg.	15	17	\$ 32,878	\$ -	\$ 4,134	\$ 37,012	\$ 1,138	\$ 38,149	\$ 12,071	\$ (26,078)	316%	\$ 2,266

Monthly Contribution Rates

Premiums

Employee Only	\$ 712.47
Employee + Spouse	\$ 1,471.71
Employee + Child(ren)	\$ 1,376.91
Employee + Family	\$ 1,803.53



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-Active

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	339	488	\$ 32,933	\$ -	\$ 61,841	\$ 94,774	\$ 25,425	\$ 120,199	\$ 271,875	\$ 151,676	44%	\$ 246
2023-08	358	518	\$ 55,583	\$ -	\$ 55,520	\$ 111,103	\$ 26,850	\$ 137,953	\$ 286,633	\$ 148,679	48%	\$ 266
2023-09	354	527	\$ 107,979	\$ -	\$ 37,510	\$ 145,489	\$ 26,550	\$ 172,039	\$ 287,841	\$ 115,803	60%	\$ 326
2023-10	355	525	\$ 258,048	\$ -	\$ 62,848	\$ 320,896	\$ 26,625	\$ 347,521	\$ 286,395	\$ (61,126)	121%	\$ 662
2023-11	358	526	\$ 72,399	\$ -	\$ 73,780	\$ 146,179	\$ 26,850	\$ 173,029	\$ 288,003	\$ 114,974	60%	\$ 329
2023-12	359	526	\$ 92,449	\$ -	\$ 53,613	\$ 146,062	\$ 26,925	\$ 172,987	\$ 288,024	\$ 115,037	60%	\$ 329
2024-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	2,123	3,110	\$ 619,392	\$ -	\$ 345,112	\$ 964,504	\$ 159,225	\$ 1,123,729	\$ 1,708,771	\$ 585,042	66%	\$ 361
Mo. Avg.	354	518	\$ 103,232	\$ -	\$ 57,519	\$ 160,751	\$ 26,538	\$ 187,288	\$ 284,795	\$ 97,507	66%	\$ 361

Monthly Contribution Rates

Premiums

Employee Only	\$ 652.47
Employee + Spouse	\$ 1,284.00
Employee + Child(ren)	\$ 1,206.26
Employee + Family	\$ 1,556.09



Monthly Experience Report

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)

Name: Valley Schools Employee Benefits Group

Plan: HDHP Base-COBRA

a	b	c	d	e	f	g	h	i	j	k	l	m
Date	Employees	Members	Paid Medical Claims	Less Estimated Specific Stop Loss Refunds	Paid RX Claims	Total Net Medical/RX Claims	Fixed Expense	Total Paid Claims & Expenses	Total Calculated Premium Equivalent	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PMPM
2023-07	10	10	\$ 580	\$ -	\$ 106	\$ 686	\$ 750	\$ 1,436	\$ 6,525	\$ 5,089	22%	\$ 144
2023-08	8	8	\$ 778	\$ -	\$ 1,020	\$ 1,797	\$ 600	\$ 2,397	\$ 5,220	\$ 2,823	46%	\$ 300
2023-09	6	6	\$ 823	\$ -	\$ 659	\$ 1,482	\$ 450	\$ 1,932	\$ 3,915	\$ 1,982	49%	\$ 322
2023-10	6	6	\$ 2,678	\$ -	\$ 812	\$ 3,490	\$ 450	\$ 3,940	\$ 3,915	\$ (25)	101%	\$ 657
2023-11	4	4	\$ (8,857)	\$ -	\$ 601	\$ (8,256)	\$ 300	\$ (7,956)	\$ 2,610	\$ 10,566	-305%	\$ -
2023-12	4	4	\$ 11,902	\$ -	\$ 886	\$ 12,788	\$ 300	\$ 13,088	\$ 2,610	\$ (10,478)	501%	\$ 3,272
2024-01						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
Total	38	38	\$ 7,904	\$ -	\$ 4,083	\$ 11,988	\$ 2,850	\$ 14,838	\$ 24,794	\$ 9,956	60%	\$ 390
Mo. Avg.	6	6	\$ 1,317	\$ -	\$ 681	\$ 1,998	\$ 475	\$ 2,473	\$ 4,132	\$ 1,659	60%	\$ 390

Monthly Contribution Rates

Premiums

Employee Only	\$ 652.47
Employee + Spouse	\$ 1,284.00
Employee + Child(ren)	\$ 1,206.26
Employee + Family	\$ 1,556.09



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: Traditional

Date	Active	SP	CH	FAM	Total	Cobra				Total	Medical Plan Totals
	EE					EE	SP	CH	FAM		
2023-07	246	20	39	12	317	18	2	0	0	20	337
2023-08	290	24	46	13	373	15	2	0	0	17	390
2023-09	297	24	48	14	383	13	2	0	0	15	398
2023-10	296	24	49	15	384	11	2	0	0	13	397
2023-11	296	24	47	16	383	12	1	0	0	13	396
2023-12	295	24	50	17	386	12	1	0	0	13	399
2024-01	0	0	0	0	0	0	0	0	0	0	0
2024-02	0	0	0	0	0	0	0	0	0	0	0
2024-03	0	0	0	0	0	0	0	0	0	0	0
2024-04	0	0	0	0	0	0	0	0	0	0	0
2024-05	0	0	0	0	0	0	0	0	0	0	0
2024-06	0	0	0	0	0	0	0	0	0	0	0



Enrollment Detail

Glendale Elementary School District

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: HDHP Base

Date	Active	SP	CH	FAM	Total	Cobra				Total	Medical Plan Totals
	EE					EE	SP	CH	FAM		
2023-07	258	12	55	14	339	10	0	0	0	10	349
2023-08	274	12	56	16	358	8	0	0	0	8	366
2023-09	265	12	58	19	354	6	0	0	0	6	360
2023-10	270	9	56	20	355	6	0	0	0	6	361
2023-11	273	9	57	19	358	4	0	0	0	4	362
2023-12	275	8	57	19	359	4	0	0	0	4	363
2024-01	0	0	0	0	0	0	0	0	0	0	0
2024-02	0	0	0	0	0	0	0	0	0	0	0
2024-03	0	0	0	0	0	0	0	0	0	0	0
2024-04	0	0	0	0	0	0	0	0	0	0	0
2024-05	0	0	0	0	0	0	0	0	0	0	0
2024-06	0	0	0	0	0	0	0	0	0	0	0



REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Members	Number of members as reported by provider source.
Paid Medical Claims	Paid medical claims as reported by provider source in reported month for all claims paid since the effective date including current report month except as noted.
Less Estimated Specific Stop Loss Refunds	Estimated specific stop loss refunds. This amount includes estimated refunds for individual claims in excess of the stop loss deductible. Actual reimbursements are credited to the District's account after June 30th of the plan year. Amounts are estimates and may change during the adjudication process by the stop loss carrier.
Paid Rx Claims	Paid prescription drug claims as reported by provider source in reported month for all claims paid since the effective date including current report month.
Total Net Medical/Rx Claims	Net paid medical claims plus paid Rx claims less estimated stop loss refunds.
PEPM Fixed Expenses	This amount includes all administrative, third party administrators, stop loss coverage, and other services provided through Valley Schools.
Total Paid Claims & Expenses	Estimated paid claims plus plan fixed expenses.
Total Calculated Premium Equivalent	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactivity reported by Districts.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PMPM	Total paid claims and expenses divided by total members.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

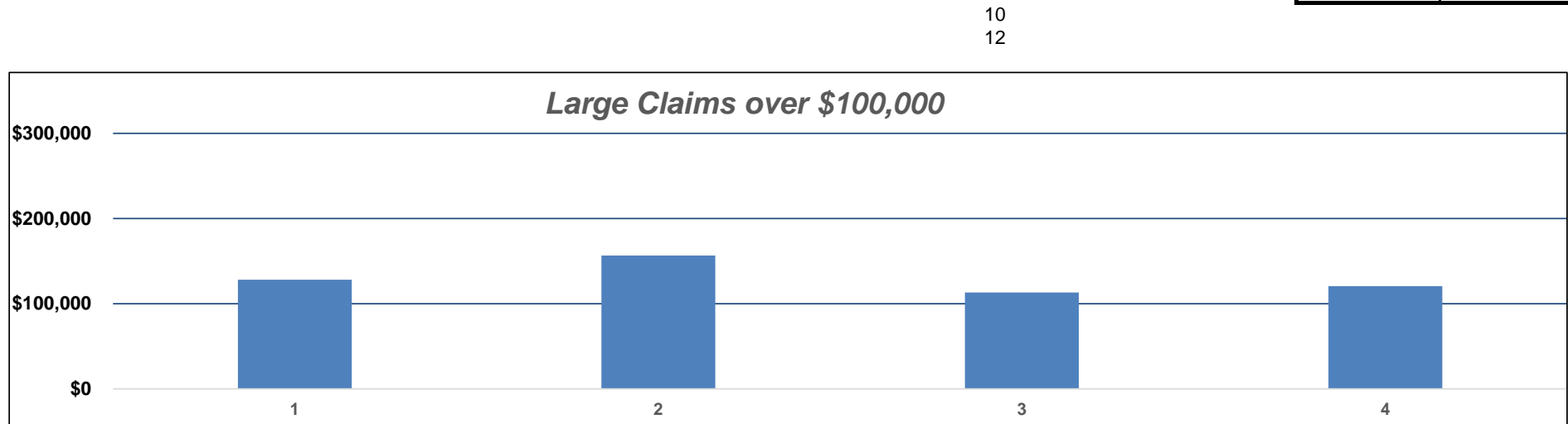
This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s)' data.



**Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Large Claims by Plan
(7/1/2023 through 6/30/2024)**



# of claims > \$100K	
FY23	FY24
13	4



Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1	\$128,254	\$200,000	\$71,746	\$0
2	\$156,625	\$200,000	\$43,375	\$0
3	\$113,220	\$200,000	\$86,780	\$0
4	\$120,711	\$200,000	\$79,289	\$0
Total	\$518,810			\$0



Glendale Elementary School District
Paid Claims Greater Than \$100,000 by Claimant
Monthly Financial Reporting
(7/1/2023 through 6/30/2024)



Date	Plan Name		Paid Amount
2023-07	Traditional PPO		\$116,044.77
2023-08	Traditional PPO		\$2,224.99
2023-09	Traditional PPO		\$2,426.17
2023-10	Traditional PPO		\$1,102.51
2023-11	Traditional PPO		\$3,688.55
2023-12	Traditional PPO		\$2,767.17
		Total for Claimant 1	\$128,254.16
2023-07	Traditional PPO		\$40,861.30
2023-08	Traditional PPO		\$30,285.09
2023-09	Traditional PPO		\$21,905.21
2023-10	Traditional PPO		\$62,004.45
2023-11	Traditional PPO		\$2,176.13
2023-11	Traditional PPO		(\$607.36)
		Total for Claimant 2	\$156,624.82
2023-10	HDHP Base		\$113,219.71
		Total for Claimant 3	\$113,219.71
2023-07	HDHP Base		\$22,148.08
2023-08	HDHP Base		\$23,398.00
2023-09	HDHP Base		\$21,822.71
2023-10	HDHP Base		\$18,886.14
2023-11	HDHP Base		\$18,034.52
2023-12	HDHP Base		\$16,421.70
		Total for Claimant 4	\$120,711.15
TOTAL		Total	\$518,809.84

10
12

28

38
38

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.C. TOPIC: Claims Experience Review – Dental

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

Fiscal Year 2024

In December, Pool I (or base plan) incurred \$151,605 in dental claims or a monthly loss ratio of 67%.

