

PARAMOUNT UNIFIED SCHOOL DISTRICT

INSURANCE COMMITTEE MEETING MINUTES

April 30, 2013

Meeting called to order by Michael Conroy at 3:35.

Introduction

Erika Marton was introduced as a new committee member, representing CSEA.

Agenda item one and two: Review Meeting Minutes and Norms

January 29, 2013 meeting minutes and meeting norms were reviewed. It was requested to have the minutes e-mailed to the committee members after the meeting. Norms read aloud by committee members. No other comments were made on either topic. Meeting minutes and norms accepted.

Agenda item three: Decision Making Protocol

Decision-making protocol / voting process was discussed and how the committee should go about making decisions. Suggestion was made that the committee have more of a collaborative voting method, and that at least one member from each group should be represented by a positive vote on the topic. It was decided to have decision-making by consensus be added to the "Committee Norms". This would allow more dialog and feedback on topics. Dr. Morales introduced the "Fist to Five" consensus method, and will bring the guidelines of "Fist to Five" to our next meeting.

Agenda item four: CECHCR "Standards and Practices" Group Activity Worksheet

As a District we reviewed the CECHCR Standards and Practices at the CECHCR training last week. The Committee reviewed each question from the CECHCR "Standards and Practices" Group Activity Worksheet and discussed the merits of each response and future directions:

1. **Question:** The parties meet jointly to discuss health benefits issues:
Answered C: At regularly scheduled intervals.
Comments: All agreed.
2. **Question:** Our joint meetings are chaired by:
Answered B: District representatives.
Comments: The committee was originally set up to be co-chaired. However, Gene Hartline facilitated each meeting. Final agreement was to have the person requesting the agenda item to lead the discussion on that agenda topic. Michael Conroy will continue to chair the meetings, and all agenda items to be forwarded to DeeDee McCarty. DeeDee will e-mail agenda to committee prior to meeting.
3. **Question:** The parties publish joint newsletters or regular communication pieces:
Answered D: Goal.
Comments: All agreed to send out quarterly/semi-annual newsletters. Newsletters will be drafted by DeeDee and one (1) member from each employee group. Newsletter drafts will be e-mailed to all committee members for review/input before distributing to all employees.

Follow-up discussion regarding advocacy pieces written by individual employee groups

- a. A question was raised if publications outside the scope of the committee are appropriate when not supported by the entire committee, especially when it references the Insurance Committee. This discussion referenced a publication from TAP that was distributed to their members. TAP representative(s) responded:

- i. That they cannot be limited on what they tell their members.
 - ii. That such pieces are their union's statutory right to inform their members.
 - iii. That the role of CTA leadership is to provide information and agitate their membership to be persuaded to stand by their union.
 - b. A follow-up discussion regarding the same TAP publication referenced a former employee and why there is still an issue when he has been gone for so many years. TAP representative(s) responded:
 - i. That it came down to TAP's inability to trust the information they were receiving from him.
 - ii. That he would never discuss his relationship with ASCIP to their satisfaction, like his role on the ASCIP Board. It was assumed by TAP that a conflict of interest existed because the District purchases insurance through ASCIP. The District also purchases Property Liability and Workers' Compensation insurance through ASCIP.
 - 1. In conclusion, Dr. Conroy asked if we could now lay this issue to rest – the former employee is no longer part of Paramount or ASCIP (he is retired) and would not have an impact on what our District does, moving forward. All agreed.
 - iii. TAP does not understand ASCIP's organizational structure and what they offer. Dr. Conroy indicated that he would try to get that information.
4. **Question:** Informational meetings are conducted at the site level:
Answered B: Only when there are changes in benefits.
Comments: Goal will be to have site visits twice a year. It was suggested to have one (1) Insurance Committee member accompany on the site visits. It was also suggested to have site presentations scheduled at times to accommodate both Certificated and Classified staff.
5. **Question:** The parties attend national, state, regional, area meetings and training:
Answered A: Never attended (out-of-the-district) training, with the exception of CECHCR.
Comments: Goal, we will review the options for additional training by having presentations to the committee during regularly scheduled meetings for the additional education on various Health & Welfare topics.
6. **Question:** The parties assess the interests of plan participants:
Answered B: Perhaps once a year, generally about contract bargaining and usually a written survey.
Comments: Some of this interest may be more for the negotiation level.
7. **Question:** The parties have joint access to the consultants/brokers and any information they provide:
Answered A: Yes, at regular meetings.
Comments: Yes and no, because the committee doesn't have access to the information available through ASCIP. However, ASCIP does come to our meetings, presents information on a variety of topics, and are available to be asked for information to be provided at another meeting.
8. **Question:** The parties jointly review consultants' and/or brokers' agreements, including fee structures and scope of services.
Answered C: Never.

