Districts’ Stories

Improving Cost and Quality of School Employee Health Plans

MASBO Annual Conference – Duluth
Friday, May 10, 2019
Workshop 10:00 am to 10:50 am

Panel

Tina Burkholder
Director of Business Services
Monticello Public Schools

Kris Crocker
Director of Finance & Operations
Cambridge-Isanti Schools

Larry Martini
Director of Business Services
Forest Lake Public Schools

Jim Westrum
Executive Director of Finance and Business Services, Wayzata Public Schools

Thom Sturgeon
Co-Founder/Co-Facilitator
MN Self-Funded User Group

MN Self-Funded User Group

All public school administrators and labor leaders are welcome!
All plan models welcome (Self-Funded, Fully-Insured, Co-op & PEP)
No cost or obligation, thanks to our founding – sole sponsor, PreferredOne is committed to transparency and knowledge for school districts’ success.
Meets 2 hours monthly in person and via teleconference, since November 2011
Typical attendance: 15 to 30 administrators and labor leaders
Candid, peer-to-peer dialogue on all health plan management topics
Participants determine the agenda
Knowledgebase archive online in Google Drive
Next User Group meeting: June 14, 2019 from 9:30 am to 11:30 am
We all want the same thing … … high quality health care at reasonable cost!

From then ... to now

Old paradigm: “Their Plan – Their Data”
Outsource health plan management and technical competencies

New paradigm: “Our Plan – Our Data”
Invest in health plan management competencies of administrators and labor leaders

Goals:
1. High-quality health care at reasonable cost
2. Plan sponsor leadership, stewardship
3. Predictability and manage risk
4. Knowledge and confidence for decision-making
5. Innovation
6. Employee engagement

Districts’ Stories: Wayzata Public Schools – Jim Westrum

Present Management Model:
- Self-Funded since 2002
- 17-year average premium increase 4.22%
- Insurance Committee
- Plan Co-Sponsors: Jim Westrum and Stacie Vos

What’s Next:
1. Prescription Drugs and Pharma Rebates
2. On-site physical therapy clinic
3. Wellness
Districts' Stories: Cambridge-Isanti Public Schools – Kris Crocker

Present Management Model: Self-Funded since 2015
- Added second plan option
- Added EAP for greater employee support

Rate History:
- 2014 & prior – roller coaster 3% - 20%
- 2015-16: 13%
- 2016-17: 10%
- 2017-20: 0% (3 years)

Insurance Committee:
- Meets monthly
- Each employee group represented
- Finance & HR team represented
- Recommendations to Cabinet / Board

Plan Co-Sponsors: Kris Crocker and Julia Lines

What’s Next:
1. Health and wellness promotion
2. Continuously monitor for improvements to help employees

Districts' Stories: Monticello Public Schools – Tina Burkholder

Present Management Model: Fully-insured in Co-Op
- 10 year average rate increase 5.8%
- Low 5.9% ('15), High 18.9% ('17)

Semi-Active Insurance Committee
Plan Co-Sponsors: Tina Burkholder and Barb Wilson

What’s Next:
1. Controlling the rate roller coaster
2. Educating the Insurance Committee
3. Exploring self-insurance (started with dental insurance in 2017)

Districts' Stories: Forest Lake Area Schools – Larry Martini

Present Management Model:
- Self-Funded Health Plan since FY 2014
  (Dental since FY 2004)
- 10-year average premium increase 2.09%:
  (6 years of 0% increase - 38% Reserve)

Active Employee Benefits Committee &
School Board Finance Committee
Plan Sponsor: Larry Martini

What’s Next:
1. International Sourcing - Branded & Specialty Rx
2. High Performing Surgical Network
3. Continued Employee Education
   (HRA usage, Healthiest You & Best Doctors, Onsite Clinic)
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Q & A

Thank You

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