Based on the trend, we project revenues to generate \$2,712,360 by June 30, 2024, and we anticipate Pool I (or base plan) to incur approximately \$2,115,852 or a loss ratio of 78% by June 30, 2024.

In December, Pool III (or buy-up plan) incurred \$317,665 in dental claims or a monthly loss ratio of 66%.

Based on the trend, we project revenues to generate \$5,745,084 by June 30, 2024, and we anticipate Pool III (or buy-up plan) to incur approximately \$4,922,004 or a loss ratio of 86% by June 30, 2024.

Monthly Experience Report

VSEBG Master

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: Master

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2023-07	19,050	\$ 1,118,972	\$ 67,628	\$ 1,186,600	\$ 1,022,157	\$ (164,443)	116%	\$ 62	104%
2023-08	19,660	\$ 894,004	\$ 69,793	\$ 963,797	\$ 1,047,694	\$ 83,897	92%	\$ 49	101%
2023-09	20,158	\$ 754,645	\$ 71,561	\$ 826,206	\$ 1,071,257	\$ 245,051	77%	\$ 41	92%
2023-10	20,220	\$ 968,729	\$ 71,781	\$ 1,040,510	\$ 1,073,613	\$ 33,103	97%	\$ 51	89%
2023-11	20,274	\$ 697,006	\$ 71,973	\$ 768,979	\$ 1,075,647	\$ 306,668	71%	\$ 38	87%
2023-12	20,284	\$ 686,805	\$ 72,008	\$ 758,813	\$ 1,074,981	\$ 316,168	71%	\$ 37	86%
2024-01	-	\$ -	\$ -	\$ -	\$ -	\$ -			89%
2024-02	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
2024-03	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
2024-04	-	\$ -	\$ -	\$ -	\$ -	\$ -			87%
2024-05	-	\$ -	\$ -	\$ -	\$ -	\$ -			86%
2024-06	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
Total	119,646	\$ 5,120,160	\$ 424,743	\$ 5,544,904	\$ 6,365,349	\$ 820,445	87%	\$ 46	
Mo. Avg.	19,941	\$ 853,360	\$ 70,630	\$ 924,151	\$ 1,060,892	\$ 136,741		\$ 46	
PY Mo. Avg. @ 6/30/23	18,360	\$ 766,110	\$ 63,273	\$ 829,383	\$ 952,852	\$ 123,469		\$ 45	

Monthly Experience Report

VSEBG Level I

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: Pool I

a	b	c	d	e	f	g	h	i	j
Date	Employees	Paid Dental Claims	PEPM Fixed Expenses	Total Paid Claims & Expenses	Contributions	Surplus/ (Deficit)	Total Cost Loss Ratio	Total Cost PEPM	PY YTD Loss Ratio
2023-07	5,560	\$ 182,903	\$ 19,738	\$ 202,641	\$ 219,442	\$ 16,801	92%	\$ 36	80%
2023-08	5,850	\$ 170,643	\$ 20,768	\$ 191,410	\$ 228,078	\$ 36,668	84%	\$ 33	85%
2023-09	5,813	\$ 137,507	\$ 20,636	\$ 158,143	\$ 227,176	\$ 69,033	70%	\$ 27	79%
2023-10	5,808	\$ 175,813	\$ 20,618	\$ 196,432	\$ 227,001	\$ 30,569	87%	\$ 34	80%
2023-11	5,820	\$ 137,033	\$ 20,661	\$ 157,694	\$ 227,421	\$ 69,727	69%	\$ 27	80%
2023-12	5,820	\$ 130,944	\$ 20,661	\$ 151,605	\$ 227,059	\$ 75,454	67%	\$ 26	80%
2024-01				\$ -	\$ -	\$ -			83%
2024-02				\$ -	\$ -	\$ -			81%
2024-03				\$ -	\$ -	\$ -			83%
2024-04				\$ -	\$ -	\$ -			82%
2024-05				\$ -	\$ -	\$ -			82%
2024-06				\$ -	\$ -	\$ -			83%
Total	34,671	\$ 934,844	\$ 123,082	\$ 1,057,926	\$ 1,356,177	\$ 298,251	78%	\$ 31	
Mo. Avg.	5,779	\$ 155,807	\$ 20,514	\$ 176,321	\$ 226,030	\$ 49,709		\$ 36	
PY Mo. Avg. @ 6/30/23	5,595	\$ 163,593	\$ 19,871	\$ 183,464	\$ 220,975	\$ 37,512		\$ 33	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 26.11
Employee + Spouse	\$ 52.22
Employee + Child(ren)	\$ 54.83
Employee + Family	\$ 78.32

Three Tier Premiums

Employee Only	\$ 23.79
Employee + 1	\$ 49.96
Employee + 2	\$ 79.70

Monthly Experience Report

VSEBG Level II

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: Pool II

a Date	b Employees	c Paid Dental Claims	d PEPM Fixed Expenses	e Total Paid Claims & Expenses	f Contributions	g Surplus/ (Deficit)	h Total Cost Loss Ratio	i Total Cost PEPM	j PY YTD Loss Ratio
2023-07	7,167	\$ 441,965	\$ 25,443	\$ 467,408	\$ 336,220	\$ (131,188)	139%	\$ 65	133%
2023-08	7,355	\$ 299,462	\$ 26,110	\$ 325,572	\$ 344,409	\$ 18,837	95%	\$ 44	117%
2023-09	7,759	\$ 266,506	\$ 27,544	\$ 294,051	\$ 361,582	\$ 67,531	81%	\$ 38	103%
2023-10	7,809	\$ 348,853	\$ 27,722	\$ 376,575	\$ 363,718	\$ (12,857)	104%	\$ 48	100%
2023-11	7,839	\$ 245,001	\$ 27,828	\$ 272,830	\$ 364,855	\$ 92,025	75%	\$ 35	97%
2023-12	7,857	\$ 261,650	\$ 27,892	\$ 289,543	\$ 365,847	\$ 76,304	79%	\$ 37	95%
2024-01				\$ -	\$ -	\$ -			99%
2024-02				\$ -	\$ -	\$ -			96%
2024-03				\$ -	\$ -	\$ -			96%
2024-04				\$ -	\$ -	\$ -			93%
2024-05				\$ -	\$ -	\$ -			92%
2024-06				\$ -	\$ -	\$ -			94%
Total	45,786	\$ 1,863,437	\$ 162,540	\$ 2,025,977	\$ 2,136,631	\$ 110,654	95%	\$ 44	
Mo. Avg.	7,631	\$ 310,573	\$ 26,930	\$ 337,663	\$ 356,105	\$ 18,442		\$ 65	
PY Mo. Avg. @ 6/30/23	7,767	\$ 316,650	\$ 27,583	\$ 344,233	\$ 365,330	\$ 21,096		\$ 44	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 32.86
Employee + Spouse	\$ 65.72
Employee + Child(ren)	\$ 69.01
Employee + Family	\$ 98.58

Three Tier Premiums

Employee Only	\$ 29.94
Employee + 1	\$ 62.88
Employee + 2	\$ 100.31

Monthly Experience Report

VSEBG Level III

Dates: (7/1/2023-6/30/2024)



Name: Valley Schools Employee Benefits Group

Plan: Pool III

a Date	b Employees	c Paid Dental Claims	d PEPM Fixed Expenses	e Total Paid Claims & Expenses	f Contributions	g Surplus/ (Deficit)	h Total Cost Loss Ratio	i Total Cost PEPM	j PY YTD Loss Ratio
2023-07	6,323	\$ 494,104	\$ 22,447	\$ 516,551	\$ 466,495	\$ (50,056)	111%	\$ 82	95%
2023-08	6,455	\$ 423,899	\$ 22,915	\$ 446,814	\$ 475,207	\$ 28,393	94%	\$ 69	96%
2023-09	6,586	\$ 350,632	\$ 23,380	\$ 374,012	\$ 482,499	\$ 108,487	78%	\$ 57	89%
2023-10	6,603	\$ 444,063	\$ 23,441	\$ 467,503	\$ 482,894	\$ 15,391	97%	\$ 71	86%
2023-11	6,615	\$ 314,972	\$ 23,483	\$ 338,455	\$ 483,371	\$ 144,916	70%	\$ 51	84%
2023-12	6,607	\$ 294,210	\$ 23,455	\$ 317,665	\$ 482,075	\$ 164,410	66%	\$ 48	82%
2024-01				\$ -	\$ -	\$ -			85%
2024-02				\$ -	\$ -	\$ -			84%
2024-03				\$ -	\$ -	\$ -			84%
2024-04				\$ -	\$ -	\$ -			83%
2024-05				\$ -	\$ -	\$ -			83%
2024-06				\$ -	\$ -	\$ -			85%
Total	39,189	\$ 2,321,880	\$ 139,121	\$ 2,461,001	\$ 2,872,541	\$ 411,540	86%	\$ 63	
Mo. Avg.	6,532	\$ 386,980	\$ 23,187	\$ 410,167	\$ 478,757	\$ 68,590		\$ 82	
PY Mo. Avg. @ 6/30/23	6,807	\$ 403,059	\$ 24,156	\$ 427,215	\$ 499,964	\$ 72,749		\$ 63	

Monthly Contribution Rates

Four Tier Premiums

Employee Only	\$ 45.01
Employee + 1	\$ 90.03
Employee + 2	\$ 94.53
Employee + Family	\$ 135.04

Three Tier Premiums

Employee Only	\$ 41.01
Employee + 1	\$ 86.13
Employee + 2	\$ 137.40



REPORT DEFINITIONS

Column Name	Data Description
Date	Month and year for experience data reported.
Employees	Number of employees as reported by provider source.
Paid Dental Claims	Paid dental claims as reported by provider source in reported month for all claims paid since the effective date including current report month except as noted.
PEPM Fixed Expenses	This amount includes all administrative costs & third party administrator costs.
Total Paid Claims & Expenses	Estimated paid claims plus plan fixed expenses.
Contributions	Contributions calculation = employees reported by provider source during reported month times contribution rates. Prior months totals may change based on any retroactivity reported by Districts.
Surplus/(Deficit)	Total contributions less total paid claims and expenses.
Total Cost Loss Ratio	Total paid claims and expenses divided by total contributions.
Total Cost PEPM	Total paid claims and expenses divided by total employees.
Prior Year YTD Loss Ratio	Loss ratio year-to-date as of the same month in the prior year.

This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results reported in the Monthly Experience Report. This report will reflect any eligibility retroactively and this may lead to a restatement of prior month(s)' data.

