

BROOKLINE SCHOOL BOARD
FEBRUARY 6, 2017
MEETING MINUTES

A meeting of the Brookline School Board was conducted on Monday, February 6, 2017 at 6:00 p.m. at the Captain Samuel Douglass Academy Library.

Chairman Matthew Maguire presided.

Members of the School Board Present: Erin Sarris, Secretary
Lauren DiGennaro
Kenneth Haag

Members of the School Board Absent: Patricia Lynch, Vice Chairman

Also in Attendance: Andrew Corey, Superintendent
Gina Bergskaug, Assistant Superintendent
Kelly Seeley, Business Administrator
Kristen Maher, Assistant Business Administrator
Dennis Dobe, Principal, Captain Samuel Douglass Academy
Daniel Molinari, Principal, Richard Maghakian Memorial School

AGENDA ADJUSTMENTS - None

CORRESPONDENCE

Superintendent Corey informed the Board he has received a request from a citizen to release the directory information, which contains students' names, addresses, and phone numbers. The Administration has not fulfilled that request as it is not believed to be information that should be given out particularly given the request was for commercial purposes. He requested the Board refer policy JRA – Student Records and Access, to the Policy Committee for review and recommendation. He noted there are steps that could be taken in terms of releasing information where it could simply be students' name and town, no phone numbers or addresses. This policy was debated extensively in 2013 with the goal being to keep student privacy as the top priority.

The request came to the entire SAU. The other two school boards are also reviewing the policy.

Chairman Maguire commented the current policy is a bit vague, and depending upon how one interprets State law, it could mean directory information has to be provided. He stated his understanding there is language in the law that allows such a request to be denied, if the policy of the Board states it would not be provided.

The consensus of the Board was not to release the information, and to refer the policy to the Policy Committee.

PRESENTATIONS

- Insurance Consultants

Ms. Seeley stated the presentation to be from the Marsh & McLennan Agency, LLC. This was in response to the Health Trust Guaranteed Maximum Rates (GMR) that came in at a 15.9% increase. The agency was asked to go out and look at quality vendors that could offer similar plans at a lower cost.

Ryan Fasold, Senior Vice President of Benefits, Marsh & McLennan Agency (MMA), commented on having worked with the District for a few years on different aspects of the employee benefit insurance program. Health Trust (Anthem Blue Cross/Blue Shield) came back with a 15.9% GMR. As a result, they went out to the market and looked at available options. One of the things they wanted to be sure not to do was to find a solution that might be lower cost, but start slashing benefits, raising deductibles, etc. Another area considered during this review was network providers. Mr. Fasold stated confidence, in the proposals to be presented, all of those concerns have been looked into. All quotes assume a July 1st effective date.

They went out to bid to the major players in the market; New Hampshire Interlocal Trust, which is basically a trust just like Health Trust, and is underwritten in partnership with Harvard Pilgrim Healthcare, which is one of the best known health

insurance companies in New England. They went to Harvard Pilgrim Healthcare directly (outside of a trust arrangement). They also looked at School Care/CIGNA.

The District is currently paying roughly \$3.77 million in premium. The proposed increase from Health Trust at 15.9% would be an additional \$600,000. The Interlocal Trust came in at half that; \$300,000 proposed savings over what Health Trust is proposing. That is really the one they believe deserves the most consideration. Harvard Pilgrim (direct) came in below what Anthem Health Trust is proposing (about 3% below or a 12.4% increase). School Care/CIGNA was not quite as competitive as they have been.

The Interlocal Trust underwritten by Harvard Pilgrim, from a financial perspective, is likely the most advantageous.

Dena McDonough, MMA, addressed the plan designs. A slide was projected highlighting current benefits, which remain unchanged under renewal. The different enrollments and level of participation were identified as: Blue Choice plan (5% of employees utilize), \$5 co-pay plan (5%), \$10 co-pay plan (21%), and predominantly the largest representation of people was in the 20/40 co-pay plan, which has a \$1,000 deductible. That is the most cost effective plan and what a lot of employees chose. A total of 241 employees are currently covered in all of the different plans. The renewal offered was 15.9% increase.

Interlocal trust is offering four different plans that correlate. Enrollment assumptions were made as to where employees might migrate. They are offering very similar plans: Point of Service (POS) Plan, which will offer in and out-of-network benefits with a \$500 deductible, an HMO Plan (very rich) with a \$5 co-pay, the \$10 co-pay plan with a \$250 deductible, and the most popular plan where people gravitate to because it is very cost effective is the HMO plan with a \$25 co-pay and \$1,000 deductible.