Comments: We should review agreements annually. ASCIP gives us our premiums annually. ASCIP will not share their contract agreement with SISC. Michael will approach ASCIP, regarding their dynamic of their agreement with the District.

9. **Question:** The parties have joint goals and a plan to achieve them.

Answered C: We've talked about goals and a plan. We may have goals but we have no real plan to achieve them.

Comments: Today's committee discussion is heading in the right direction. This agenda item has given us goals to set in place and we discussed actions for these goals. Suggestion was made that we have an annual "Goal Setting Meeting" in January to set short-term and long-term goals. Michael will ask ASCIP if they have samples of goal setting by other districts.

10. **Question:** The parties have reviewed their respective fiduciary duties:

Answered C: No

Comments: Committee homework is to review the Fiduciary Duty & Code of Conduct from the Module 1 handout, page 25.

Informational: CECHCR Update

Dr. Conroy shared that he had a conversation with Ruben Ingram, the CECHCR trainer, who contacted the District earlier this week. Mr. Ingram wanted to inform the District that he had advised their Health Care Advisor to contact SISC to be sure it was all right for CECHCR and their advisor to gather the data needed for Module V. Dr. Conroy asked CECHCR not to move forward, as there has been no follow-up or any discussion with the Board regarding the training or next steps.

Dr. Conroy shared that the District has no direct business function with SISC. The District purchases our medical and dental insurance through ASCIP, which in turns pools through the larger SISC insurance pool for greater economies of scale for renewal rates. Dr. Conroy informed Mr. Ingram the District has not requested that he move forward and asked him to not do so until informed by the District.

The CTA representative asked if Management was showing veto power by not allowing Mr. Ingram to proceed. Dr. Conroy responded no, that there was no direction provided at the training. He reminded the committee that there was extended representation by the District at the CECHCR training and that the final roundtable discussion was a "sales pitch" by Mr. Ingram as opposed to the goal setting activity we were supposed to do. There were a few out-spoken individuals engaged in discussion with Mr. Ingram, but as a group only a few expressed interest and there was no definitive direction provided. Dr. Conroy again shared that the District has a business relationship with ASCIP and the request for information should come from the District and not a third party. There is a business relationship between ACSIP and SISC, and therefore CECHCR should not be engaging in business arrangements on the District's behalf without the District approving such. He also shared that the MOU regarding the Insurance Committee states that the committee's role is to recommend to the Board the hiring of consultants to advise the committee, and that the committee or any single person does not hire on the District's behalf, as that is the Board's decision.

Dr. Conroy also shared that Mr. Ingram did acknowledge that Paramount does not fit the profile of school districts CECHCR seeks to work with for Module V. Dr. Conroy did ask if Mr. Ingram could give us information on any districts now offering a 100% PPO plan.

Last Agenda item: Next Meeting

Our next meeting is scheduled for Tuesday, May 28th (day after Memorial Day) at 3:30 PM in the Board Room, District Office.

Attendees: Erika Marton, Jolanda Dudgeon, Lourdes Aguayo, Robert Flores, Cindy DiPaola, Kevin Longworth, Connie Moran, Myrna Morales, Nelda McCone, Nancy Randall, Leonard Rodriguez, Michaela O'Neill, Vivian Hansen, Michael Conroy and DeeDee McCarty.

Meeting adjourned at 5:05 PM.