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.D. TOPIC: Financial Review - Employee Benefits

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The financial report for December 31, 2023, reflects the "Ending net position reserved for claims and expenses" as \$25,094,629.00.



January 25, 2024

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2023. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

Laura Felten
Chief Financial Officer

**Valley Schools Employee Benefits Group
Statement of Revenues, Expenses and
Changes in Net Position by Member–Cash Basis
For the Six Months Ended December 31, 2023**

	Glendale Elementary
Operating revenues	
Contributions	\$ 9,233,500.00
Total operating revenues	<u>9,233,500.00</u>
Operating expenses	
Paid claims	3,230,403.95
Fixed expense	337,500.00
Dental pool premiums	211,304.09
HSA contributions	365,125.58
Medical premiums	36,344.64
Short term disability premiums	40,596.52
Dental premiums	3,889.71
Vision premiums	35,120.42
Flexible spending contributions	26,440.00
Life insurance premiums	61,737.09
Prepaid legal premiums	0.00
Identity protection	0.00
Wellness program	8,209.00
VSMG administration fee	0.00
Benefit related services	29,326.21
Consulting services	0.00
ACA fees	0.00
Total VSEBG Operating Expense	<u>4,385,997.21</u>
Operating income/(loss)	<u>4,847,502.79</u>
Non-operating revenue	
Interest income	346,273.37
Change in market value	391,261.86
Return of net position	0.00
Total non-operating revenue	<u>737,535.23</u>
Change in net position	<u>5,585,038.02</u>
Beginning net position reserved for claims and expenses	<u>19,509,590.98</u>
Ending net position reserved for claims and expenses	<u>\$ 25,094,629.00</u>

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.E. TOPIC: Claims Experience Review – Workers’ Compensation

SUBMITTED BY: Dr. Gerry Petersen-Incorvaia, Executive Director for Signature Programs and Risk Management

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

In January, GESD logged two incidents and GESD incurred \$3,400.00 for the month.

As of the end of January, GESD has 24 open claims recorded since 2013 and the “Paid” amount is \$2,008,509.10 compared to the “Incurred” of \$2,598,231.10.

GESD has three (3) claimants above \$75,000 (based on the “Paid” amount) and two (2) of those above \$150,000. For the purpose of workers’ compensation, the stop-loss-level is \$350,000.

The “Paid” amount for the three (3) claimants is \$1,597,938.29 or 80% of the total “Paid” amount of \$2,008,509.10 and \$1,786,440.30 or 69% of the total “Incurred” amount of \$2,598,231.10.

The average cost per individual is:

\$83,687.88 “Paid”

\$108,259.62 “Incurred”



Claim Log Summary - Body Part and Cause

As of 01/31/2024

ORG1 DESC : [REDACTED]

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	2,600.00
[REDACTED] Total: 1						0.00	2,600.00

ORG1 DESC :

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	0.00	800.00
Total: 1						0.00	800.00

Grand Total: 2 0.00 3,400.00



Claim Log Summary - Body Part and Cause

As of 01/31/2024

Report Fields

Paid: amount paid inception to ending date listed in the report header

Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting_Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(TRUNC(ADD_DATE) >= to_date('01/01/2024 00:00:00', 'mm/dd/yyyy hh24:mi:ss') AND TRUNC(ADD_DATE) <= to_date('01/31/2024 23:59:59', 'mm/dd/yyyy hh24:mi:ss')) AND (1=1)



Claim Log Summary - Body Part and Cause

As of 01/31/2024

ORG1 DESC : ██████████

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
████████	████████	Open	████████	████████████████	████████████████	6,472.28	11,100.00
████████	████████	Open	████████	████████	████████████████	4,417.61	5,550.00
████████	████████	Open	████████	████████	████████	3,960.59	9,450.00
████████	████████	Re-Open	████████	████████████████	████████	5,749.05	7,246.28
████████	████████	Open	████████	████████████████	████████████████	475.21	3,900.00
████████	████████	Re-Open	████████	████████	████████████████	88,092.20	88,101.70
████████	████████	Open	████████	████████	████████████████	626.15	9,400.00
████████	████████	Open	████████	████████████████	████████	897.81	2,800.00
████████	████████	Open	████████	████████████████	████████	4,812.05	5,600.00
████████	████████	Re-Open	████████	████████	████████	24,728.63	40,839.79
████████	████████	Open	████████	████████	████████	30,669.98	148,994.79
████████	████████	Open	████████	████████████████	████████████████	24,050.66	26,329.64
████████	████████	Open	████████	████████	████████████████	10,835.37	16,600.00
████████	████████	Re-Open	████████	████████	████████████████	4,940.06	8,100.00
████████	████████	Open	████████	████████	████████	159,633.27	182,711.60
████████ Total: 15						370,360.92	566,723.80

ORG1 DESC : ██████████

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
████████	████████	Open	████████████████	████████	████████	1,273,326.20	1,365,819.35
████████ Total: 1						1,273,326.20	1,365,819.35

ORG1 DESC : ██████████

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
████████	████████	Open	████████████████	████████████████	████████████████	0.00	2,600.00
████████	████████	Open	████████████████	████████████████	████████████████	157.80	1,750.00
████████	████████	Open	████████████████	████████	████████	2,062.57	3,900.00



Claim Log Summary - Body Part and Cause

As of 01/31/2024

[REDACTED] Total: 3						2,220.37	8,250.00
ORG1 DESC : [REDACTED]							
<u>Claim Number</u>	<u>Injury</u>	<u>Status</u>	<u>Organization 1</u>	<u>Body Part</u>	<u>Claim Cause</u>	<u>Paid</u>	<u>Incurred</u>
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	69,360.46	214,186.74
[REDACTED] Total: 1						69,360.46	214,186.74
ORG1 DESC : [REDACTED]							
<u>Claim Number</u>	<u>Injury</u>	<u>Status</u>	<u>Organization 1</u>	<u>Body Part</u>	<u>Claim Cause</u>	<u>Paid</u>	<u>Incurred</u>
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	55,309.63	107,931.96
[REDACTED] Total: 1						55,309.63	107,931.96
ORG1 DESC :							
<u>Claim Number</u>	<u>Injury</u>	<u>Status</u>	<u>Organization 1</u>	<u>Body Part</u>	<u>Claim Cause</u>	<u>Paid</u>	<u>Incurred</u>
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	236,519.89	331,719.25
[REDACTED]	[REDACTED]	Open		[REDACTED]	[REDACTED]	0.00	800.00
Total: 2						236,519.89	332,519.25
ORG1 DESC : [REDACTED]							
<u>Claim Number</u>	<u>Injury</u>	<u>Status</u>	<u>Organization 1</u>	<u>Body Part</u>	<u>Claim Cause</u>	<u>Paid</u>	<u>Incurred</u>
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	1,411.63	2,800.00
[REDACTED] Total: 1						1,411.63	2,800.00
Grand Total: 24						2,008,509.10	2,598,231.10



Claim Log Summary - Body Part and Cause

As of 01/31/2024

Report Fields

Paid: amount paid inception to ending date listed in the report header
Incurred: amount incurred inception to ending date listed in report header

Report Parameters	
Insurer	2528
Adjusting_Office	-1
Underwriter	-1
Insured	-1
Insurance Type	ORG1 DESC
Claim Status	
Claimant Type	

Additional Report Parameters	
Additional Parameter	(claimant_status_desc <> 'Closed') AND (1=1)

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.F. TOPIC: Financial Review – Workers’ Compensation

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The financial report for December 31, 2023, reflects the “Ending net position reserved for claims and expenses” as \$3,877,906.20.



January 29, 2024

Valley Schools Workers' Compensation Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2023. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Laura Felten', written in dark ink.

Laura Felten
Chief Financial Officer

**Valley Schools Workers' Compensation Group
Statement of Revenue, Expenses and
Changes in Net Position by Member--Cash Basis
For the Six Months Ended December 31, 2023**

	Glendale Elementary
Operating revenues	
Contributions	\$ 890,000.00
Cost of re-insurance	(32,859.90)
Total operating revenues	<u>857,140.10</u>
Operating expenses	
Paid claims	322,858.58
Subrogation/restitution/stop loss	(2,431.59)
Safety and loss control	0.00
VSMG administration fee	3,252.00
Consulting services	32,800.00
ICA Fees	6,014.06
Computer Software	0.00
Total operating expenses	<u>362,493.05</u>
Operating income/(loss)	<u>494,647.05</u>
Non-operating revenue	
Interest income	51,852.09
Change in market value	49,554.85
Additions to net position	0.00
Total non-operating revenue	<u>101,406.94</u>
Change in net position	<u>596,053.99</u>
Beginning net position reserved for claims and expenses	<u>3,281,852.21</u>
Ending net position reserved for claims and expenses	<u>\$ 3,877,906.20</u>

Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on 01/25/2024

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.G. TOPIC: Financial Review - COVID-19 Legal Defense

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The financial report for December 31, 2023, reflects the “Ending net position reserved for claims and expenses” as \$1,298,597.58.



January 29, 2024

Valley Schools Insurance Group Member

Attached is the statement of revenues, expenses and changes in net position for the six months ended December 31, 2023. The financial statement is prepared in accordance with the cash basis of accounting, and does not include any note disclosures.

If you have any questions pertaining to the attached statement, please contact me.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

Laura Felten
Chief Financial Officer

Valley Schools Insurance Group
Statement of Revenue, Expenses and
Changes in Net Position by Member—Cash Basis
For the Six Months Ended December 31, 2023

	Glendale Elementary
Operating revenues	
Contributions	\$ 0.00
Cost of re-insurance	0.00
Total operating revenues	<u>0.00</u>
Operating expenses	
Paid claims - liability	0.00
Paid claims - auto liability	0.00
Paid claims - property	0.00
Subrogation/restitution/stop loss	0.00
Insurance premiums	0.00
Safety and loss control	0.00
VSMG administration fee	0.00
Consulting services	0.00
Computer Software	0.00
Total operating expenses	<u>0.00</u>
Operating income/(loss)	<u>0.00</u>
Non-operating revenue	
Interest income	11,868.26
Change in market value	14,046.54
Rental income	0.00
Rental expense	0.00
Depreciation expense	0.00
Additions to net position	562,899.78
Total non-operating revenue	<u>588,814.58</u>
Change in net position	<u>588,814.58</u>
Beginning net position reserved for claims and expenses	<u>709,783.00</u>
Ending net position reserved for claims and expenses	<u>\$ 1,298,597.58</u>

Beginning Net Position and Ending Net Position do not include liability for IBNR
Created on 01/25/2024

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.H. TOPIC: Insurance and Wellness Update

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

Human Resources staff will present the Trust Board with Wellness and Insurance updates.