Ms. McDonough remarked MMA has done its due diligence in trying to ensure that all of the different populations would have an opportunity to choose a particular plan that might be something similar to what they had previously. The overall increase is 8%, which is significantly reducing the renewal expenditure.

Ms. Sarris questioned if an HSA was not considered because there are only 2 people currently enrolled in an HSA, and was informed that was the case. Chairman Maguire suggested it would be helpful to have that information. When asked it was stated the two currently enrolled are not Brookline employees.

Harvard Pilgrim Healthcare (direct) also offers four plans; a \$500 deductible PPO Plan, which has in and out-of-network benefits, a very rich \$5 co-pay plan, a \$10 co-pay plan, and a 24/40 co-pay split with a \$1,000 deductible. They offered a competitive proposal, but came in at a 12.4% increase over current.

School Care has very stringent packages that they offer. The closest package that would match up had only two options. They are very rich plans, which is good, but you also pay for those, with an overall increase of 13.5%. Their two open access plans; \$250 deductible plan and the other a \$20 co-pay and no deductible.

Interlocal Trust was established in 2012. They are focused on New Hampshire local governments. They have a not-for-profit partnership with Harvard Pilgrim. They use the Harvard Pilgrim network. In terms of local geographic, they have over 200 participating primary care physicians and 550 specialists within a 10-mile radius. They also have a unique feature; LP – Low Cost Provider where for certain benefits, e.g., out-patient surgery, labs, etc. they will help subscribers find the lowest cost provider. Subscribers are able to search on their own, and will receive a reward for having gone to them. The 90-day supply for prescription drugs is offered through the Walgreen mail order program. Interlocal Trust is set up to work with public employers and offers additional services at no additional costs, e.g. COBRA, direct invoicing for retirees.

They offer a fitness reimbursement (\$150/year) have a whole worksite wellness team that would come out and work with Ms. Seeley to create programs; flu shots, etc. Access is provided to the Harvard Pilgrim website. They have the cost transparency tools, which is their Save-On program; working with the LP providers. They also have an online cost estimator tool. In addition, they offer an employee assistance program, telemedicine benefit, and a hearing aid benefit.

Ms. McDonough commented as they start through this process there are other board meetings going on through February, they could bring out the most competitive carrier to meet with employees, union reps., etc. With regard to timeline, there is the need to confirm the carrier decision by the third week in March and then work through open-enrollment planning and communication during April. You would have to notify the current Health Trust of your renewal decision, do open-enrollment meetings and a whole campaign for an effective date of July 1st.

Ms. Seeley stated the intent to work with unions during the month of February to provide the information on the plans and how they compare with current plans, and ask that they go to their membership in March to determine whether or not to move forward with a sidebar agreement. If the direction desired, the Administration would come back to the Boards in March for a vote.

Ms. Seeley noted the information provided in the presentation pertained to the SAU as a whole. She provided the Board with a handout identifying how such a change would impact the Brookline School District; savings of \$42,000 for the District and \$38,000 for its employees, collectively.

Superintendent Corey remarked the intent for this meeting was simply to get the information out to the Board. The goal is to meet with the unions, and by the March meeting, have a sense of whether or not such a change would move forward. The union Presidents were provided the information, and asked to start their internal meetings with their membership. During negotiations the biggest sticking point was in plans offerings. He stated his belief what is proposed would provide financial benefit to both employer and employee and a plan that is very similar to what is currently offered.

NON-PUBLIC SESSION

**MOTION BY MEMBER SARRIS THAT THE BOARD, BY ROLL CALL, GO INTO NON-PUBLIC SESSION PURSUANT TO RSA 91-A:3 II (a) THE DISMISSAL, PROMOTION OR COMPENSATION OF ANY PUBLIC EMPLOYEE AND RSA 91-A:3 II (c) TO DISCUSS A MATTER, WHICH IF DISCUSSED IN PUBLIC, WOULD LIKELY AFFECT ADVERSELY THE REPUTATION OF A PERSON, OTHER THAN A MEMBER OF THE BODY OR AGENCY ITSELF
MOTION SECONDED BY MEMBER HAAG**

A Viva Voce Roll Call was conducted, which resulted as follows:

Yea: Matt Maguire, Kenneth Haag, Lauren DiGennaro and Erin Sarris

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Nay:

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MOTION CARRIED

The Board went into non-public session at 6:17 p.m.

The Board came out of non-public session at 6:52 p.m.

ADJOURNMENT

MOTION BY MEMBER DIGENNARO TO ADJOURN

MOTION SECONDED BY MEMBER HAAG

MOTION CARRIED

4-0-0

The February 6, 2017 meeting of the Brookline School Board was adjourned at 6:53 p.m.

Date _____ Signed _____