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

7301 N. 58TH AVENUE, GLENDALE, ARIZONA 85301 • (623) 237-7100 • www.gesd40.org



Benefits & Wellness Highlights

Goals: Compliance / Benefits & Financial Literacy / Build Strong Partnerships

Benefits – January 2024

Interface Behavioral Health Employee Assistance Program

Plan utilization data - July 1, 2023 – December 31, 2023

14 Cases

Participants: 12 Employees

2 Family members

Sex: 3 Male

11 Female

Department: 6 Certified

5 Classified

3 Unspecified

Issues:

Depression 1

Behavioral 2

Stress 6

Anxiety 2

Grief 1

Couples 1

Other 1

#KnowYourBenefits: email campaigns

- Hinge Health – At-home physical therapy program provided at no cost to employees insured on a district medical plan
- One Pass Select – is a subscription-based program that provides access to gyms, boutique fitness studios, thousands of online workouts, and free grocery and household delivery service that fits everyone's budget
- Delta Dental – Your dental dollars go further with a PPO in-network dentist and when on the go use the Delta Dental Mobile App.



Struggle with back or joint pain?

Conquer your back, knee, hip, shoulder, or neck pain with Hinge Health at no cost to you.



Scan the QR code to learn more or apply at hinge.health/valleyschools or call (855) 902-2777

Employees and dependents 18+ enrolled in a UnitedHealthcare medical plan through their employer are eligible.



ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

7301 N. 58TH AVENUE, GLENDALE, ARIZONA 85301 • (623) 237-7100 • www.gesd40.org

One Pass Select™

Flexible fitness options for all

Being healthy shouldn't be a grind. It should involve trying new things, exploring new foods, and pushing yourself to be slightly better than you were the day before.

With One Pass Select, our mission is to make being healthy fun for all. No matter your current fitness level, we have a wide variety of activities to challenge you and your slighter family members (18+). From strength training and swimming, to yoga and spin classes, you can try new things and push yourself physically and mentally. And that's not all. Get access to digital fitness apps and home grocery delivery to make it even more convenient to become a better you.



Choose the membership* that fits your lifestyle

\$29/Mo

Classic

12,000+ gym locations

\$64/Mo

Standard

12,000+ gym and premium locations

\$99/Mo

Premium

16,000+ gym and premium locations

\$144/Mo

Elite

16,000+ gym and premium locations

*An enrollment fee may apply.

Or get started with a digital-only plan for \$10/Mo.

All tiers Classic or above come with grocery and home essentials delivery at no extra cost.

One Pass Select is simple to set up

Your One Pass Select member code is a single code that will get you access to any fitness location in your chosen network tier. Additionally, use it for online fitness vendors and other One Pass offerings.

1. Go to OnePassSelect.com

2. Click "Get Started"

3. First time visitors, follow the prompts to register. Returning users log in with email and password.

4. Get your One Pass Select member code on the dashboard page.

5. Click "How to use code" to learn more about how to use your unique One Pass Select member code to access all of your services.



Get The Most Value From Your Insurance By Visiting An In-Network Dentist

Dental insurance is a win-win for you. It saves you money on dental care now and can help you prevent more extensive and costly treatments down the road.

There's another win! You can get even more value out of your coverage by visiting an in-network dentist. We're breaking down how this works with Delta Dental.

Save Money

Dentists who participate in Delta Dental's network agree to charge discounted rates for their services – which saves you money. While you can choose to visit out-of-network dentists, they have not agreed to the Delta Dental discounts. You are only assured of receiving those from dentists in your plan's network.

See how much you can potentially save with an in-network dentist.*

	Dentist's usual fee	Approved fee for dentist to bill	Delta Dental pays	You pay	Savings
In-network 	\$1,200	\$776	\$509	\$129	\$871
Out-of-network 	\$1,200	\$1,200	\$600	\$600	\$600

*In this example procedure:

- Delta Dental covers 50% of the maximum allowed fee.
- The patient has met the deductible.
- The in-network calculation is based on the patient visiting a Delta Dental PPO™ dentist.

See a Credentialed Dentist

You can be confident knowing that all Delta Dental network dentists complete a thorough credentialing process to make sure they meet our strict standards. Delta Dental continuously monitors network dentists to maintain these standards.

ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

7301 N. 58TH AVENUE, GLENDALE, ARIZONA 85301 • (623) 237-7100 • www.gesd40.org

- Plan Renewal meeting with Valley Schools and United Healthcare
- Parsley Health: Root-Cause Resolution Medicine webinar
- Monthly WellStyles meeting
- Financial Literacy presentations
 - Discovery School
 - Transportation Department
 - Maintenance Department
 - Smith School

Wellness – January 2024

Hike-Our first hike of the year was quite challenging but we all made it. We hiked two trails at Phoenix Mountain Preserve near Piestewa Peak.



Exercise-We have workout rooms available at six different sites: Landmark, District Office, System of Care Center, Desert Garden, Mensendick/ Jack, Harold W. Smith and Desert Spirit. We are also offering yoga each Monday from 4:15-5:15 p.m. at the GESD System of Care Center and Commit Dance Exercise Class each Wednesday at Desert Spirit from 4:30-5:30 p.m. All employees may take advantage of these programs.

ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

7301 N. 58TH AVENUE, GLENDALE, ARIZONA 85301 • (623) 237-7100 • www.gesd40.org

Walk-In an effort to get employees moving, we have added a walking component each month. This month we walked 2.5 miles at Heroes' Park. We dodged the rain on this very cloudy day.



Market on the Move-We held our first Market on the Move event Saturday, January 27, at the GESD System of Care Center. 140 families were serviced, with 24 volunteers from GESD Staff, community and the Apollo High School Key Club. Rise Up Glendale handed out information about drug awareness and the City of Glendale Police and Community Action Department collected expired and unused drugs. They mentioned this was one of the best drives they had in collecting drugs.



ALL IN FOR ALL KIDS

GLENDALE ELEMENTARY SCHOOL DISTRICT No. 40

7301 N. 58TH AVENUE, GLENDALE, ARIZONA 85301 • (623) 237-7100 • www.gesd40.org

VITA-Our Volunteer Income Tax Assistance Program begins January 31 at the GESD System of Care Center. This will be a free tax preparation program for any employee or community member who has earned under \$65,000 or has a family combined income under \$65,000. We make appointments for our staff but the rest of the program is a walk in on a first come, first served basis.



ALL IN FOR ALL KIDS

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 4.I. TOPIC: TRUST Agreement Review

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The Administration requested legal counsel to review and provide changes, if necessary, to the TRUST Board agreement.

**TRUST AGREEMENT
FOR
GLENDALE ELEMENTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA**

THIS TRUST AGREEMENT is by and between the Governing Board of the Glendale Elementary School District No. 40 of Maricopa County, Arizona, a political subdivision of the State of Arizona (hereinafter referred to as the "District"), and the individuals hereinafter executing this Agreement as Trustees (hereinafter individually and collectively called the "Trustees"), and shall be effective as of the date of execution hereunder.

WHEREAS, the District may, pursuant to A.R.S. § 15-382 and § 15-387 provide self-insured and/or insurance programs;

WHEREAS, the District deems it to be in the best interest of its Employees to establish self-insured and/or insurance programs pursuant to § 15-382 and § 15-387 of the Arizona Revised Statutes and other applicable law;

WHEREAS, the District and/or employees will contribute monies to the Trustees, which will constitute a trust fund (hereinafter called the "Trust Fund") to be held for the benefit of the employees in accordance with this Trust Agreement;

WHEREAS, the District desires the Trustees to accept, hold, preserve, protect, invest, and make payments from the Trust Fund, and the Trustees are willing to accept, hold, preserve, protect, invest and make payments from such Trust Fund pursuant to the terms of this Trust Agreement; and

WHEREAS, this Trust Agreement is intended to replace and supersede that certain Declaration of Trust dated July 1, 1994, [as amended December 20, 2000, and March 13, 2014](#);

NOW THEREFORE, in consideration of the mutual covenants contained herein, the District and the Trustees hereby agree as follows:

1. **ESTABLISHMENT**

Definitions. The following capitalized terms shall have the meanings stated below for all purposes of this Trust Agreement unless the context clearly requires otherwise:

- a. "District" means the Glendale Elementary School District No. 40 of Maricopa County Arizona, and its Governing Board.
- b. "Employees" means all employees and Board members of the District.
- c. "External Auditor" means the independent certified public accountant then retained by the District.
- d. "State" means the State of Arizona.

- e. "Trust Agreement" means this Agreement for Glendale Elementary School District No. 40 of Maricopa County, Arizona.
 - f. "Trust Fund" means the Trust Fund created by this instrument, and shall mean the monies, property, contracts, or things of value received and held by the Trustees for the uses, purposes, and Trust set forth herein, and those things of value which comprise the corpus and additions to the Trust Fund.
 - g. "Trustee" means each individual appointed by the District as provided herein and holding office, and "Trustees" means all of the Trustees and any successors individually and then in office collectively as provided for in this Trust Agreement.
- 1.2 Purpose. The purpose of this Trust is to provide for the establishment of a self-insured program and/or insurance programs by the District to cover Employee medical, dental, disability and/or life insurance programs, programs that allow for participation in a cafeteria plan that meets Federal Internal Revenue Code of 1986, related employee benefits programs including wellness programs and other fully and partially funded group insurance plan programs, and uninsured losses, claims, defense costs, costs of training designed to reduce losses and claims, costs of administration and other related expenses (including without limitation, property and liability losses and workers' compensation) as the District may elect to self-insure from time to time, and to authorize the management, funding and administration of the Trust for the purpose herein, including without limitation the payment of insurance premiums. The Trustees accept the Trust and Trusteeship and declare they will receive and hold the Trust Fund by virtue of this Trust and for the uses and purposes and with the powers and duties set forth herein and none other.
- 1.3 Reservation of Authority. Nothing herein shall modify or restrict the legal obligations of the District to administer and operate appropriate risk management and insurance programs for the District. The District shall retain the sole and absolute right and authority to direct and authorize the establishment, management and administration of an overall insurance program for the District, and shall determine from time to time whether it is in the best interests of the District to procure insurance from any insurer authorized to do business in the State, to establish self-insured programs, to combine self-insured programs and procurement of insurance from third parties, or any combination of the foregoing for various types and dollar amounts of risks, including without limitation deductibles, reinsurance, and joint or participation insurance. Specifically, without limitation, the District may from time to time, for any period, elect to purchase insurance for any or all of the risks otherwise covered by this Trust, and Trust Funds may be used to purchase such insurance. The District shall provide stop-loss coverage and determine the amounts thereof.

2. TRUST MANAGEMENT

2.1 Appropriations.

- a. Budgetary Requirements. Subject to District budgetary requirements and limitations under Arizona law, including requirements that the funds shall be budgeted within the maintenance and operation section and the budget limitation on increases as prescribed in A.R.S. § 15-905, the District shall appropriate all funds in amounts it determines to be necessary to pay for the benefits, losses, claims, and expenses described in Section 1.2. If the self-insurance is for liability losses, excess liability coverage must be obtained and the coverage may include an annual aggregate limit of no more than three million dollars and the maximum retention per occurrence shall be one-half of one percent of the District's maintenance and operation budget or as provided by law. Should monies in the Trust Fund be deemed inadequate at any time to meet current expenditures, a special appropriation may be requested by the Trustees from the District for the remainder of the year or any part thereof.
- b. Trust Fund. The District ~~hereby establishes~~established the Glendale Elementary School District No. 40 of Maricopa County, Arizona, Self-Insurance Trust Fund in 1994. All appropriations from the District, and all other funds, earnings and assets of the Trust, shall be placed in the Trust Fund in a separately maintained bank account designated as a trust account, immediately upon receipt, shall be held in trust and used solely for the purposes permitted herein, shall not be comingled with other funds of the District nor used to secure any obligations of the District other than as expressly provided herein, and shall not lapse at the close of the fiscal year, except that any cash balance remaining after termination of this Trust and settlement of all outstanding claims shall be used for reduction of school district taxes for the budget year. Any monies recovered by the District pursuant to litigation, recovery, salvage value of damaged property, proportionate share monies from any other existing District funds or otherwise, or for damages related to either a liability or property loss for which monies from this Trust have been paid, shall be returned to the Trust Fund.

2.2 Management and Disbursement of Funds. Subject to limitations prescribed in the Arizona Revised Statutes and this Agreement, the Trustees shall manage and disburse Trust assets as follows:

- a. To invest and reinvest Trust monies as provided by law and consistent with prudent investment practices and the need for funds in the amounts and at the times reasonably anticipated for the purposes of this Trust;
- b. To evaluate current and potential insurance plans and coverage, to establish adequate and appropriate reserves for any and all claims against

the District covered by this Trust, to recommend the types of plans, programs, deductible amounts, premiums and other insurance provisions for District Employees based on actuarial reports, any District committee recommendations or other consultants that the Trust Board determines are necessary in order to meet the level of recommended reserves, all subject to District approval;

- c. To pay upon such terms and conditions as deemed appropriate and proper, the legal claims, settlements or judgments (including interest thereon required by law) against the District covered by the self-insured retention program and this Trust;
- d. To reject, in whole or in part, settle or compromise any claims made by an Employee or third party against the District, in accordance with such policies and procedures as may be enacted from time to time by the Trust Board, subject to approval by the District;
- e. To pay all reasonable and appropriate costs and expenses of claims administration;
- f. To pay all reasonable and appropriate legal fees, expenses and costs incurred in connection with the administration of the Trust and the defense of any claims that may, arise thereunder or related thereto against the District and the Employees;
- g. To pay all reasonable and appropriate costs of investigations of claims;
- h. To procure all necessary and appropriate bonds required of the Trustees and otherwise, whether fidelity, surety, performance, legal or other;
- i. To pay all reasonable and appropriate actuarial expenses and costs incurred in connection with the administration of this Trust;
- j. To pay all reasonable and appropriate consultant expenses and costs incurred in connection with the administration of this Trust;
- k. To pay all reasonable and appropriate audit expenses and costs incurred in connection with the administration of this Trust;
- l. To pay all other reasonable and appropriate expenses and costs of approved agents and advisors retained by the Trustees;
- m. To pay the reasonable and appropriate expenses of organization and establishment of this Trust, including without limitation all legal and other expenses in connection with its formation, establishment and initial funding; and

- n. To pay such other reasonable and appropriate Trust expenses as may be necessary in connection with the administration and management of this Trust, including insurance premiums and risk management consultation.

2.3 Limitations on Expenditures.

- a. Illegal Acts. No expenditures shall be made from the Trust Fund except for authorized purposes as permitted under applicable law and this Agreement. Expenditures from the Trust Fund shall not, under any circumstances be made for uninsured losses that arise out of, and are directly attributable to an act or omission determined by any court to be illegal or to be a criminal felony committed by an Employee.
- b. Claims Not Covered. Claims which are not covered by the self-insured and or insurance programs established hereunder shall not be paid from this Trust. All questions relating to the nature, scope and amount of losses and risks covered by this Trust shall be determined by the Trustees, after due consultation with applicable insurance administrators.

2.4 Claims Procedure.

- a. Notification. The Trustees shall establish the reporting procedures for accidents and incidents for which claims could be made under this Trust. The Trustees shall establish the claims procedure, including requiring the investigation of all reported claims and the notification of the appropriate insurance carrier(s), if applicable.
- b. Disputed Benefits Claim. The Trustees are hereby authorized to compromise or settle any disputed benefits claim covered by this Trust. Payment of any disputed benefits claim in excess of \$5,000.00 shall be subject to the District's Governing Board approval. Claim payments are not subject to State or District procurement requirements, but shall conform to statutory and industry claim adjusting standards.

- 2.5 Records and Audit. The Trustees shall keep or cause to be kept accurate accounts of all investments, receipts, disbursements and other transactions, and all accounts, books and records relating thereto shall be open at all reasonable times to inspection and audit by the District or persons designated by the Governing Board. The Clerk of the Governing Board or their designee shall review the expenditures of the Trust. The accounting and reporting system adopted by the Trustees shall conform to and be integrated with the existing accounting procedures of the District. An annual audit of the Trust Fund shall be performed as an administrative expense of the Trust by the External Auditor each year in connection with the District's audit and copies provided to each member of the Trust Board and to the Clerk of the District Governing Board for distribution to the District Governing Board in accordance with District Governing Board procedure. The audit report on the Trust Fund shall be open for

public inspection during normal business hours, and a copy of the report shall be kept on file in the District office for a period of not less than five years from the date of receipt.

2.6 Reports.

- a. Annual Reports. Within 90 days following the close of each fiscal year of the District, the Trustees shall file with the District, and provide to ~~each member~~ the Clerk of the Governing Board for distribution to the District Governing Board in accordance with District Governing Board procedure, copies of, a written report setting forth a report and account of the operation of the Trust during the past fiscal year. The report shall include the amount of monies held in the Trust Fund as of the fiscal year end; the value of all investments held in the Trust; all receipts and disbursements of funds and other material transactions during such year; a report on the reserves held by the Trust; an itemized list and description of the litigation involving the Trust as of the end of the fiscal year; and all other relevant matters as of the close of the fiscal year. The report shall establish the applicable losses sustained by the District during the period of the report, and the expenses and costs incurred in connection with the administration of the Trust.
- b. Actuarial Reports. Whenever desired by the Trustees or requested by the District, the Trustees shall retain an actuary at the expense of the Trust to report to the Trustees and ~~each member of~~ the District's Governing Board in accordance with District Governing Board procedure, upon the adequacy of the reserves held hereunder and any other appropriate matters.

3. TRUSTEES.

3.1 Powers. In addition to the rights and powers described elsewhere in this Agreement, the Trustees shall also have the following powers:

- a. Trust Fund Management. Subject only to the express limitations set forth elsewhere in this Agreement, the Trustees are authorized to enter into contracts, procure the insurance policies authorized by the District, manage the Trust, and provide for stop-loss insurance. The Trustees are authorized to pay any insurance company the required insurance premiums in connection with such group insurance.
- b. Advisors. The Trustees shall administer the Trust. The Trustees, subject to the approval of the District's Governing Board, may engage, contract or employ agents, representatives and employees, and independent contractors, including attorneys, actuaries, appraisers, claims managers, experts and investigators, to provide assistance to them in administering and operating the Trust. All agents, representatives, employees, advisors

and independent contractors must be free of any conflicts of interest in the performance of their services. Any risk management consultant or insurance administrator employed by the District must be licensed under Title 20, Chapter 2, Article 3 or 9 of the Arizona Revised Statutes and such license shall be verified by the District's Governing Board prior to employment.

- c. Other Powers. The Trustees shall, unless restricted hereunder to effectuate the purposes of this Trust, take action which they deem reasonably necessary to administer the Trust, carry out the purpose of this Trust; or fulfill the terms, conditions and intent of this Agreement. The Trustees agree to discharge their responsibilities with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims, all in accordance with the provisions of this Trust Agreement and law.

3.2 Number of Trustees, Qualification and Compensation. The District shall determine the number of Trustees, which shall be not less than five, and shall appoint all Trustees. ~~The individuals executing this Agreement as Trustees are the original~~ Exhibit A lists the current Trustees appointed by the District's Governing Board. Exhibit A may be updated from time to time by the Trust Board to reflect the current Trustees. At all times, at least one Trustee, but no more than one, shall be a full-time employee of the District, and at least one Trustee, but no more than one, shall be a member of the District's Governing Board. Trustees shall be at least 18 years of age, ~~and~~ be bonded ~~in an~~ at such amount and limits as determined appropriate by the District. No person shall qualify as a Trustee until s/he shall have signed an acknowledgment to be bound by the provisions of this Agreement. Trustees shall not be entitled to receive compensation for their services except, to the extent permitted by law, reimbursement for reasonable out-of-pocket costs and expenditures made in the performance of their duties upon written approval by the District.

3.3 Term and Removal. The term of office for the District employee and the District's Governing Board member serving as Trustees shall renew annually and each shall continue on the Trust Board at the pleasure of the District's Governing Board. The term of office for the other Trustees shall be for three years. At the Governing Board's election, the other Trustees may have successive three-year terms of office but such terms may be staggered at more or less than three years as needed to promote consistency and efficiency. All Trustees serve at the pleasure of the District's Governing Board and may be removed by the District's Governing Board at any time, with or without cause. The removal of a Trustee shall become immediately effective upon written notice by the District's Governing Board to the Trustee removed. Trustees may be reappointed at the sole discretion of the District's Governing Board.

- 3.4 Chairman. The Trustee who is also a member of the District's Governing Board or his/her designee, shall act as Chairman of the Trustees. The Chairman shall establish the date, time and place of the meetings of the Trustees; shall, at or prior to each meeting, provide an agenda of the matters to be covered during the meeting; and shall preside at all meetings of the Trustees.
- 3.5 Resignation. A Trustee may resign at any time by giving 30 days' notice in writing to the District's Governing Board. Such written notice may be in the form of an electronic communication. The District may waive the 30 days' notice at its sole discretion. Appointment of a successor ~~automatically accepts theis~~ deemed also to be the automatic acceptance of the resignation of the resigning Trustee.
- 3.6 Vacancies. The resignation, incompetency, death or removal of any or all of the Trustees shall not terminate this Trust, or affect its continuity. During a vacancy, the remaining Trustee or Trustees may exercise the power of the Trustees hereunder. Vacancies among the Trustees shall be filled by appointment by the District's Governing Board and reflected in the minutes of the District's Governing Board meeting. The determination of a vacancy among the Trustees stated in an instrument delivered to the District's Governing Board, shall be final. If, at any time, for any reason, there shall be no remaining Trustees, the District's Governing Board shall forthwith appoint the requisite number of successor Trustees.
- 3.7 Successor Trustees. Legal title to the property held pursuant hereto shall vest automatically in each successor Trustee, upon appointment by the District's Governing Board. Any successor Trustee shall thereupon have the same powers, duties and exemptions as though originally named as a Trustee in this Agreement.
- 3.8 Meetings. The Trustees shall meet at least quarterly and are authorized to meet as frequently as they shall determine necessary and appropriate. The Chairman or any three Trustees may call a meeting at any time ~~upon one day~~ with at least twenty-four (24) hours written notice to all other Trustees. Notice of meetings must comply with all applicable statutes, rules and regulations otherwise pertaining to public meetings and proceedings as further described in A.R.S. Section 15-382(B)(2) and in Title 38, Chapter 3, Article 3.1. All physical meetings shall take place in the ~~District~~ District's geographical boundaries. Meetings may take place electronically by a means that permits each Trustee to hear and participate in the meeting.
- 3.9 Conduct of Business. The Trustees may act only during a formal meeting of the Trustees, except in case of an emergency, as determined by the Chairman or a majority of the Trustees, during which the Trustees may act without a formal meeting subject to ratification and confirmation of their action at the next formal meeting of the Trustees. The presence of both (a) a majority of all Trustees appointed and serving and (b) one Trustee who is either a District employee or a

member of the District's Governing Board shall constitute a quorum for purposes of conducting business. Any action by a majority of the Trustees in office during any meeting at which a quorum is present shall be conclusive and binding as an action of the Trustees. All agreements, deeds, checks, documents, instruments, reports and any and all other instruments executed by all of the Trustees or executed by one or more Trustee(s) as authorized agent(s) for all the Trustees, pursuant to authorization given at a meeting, shall be effective and binding on all of the Trustees. The Trustees shall act in accordance with the applicable public records laws as further described in A.R.S. Section 15-382(B) and Title 39, Chapter 1.

- 3.10 Limitation of Duties. The duties and responsibilities of the Trustees shall be only those which are expressly imposed upon them by the provisions of this Agreement. The Trustees shall have no duty to enforce the payment of any appropriation to the Trust. The funding of all benefits shall be the sole responsibility of the District and/or its eligible employees. The fiduciary liability for the operation of the Trust shall be the sole responsibility of the Trustees.
- 3.11 Reliance upon Documents. The Trustees may act upon any written notice, resolution, request, consent, order, certificate, report, opinion or document believed by them to be genuine and to have been signed and presented by the proper party or parties.
- 3.12 Limitation of Liability. Except as otherwise provided by law, no Trustee shall be liable individually for any act or omission of any Trustee or agent or representative of the Trustees, or for negligence, error in judgment, or any act or omission, except his/her own willful breach of the provisions of this Trust Agreement, and/or gross negligence, and/or bad faith in the performance of his/her duties. Every act or thing done or omitted, and every power exercised or obligation incurred by the Trustees, or any of them, in the administration of this Trust, or in connection with its business or property, in their capacity as Trustees, shall be deemed done, omitted, exercised or incurred by the Trustees, as Trustees, and not as individuals. Nothing contained in this Agreement, however, shall protect the Trustees or their agents or representatives against liability for willful breach of the provisions of this Trust Agreement, and/or gross negligence, and/or bad faith in the performance of their duties.
- 3.13 Indemnification. The District agrees, to the extent permitted by law, to indemnify, and hold the Trustees harmless from and against any liability that the Trustees may incur acting in good faith and in the proper conduct and scope of their office in the administration of the Trust Fund, unless arising from the Trustee's own willful breach of the provisions of this Trust Agreement, and/or gross negligence, and/or bad faith. Notwithstanding any other provision of this Trust Agreement to the contrary, any agreement by the District to indemnify the Trustees shall be limited to, and be payable only from the District's contractually

assumed liability insurance coverage, if any, available as part of its general liability insurance policy.

4. AMENDMENT AND TERMINATION.

- 4.1 Amendments. This Agreement may be supplemented or amended, in whole or in part, at any time by the District. All such supplements and amendments must be in writing, and approved and executed by the District.
- 4.2 Termination. This Trust may be terminated at any time by an instrument in writing executed by the District upon 30 days' written notice. Upon termination of this Trust, the District shall notify ~~all employees,~~ the Trustees, and any other necessary parties. If the District terminates the self-insurance program, the District shall notify the Employees of the termination and of any replacement insurance program. The Trustees shall continue as Trustees for the purpose of winding up the affairs of the Trust. Upon termination of ~~this Trust~~the District's self-insurance program, after all outstanding claims and expenses are paid, any balance remaining shall be used for reduction of District taxes for the applicable budget year.
- 4.3 Final Accounting. At such time as the Trust is terminated, the Trustees shall render a final accounting of the Trust Fund balance to the District, and thereafter the Trustees shall have no further responsibility or duties and shall be discharged.

5. GENERAL PROVISIONS.

- 5.1 Applicable Law. This Agreement is executed and delivered in Arizona, and the laws of Arizona shall govern the construction, validity and effect of this Agreement and the administration of the Trust hereby created.
- 5.2 Headings. Headings have been inserted solely for convenience and reference, and shall not affect the meaning, construction or effect of this Agreement.
- 5.3 Severability. Should any provision or term in this Trust Agreement be deemed or held to be unlawful or invalid for any reason, such fact shall not adversely affect the provision herein contained unless such illegality shall make impossible or impractical the functioning of the Trust. In such case, the appropriate parties shall immediately adopt a new provision to take the place of the illegal or invalid provision.
- 5.4 Counterparts. This Trust Agreement may be executed in counterparts, each of which shall constitute an original but all of which shall constitute one and the same agreement.

IN WITNESS WHEREOF, the undersigned hereby accept the foregoing Agreement and agree to be bound by the provisions thereof.

GLENDAL ELEMNTARY SCHOOL
DISTRICT NO. 40 OF MARICOPA COUNTY,
ARIZONA

By: _____

ATTEST:

Clerk of the Governing Board

Approved at a lawfully convened meeting as of _____ day of _____, 2024.

EXHIBIT A

LISTING OF CURRENT TRUSTEES

 , 2024

As of the date stated above, the current Trustees of the Trust are as stated below.

The Trustees may from time to time, update this Exhibit A to reflect the current Trustees who have executed a separate signature page agreeing to act as Trustee and be bound by the provisions of the Trust Agreement.

Governing Board Member /Chairperson Trustee: Mr. Lee Peterson

District Employee Member Trustee: _____

Community Member Trustees:

ATTEST:

_____, Chair of the Board of Trustees

TRUSTEES OF THE
GLENDAL ELEMNTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA
TRUST AGREEMENT

The undersigned hereby accept the foregoing Trust Agreement and agree to be bound by the provisions thereof a Trustee of the above named Trust.

Lee Paterson, Trustee

Date_____

TRUSTEES OF THE
GLENDAL ELEMNTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA
TRUST AGREEMENT

The undersigned hereby accept the foregoing Trust Agreement and agree to be bound by the provisions thereof a Trustee of the above named Trust.

Mary Ann Wilson, Trustee

Date

TRUSTEES OF THE
GLENDALE ELEMENTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA
TRUST AGREEMENT

GOVERNING BOARD OF THE GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40	TRUSTEES OF THE TRUST
<hr/>	<hr/>
Print Name: _____	Print Name: _____
<hr/>	<hr/>
Print Name: _____	Print Name: _____
<hr/>	<hr/>
Print Name: _____	Print Name: _____
<hr/>	<hr/>
Print Name: _____	Print Name: _____
<hr/>	<hr/>
Print Name: _____	Print Name: _____
<hr/>	<hr/>
Date _____	Date _____

The undersigned hereby accept the foregoing Trust Agreement and agree to be bound by the provisions thereof a Trustee of the above named Trust.

Bernadette Bolognini, Trustee

Date _____

TRUSTEES OF THE
GLENDALE ELEMENTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA
TRUST AGREEMENT

The undersigned hereby accept the foregoing Trust Agreement and agree to be bound by the provisions thereof as a Trustee of the above named Trust.

Nate Bowler, Trustee Date _____

TRUSTEES OF THE
GLENDAL ELEMNTARY SCHOOL DISTRICT
NO. 40 OF MARICOPA COUNTY, ARIZONA
TRUST AGREEMENT

The undersigned hereby accept the foregoing Trust Agreement and agree to be bound by the provisions thereof a Trustee of the above named Trust.

Alejandra Lopez, Trustee Date

Summary report: Litera Compare for Word 11.3.1.3 Document comparison done on 2/6/2024 5:32:04 PM	
Style name: Default Style	
Intelligent Table Comparison: Active	
Original DMS: iw://cloudimanager.com/PHOENIX/2105530/3	
Modified DMS: iw://cloudimanager.com/PHOENIX/6071082/1	
Changes:	
Add	97
Delete	13
Move From	0
Move To	0
Table Insert	0
Table Delete	1
Table moves to	0
Table moves from	0
Embedded Graphics (Visio, ChemDraw, Images etc.)	0
Embedded Excel	0
Format changes	0
Total Changes:	111

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.A. TOPIC: Minutes

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

RECOMMENDATION:

It is recommended the Trust Board approve the minutes of the January 17, 2024, regular meeting as presented.

RATIONALE:

The minutes of January 17, 2024, regular meeting are attached.

MINUTES OF THE REGULAR TRUST BOARD MEETING
Glendale Elementary School District No. 40 of Maricopa County, Arizona
District Office, District Office Conference Room 4:00 p.m.
January 17, 2024

Present: Board Members
Mr. Lee Peterson
Ms. Alejandra Lopez
Ms. Mary Ann Wilson
Ms. Bernadette Bolognini *arrived at 4:03 p.m.*

Other Attendees:
Mr. Mike Barragan
Dr. Gerry Petersen-Incorvaia
Ms. Jodi Finnesy
Ms. Hogla Gonzalez
Ms. Sarah Luque
Ms. Elizabeth Powell
Ms. Cindy Segotta-Jones
Ms. Davita Solter

Absent: Mr. Nate Bowler

Recorder: Ms. Elizabeth Powell

CALL TO ORDER

Mr. Peterson called the meeting to order at 4:00 p.m. and noted the presence of three of five Trust Board members, with Mr. Bowler and Ms. Bolognini absent, constituting a quorum (*Ms. Bolognini arrived at the meeting at 4:03 p.m. during Board and Staff Introductions*).

ADOPTION OF AGENDA

Ms. Wilson moved to approve the agenda as presented and Ms. Lopez seconded the motion. Upon a call to vote, the motion carried with votes in favor from Ms. Lopez, Ms. Wilson and Mr. Peterson.

BOARD AND STAFF INTRODUCTIONS

Mr. Peterson greeted and welcomed everyone in attendance.

Mr. Barragan noted the attendance of Superintendent Segotta-Jones. She welcomed the board members and thanked them for their service. She commented on the financial focus of the district with the decline in enrollment in mind.

Mr. Peterson led the group in reciting the Pledge of Allegiance.

CALL TO THE PUBLIC

None at this time.

REPORTS AND INFORMATIONAL ITEMS

Assistant Superintendent's Update

Mr. Barragan provided the Trust Board with an update on the District's business:

- Legislative session began last week. Several issues are being considered that will impact school district funding, including the extension of Proposition 123 and changes to ESA's.

- Executive staff are working to address financial issues associated with the rate of decline in enrollment.
- Staff will meet with Valley Schools and United Healthcare about renewals this Friday.

Claims Experience Review – Medical

Mr. Barragan provided the Trust Board with an overview of the medical claims experience for November 2023:

- \$521,745 claims in November
- The COBRA plan incurred \$17,979 in medical claims or a monthly loss ratio of 136%. In the last five months, COBRA has incurred \$204,125 out of \$2,890,352 in total medical claims. COBRA represents 7% of the total medical claims.
- The traditional plan incurred \$330,812 in medical claims or a monthly loss ratio of 98%.
- The HDHP plan incurred \$172,954 in medical claims or a monthly loss ratio of 60%.
- There are four claims above \$100,000 totaling \$500,228 but none above the stop loss level of \$200,000. This represents 17% of the total medical claims. Currently, there is no anticipated refund.
- Loss ratio for the year expected to be 92% (\$.92 spent for every \$1 taken in)

Claims Experience Review – Dental

Mr. Barragan provided the Trust Board with an overview of the dental claims experience for November, 2023.

November:

- \$156,182 claims in base plan, monthly loss ratio 81%, anticipated loss ratio for the year 83%
- \$338,445 claims in buy up plan, monthly loss ratio 70%, anticipated loss ratio for the year 90%

Financial Review – Employee Benefits

Mr. Barragan provided the Trust Board with employee benefits' financial statements November, 2023.

- \$25.2 million ending net position

Claims Experience Review – Workers' Compensation

Dr. Petersen-Incorvaia provided the Trust Board with an overview of Workers' Compensation claims experience for December, 2023.

December:

- 10 incidents logged, \$16,800 for the month

Claims seem to have been getting closed expeditiously this year, with only three files currently open for the year.

De-escalation training is continuing with teachers and educational assistants in an ongoing basis throughout the school year.

Financial Review – Workers' Compensation

Mr. Barragan provided the Trust Board with workers' compensation financial statements for November 2023.

- \$3.8 million available for claims

Financial Review – COVID-19 Legal Defense

Mr. Barragan provided the Trust Board with COVID-19 legal defense financial statements for November 2023.

- \$1,81,027 available for claims

Mr. Barragan explained for Ms. Bolgnini's benefit that the additional balance in this fund are the result of a transfer of an account for liability insurance from the County.

Wellness/Insurance Update

Staff presented updates on the District's insurance and wellness programs.

- Did You Know classes continue monthly at the System of Care
- The District has added a Hinge Health benefit through UHC which is a free virtual physical therapy service
- One Pass gym membership program now available to employees

ACTION ITEM

Approval of Minutes

Ms. Lopez moved to approve the minutes of the December 20, 2023 regular meeting as presented and Ms. Wilson seconded the motion. Upon call to a vote, the motion carried with votes in favor from Ms. Lopez, Ms. Bolognini, Ms. Wilson and Mr. Peterson.

SUMMARY OF CURRENT EVENTS

None at this time.

ADJOURNMENT

Ms. Wilson moved to adjourn and Ms. Bolognini seconded the motion. Upon a call to vote, the motion carried with votes in favor from Ms. Lopez, Ms. Bolognini, Ms. Wilson and Mr. Peterson, and the meeting adjourned at 4:37 p.m.

GLENDALE ELEMENTARY SCHOOL DISTRICT
TRUST BOARD

ACTION AGENDA ITEM

AGENDA NO: 5.B. TOPIC: Medical Insurance Renewal

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

RECOMMENDATION:

It is recommended the Trust Board discuss and consider taking action to approve United Healthcare medical insurance benefits for fiscal year 2024-2025 as presented.

Traditional Plan

1. Recommended increase of 0.58% to premium
 - a. GESD declines premium increase.

HDHP Base

1. Recommended increase of 0.58% % to premium
 - a. GESD declines premium increase.
 - b. Individual deductible increases from \$3,000 to \$3,200 as required by the Internal Revenue Service (IRS)
 - c. Family deductible increases from \$6,000 to \$6,400 as required by the IRS

Declining the premium increase will result in a loss of approximately \$44,346 in premium revenues. It is the recommendation of the administration, should it be necessary to absorb any cost increases from reserves.

10 consecutive years with no premium increase to employees.

The Health Saving Account (HSA) contribution is \$1,500 and are in two installments:

- First Installment - \$550*
- Second Installment -\$950* (must meet current wellness criteria).

*Amounts will be prorated based on employee's effective date.

Continue with the Real Appeal weight management program to increase participation.

No change in administration fee, remains \$75 per employee per month (PEPM).

In this current year, we projected an annual medical premium and HSA contribution cost of \$7,306,938.96. For next year, while premium(s) costs remain the same, the number of participants in the HDHP plan has increased, resulting in a projected annual cost of \$7,326,513.84, an increase of approximately \$19,574.88.

Please review the additional information.

FY24 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY24 District's Premium (Annual) Cost	FY24 Employee's Premium (Annual) Cost	FY24 Total Premium (Annual) Cost
Employee Only	\$ 7,829.64	\$ 720.00	\$ 8,549.64	310	\$ 2,427,188.40	\$ 223,200.00	\$ 2,650,388.40
Employee + Spouse	\$ 13,066.32	\$ 4,594.20	\$ 17,660.52	28	\$ 365,856.96	\$ 128,637.60	\$ 494,494.56
Employee + Child(ren)	\$ 13,066.32	\$ 3,456.60	\$ 16,522.92	44	\$ 574,918.08	\$ 152,090.40	\$ 727,008.48
Employee + Family	\$ 13,066.32	\$ 8,576.04	\$ 21,642.36	12	\$ 156,795.84	\$ 102,912.48	\$ 259,708.32
Total				394	\$ 3,524,759.28	\$ 606,840.48	\$ 4,131,599.76

FY24 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY24 District's Annual Cost	FY24 Total GESD HSA	FY24 Employee's Annual Cost	FY24 Total Annual Cost
Employee Only	\$ 7,829.64	\$ -	\$ 7,829.64	\$ 1,500.00	268	\$ 2,098,343.52	\$ 402,000.00	\$ -	\$ 2,500,343.52
Employee + Spouse	\$ 13,066.32	\$ 2,341.68	\$ 15,408.00	\$ 1,500.00	14	\$ 182,928.48	\$ 21,000.00	\$ 32,783.52	\$ 236,712.00
Employee + Child(ren)	\$ 13,066.32	\$ 1,408.80	\$ 14,475.12	\$ 1,500.00	59	\$ 770,912.88	\$ 88,500.00	\$ 83,119.20	\$ 942,532.08
Employee + Family	\$ 13,066.32	\$ 5,606.76	\$ 18,673.08	\$ 1,500.00	15	\$ 195,994.80	\$ 22,500.00	\$ 84,101.40	\$ 302,596.20
Total					356	\$ 3,248,179.68	\$ 534,000.00	\$ 200,004.12	\$ 3,982,183.80

FY24 District's Total Premium Cost	FY24 District Total HSA Cost	FY24 Employee's Total Premium Cost	FY24 Total Medical Cost
\$ 6,772,938.96	\$ 534,000.00	\$ 806,844.60	\$ 8,113,783.56

District's Total Premium Cost + District's HSA Contribution
\$ 7,306,938.96

FY24 District's Total Premium Cost	FY24 Employee's Total Premium Cost	FY24 Total Premium Cost
\$ 6,772,938.96	\$ 806,844.60	\$ 7,579,783.56

FY25 UHC: Traditional Plan

Tier	District Contribution	Employee Contribution	Total Premium (Annual) Cost	# of Participants	FY25 District's Premium (Annual) Cost	FY25 Employee's Premium (Annual) Cost	FY25 Total Premium (Annual) Cost
Employee Only	\$ 7,829.64	\$ 720.00	\$ 8,549.64	293	\$ 2,294,084.52	\$ 210,960.00	\$ 2,505,044.52
Employee + Spouse	\$ 13,066.32	\$ 4,594.20	\$ 17,660.52	25	\$ 326,658.00	\$ 114,855.00	\$ 441,513.00
Employee + Child(ren)	\$ 13,066.32	\$ 3,456.60	\$ 16,522.92	50	\$ 653,316.00	\$ 172,830.00	\$ 826,146.00
Employee + Family	\$ 13,066.32	\$ 8,576.04	\$ 21,642.36	16	\$ 209,061.12	\$ 137,216.64	\$ 346,277.76
Total				384	\$ 3,483,119.64	\$ 635,861.64	\$ 4,118,981.28

FY25 UHC: HSA/ HDHP

Tier	District Contribution	Employee Contribution	Annual Premium Cost	Health Savings Account Contribution*	# of Participants	FY25 District's Annual Cost	FY25 Total GESD HSA	FY25 Employee's Annual Cost	FY25 Total Annual Cost
Employee Only	\$ 7,829.64	\$ -	\$ 7,829.64	\$ 1,500.00	273	\$ 2,137,491.72	\$ 409,500.00	\$ -	\$ 2,546,991.72
Employee + Spouse	\$ 13,066.32	\$ 2,341.68	\$ 15,408.00	\$ 1,500.00	9	\$ 117,596.88	\$ 13,500.00	\$ 21,075.12	\$ 152,172.00
Employee + Child(ren)	\$ 13,066.32	\$ 1,408.80	\$ 14,475.12	\$ 1,500.00	60	\$ 783,979.20	\$ 90,000.00	\$ 84,528.00	\$ 958,507.20
Employee + Family	\$ 13,066.32	\$ 5,606.76	\$ 18,673.08	\$ 1,500.00	20	\$ 261,326.40	\$ 30,000.00	\$ 112,135.20	\$ 403,461.60
Total					362	\$ 3,300,394.20	\$ 543,000.00	\$ 217,738.32	\$ 4,061,132.52

FY25 District's Total Premium Cost	FY25 District Total HSA Cost	FY25 Employee's Total Premium Cost	FY25 Total Medical Cost
\$ 6,783,513.84	\$ 543,000.00	\$ 853,599.96	\$ 8,180,113.80

District's Total Premium Cost + District's HSA Contribution
\$ 7,326,513.84

FY25 District's Total Premium Cost	FY25 Employee's Total Premium Cost	FY25 Total Premium Cost
\$ 6,783,513.84	\$ 853,599.96	\$ 7,637,113.80



Glendale Elementary School District

2024 Plan Year - Renewal Projection (Preliminary)

V2.0

January 19, 2024

1 The Glendale Elementary School District Medical Plan Projection is increasing by .58%

	Current				Renewal				
	EE	EE+SP	EE+CH	Fam	EE	EE+SP	EE+CH	Fam	% Change
Estimated Medical Cost		\$6,988,997				\$7,033,343			0.63%
Estimated Fixed Cost		\$682,200				\$682,200			0.00%
Total Estimated Budget		\$7,671,197				\$7,715,543			0.58%
Traditional									
Total Budget Rate	\$712	\$1,472	\$1,377	\$1,804	\$717	\$1,480	\$1,385	\$1,814	0.58%
Assumed Enrollment	308	25	47	15	308	25	47	15	
HDHP Base									
Total Budget Rate	\$652	\$1,284	\$1,206	\$1,556	\$656	\$1,291	\$1,213	\$1,565	0.58%
Assumed Enrollment	278	9	57	19	278	9	57	19	

- 2 Prior Year Renewal and Plan Performance Info
- >Medical Plan increasing for 2023 was 16.0%
 - >Medical Plan increasing for 2022 was 5.9%
 - >Medical Plan Loss Ratio 2022-23 110.0%
 - >Medical Plan Loss Ratio 2023-24 Thur Nov 92.0%

- 3 Plan Year 2024-25 Discussion
- > Plan Design Options
 - > What is New in the Market & Trends
 - > Schedule Next meeting

- 4 Health Plan Review
- > Top Medical Cost Drivers: Circulatory System Diseases, Neoplasms (Cancer), Health Status Factors and Services
 - >Top Pharmacy Cost Drivers: ANTIDIABETICS, ANTINEOPLASTICS AND ADJUNCTIVE, DERMATOLOGICALS

- 5 Compliance Updates
- PCORI fee
Oct 2022 - Sep 2023 - \$3.00 PMPY
 - HDHP and ACA Update
2024 ACA and HSA Limits
>ACA Max OOP \$9,450 EE / \$18,900 FAM

>HSA Min Ded \$1,600 EE / \$3,200 FAM

>HSA Max OOP \$8,050 EE / \$16,100 FAM

>HSA Max Contribution \$4,150 EE / \$8,300 FAM

- 6 Trends
- > Medical Trend: 7.1%
 - > Rx Trend: 10.3%

Glendale Elementary School District

Expected Members

High-Case Normalization – \$75,000 to \$200,000

January 19, 2024

	High Case Analysis Tool		
Network / Demographic Factor	1.19		
Pooling Threshold	\$75,000		
Specific Deductible	\$200,000		
Analysis Period	7/1/2021 to 6/30/2022	7/1/2022 to 6/30/2023	7/1/2023 to 12/31/2023
Membership	1,264	1,030	1,067
Actual Claims above \$75,000	\$1,230,186	\$2,510,157	\$241,361
Actual Claims above \$200,000	\$211,507	\$1,325,874	\$0
Expected Liability between \$75,000 and \$200,000	\$812,031	\$725,869	\$409,622
Net Underwriting Adjustment	(\$418,155)	(\$1,784,287)	\$168,260

Specific Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible	Expected Members in Excess of Deductible	Actual Members in Excess of Deductible
\$25,000	57.9	48	51.8	45	29.2	26
\$30,000	47.7	40	42.6	37	24.0	21
\$40,000	34.1	28	30.5	29	17.2	13
\$50,000	25.9	23	23.1	23	13.0	10
\$75,000	14.6	15	13.1	17	7.4	6
\$100,000	9.3	13	8.4	12	4.7	4
\$125,000	6.5	9	5.8	11	3.3	2
\$150,000	4.8	6	4.3	9	2.4	1
\$175,000	3.6	2	3.3	6	1.8	0
\$200,000	2.9	2	2.6	5	1.4	0
\$225,000	1.9	2	1.7	5	1.0	0
\$250,000	1.6	2	1.4	5	0.8	0
\$275,000	1.3	1	1.1	4	0.6	0
\$300,000	0.9	1	0.8	4	0.4	0
\$350,000	0.7	0	0.6	4	0.3	0
\$400,000	0.5	0	0.5	3	0.3	0
\$450,000	0.3	0	0.3	3	0.2	0
\$500,000	0.4	0	0.4	2	0.2	0
\$600,000	0.2	0	0.2	1	0.1	0
\$750,000	0.1	0	0.1	0	0.1	0
\$1,000,000	0.1	0	0.1	0	0.0	0
* Partial Year						

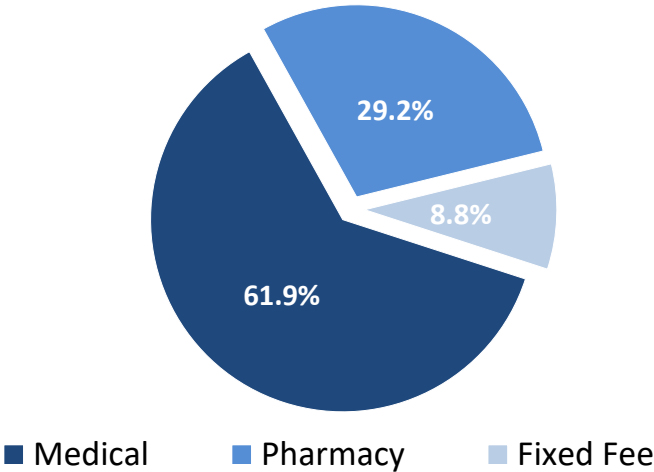
		Medical			Pharmacy			
		7/1/2021 to 6/30/2022	7/1/2022 to 6/30/2023	7/1/2023 to 12/31/2023	7/1/2021 to 6/30/2022	7/1/2022 to 6/30/2023	7/1/2023 to 12/31/2023	
Medical Claims	1	\$5,147,650	\$5,552,716	\$2,016,163	\$1,577,621	\$1,991,052	\$1,011,604	Rx Claims
Actual Claims above \$75,000	2	(\$1,230,186)	(\$2,510,157)	(\$241,361)				
and Liability between \$75,000 and \$200,000	3	\$812,031	\$725,869	\$409,622				
Medical Claims Less Excess	4	\$4,729,495	\$3,768,429	\$2,184,423				
Laser Adjustment ⁽²⁾	5	1.000	1.000	1.000				
Benefit Adjustment ⁽³⁾	6	1.000	1.000	1.000	1.000	1.000	1.000	Benefit Adjustment ⁽³⁾
Network Discount Adjustment	7	1.000	1.000	1.000	1.000	1.000	1.000	Network Discount Adjustment
Migration	8	1.000	1.000	1.000	1.000	1.000	1.000	Migration
Benefit Adjusted Medical Claims	9	\$4,729,495	\$3,768,429	\$2,184,423	\$1,577,621	\$1,991,052	\$1,011,604	Benefit Adjusted Rx Claims
Member-Months	10	15,170	12,355	6,403	15,170	12,355	6,403	Member-Months
PMPM	11	\$311.77	\$305.01	\$341.16	\$104.00	\$161.15	\$157.99	PMPM
7.1% Annual Trend	12	1.2285	1.1470	1.0895	1.3419	1.2166	1.1304	10.3% Annual Trend
Projected Medical PMPM	13	\$383.00	\$349.86	\$371.70	\$139.55	\$196.06	\$178.59	Projected Rx PMPM
	14							
Period Weight	15	20%	30%	50%	20%	30%	50%	Period Weight
Adjusted Membership	16	3,034	3,707	3,202	3,034	3,707	3,202	Adjusted Membership
Member-Adjusted Period Weight	17	30.5%	37.3%	32.2%	30.5%	37.3%	32.2%	Member-Adjusted Period Weight
Medical PMPM Claims Projection	18	\$367.01			\$173.19			Rx PMPM Claims Projection
% of Total PMPM Claims Projection	19	68%			32%			% of Total PMPM Claims Projection

		Normalization - Method
Current Membership	20	1,085
Current Enrollment	21	758
Preferred Methods PEPM	22	\$773.23
2024 Fixed Expense	23	\$75.00
Other Fixed Fee	24	\$0.00
Total Fixed and Claims PEPM	25	\$848.23
Projected Monthly Fixed and Claims Cost	26	\$642,962
Projected Annual Fixed and Claims Cost	27	\$7,715,543
Current Annual Fixed and Claims Budget	28	\$7,671,197
% Change from Current	29	0.6%
% Change from Current	30	\$44,346

⁽²⁾ Laser adjustments accounts for expected liability from claimants with a higher Individual Stop Loss

⁽³⁾ Benefit adjustments accounts for plan design changes or migration impact

⁽⁴⁾ The normalization adjustment is used to diminish the volatility associated with high-case activity.



Plan Year 2023-24					
		Traditional		HDHP Base	
		In	Out	In	Out
Plan Design	Deductible (Calendar)	\$1,000/\$3,000	NA	\$3,000 / \$6,000	NA
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA
	Coinsurance	80%	NA	80%	NA
	Virtual Visits	0%	NA	Ded + \$0 Copay	NA
	PCP visit copay	\$10/\$25	NA	Ded + 20%	NA
	Specialist copay	\$40/\$65	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible		\$0		\$0
	Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50	NA
Funding Rates	EE	308	\$712.47	278	\$652.47
	EE+SP	25	\$1,471.71	9	\$1,284.00
	EE+CH	47	\$1,376.91	57	\$1,206.26
	Fam	15	\$1,803.53	19	\$1,556.09
Expected Annual Cost	By Plan	\$4,176,015		\$3,495,182	
	All Plans	\$7,671,197			

		Plan Year 2024-25			
		Traditional		HDHP Base	
Plan Design		In	Out	In	Out
	Deductible (Calendar)	\$1,000/\$3,000	NA	\$3,200 / \$6,400	NA
	Maximum out-of-pocket	\$6,500/\$13,000	NA	\$6,500/\$13,000	NA
	Coinsurance	80%	NA	80%	NA
	Virtual Visits	\$0	NA	Ded + \$0 Copay	NA
	PCP visit copay	\$10/\$25	NA	Ded + 20%	NA
	Specialist copay	\$40/\$65	NA	Ded + 20%	NA
	Lab, X-Ray	100%	NA	Ded + 20%	NA
	Major Diagnostic	Ded + 20%	NA	Ded + 20%	NA
	Urgent care copay	\$25	NA	Ded + 20%	NA
	ER Copay		\$500		Ded + 20%
	Outpatient (Surgery)	Ded + 20%	NA	Ded + 20%	NA
	Inpatient (Hospital Stay)	Ded + 20%	NA	Ded + 20%	NA
	Pharmacy deductible				
	Pharmacy (Value Network)	\$0/\$25/\$50/SP\$100	NA	Ded + \$0/\$25/\$50	NA
Funding Rates	EE	308	\$716.59	278	\$656.24
	EE+SP	25	\$1,480.22	9	\$1,291.42
	EE+CH	47	\$1,384.87	57	\$1,213.23
	Fam	15	\$1,813.96	19	\$1,565.09
Expected Annual Cost	By Plan	\$4,200,156		\$3,515,388	
	% Change from Current	0.58%		0.58%	
	All Plans			\$7,715,543	
	% Change from Current	0.58%			

Plan Recommendations

Final Plan & Contract Information:

Number of Members used for underwriting: V2.0	1,085
Number of Employees used for underwriting: V2.0	758
Fixed Expense Per Employee Per Month (PEPM):	\$75.00
ISL deductible :	\$200,000
Aggregate Level:	NA
Aggregate PEPM Factor:	#VALUE!
Reserve Adjustment:	NA

GLENDAL ELEMNTARY SCHOOL DISTRICT
TRUST BOARD
INFORMATIONAL AGENDA ITEM

Reports, presentations and other similar items are submitted to the Trust Board as information and do not require action.

AGENDA NO: 6.A. TOPIC: Trust Board Report

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Auxiliary Services

DATE ASSIGNED FOR CONSIDERATION: February 21, 2024

The Trust Board will present brief summaries of current events, if necessary.