

# GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Trust Board Regular Meeting

March 27, 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. 58<sup>th</sup> 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.

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### **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 January 2024.
- c. Claims Experience Review – Dental  
The Trust Board will review dental claims experience for January 2024.
- d. Financial Review – Employee Benefits  
The Trust Board will review employee benefits' financial statements for January 2024.
- e. Claims Experience Review – Workers' Compensation  
The Trust Board will review workers' compensation experience for February 2024.

f. Financial Review – Workers’ Compensation

The Trust Board will review workers’ compensation financial statements for January 2024.

g. Financial Review – COVID-19 Legal Defense

The Trust Board will review COVID-19 legal defense financial statements for January 2024.

h. Wellness/Insurance Update

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

**5. Action Items**

a. Minutes

It is recommended the Trust Board approve the minutes of the February 21, 2024, regular meeting 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**

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

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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: March 27, 2024

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

GLENDALE ELEMENTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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

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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: March 27, 2024

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**Fiscal Year 2024**

In January, GESD incurred \$633,159 in medical claims, which represents a monthly loss ratio of 99%.

- The COBRA plan incurred \$7,489 in medical claims or a monthly loss ratio of 89%. In the last seven months, COBRA has incurred \$251,222 out of \$3,996,627 in total medical claims. COBRA represents 6% of the total medical claims.
- The traditional plan incurred \$402,639 in medical claims or a monthly loss ratio of 119%.
- The HDHP plan incurred \$223,031 in medical claims or a monthly loss ratio of 77%.
- There are seven claims above \$100,000 totaling \$876,669 but none above the stop loss level of \$200,000. This represents 22% of the total medical claims. Currently, there is no anticipated refund.

Based on the trend, we project revenues to generate \$7,389,876 by June 30, 2024, and we anticipate incurring medical claims of approximately \$6,420,696 or a loss ratio of 87% by June 30, 2024.



## Monthly Experience Report

Glendale EI-All

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

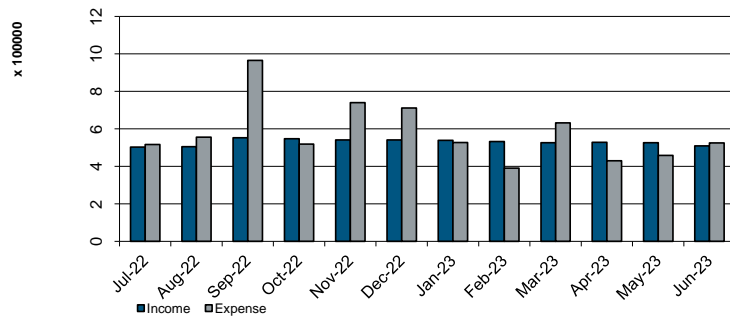


Name: Valley Schools Employee Benefits Group

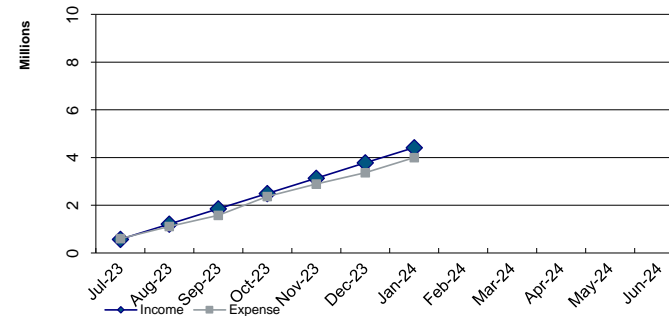
Plan: All

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	\$ 640,588	\$ 118,843	81%	\$ 480	124%
2023-12	760	1,099	\$ 272,465	\$ -	\$ 143,651	\$ 416,116	\$ 57,000	\$ 473,116	\$ 644,909	\$ 171,793	73%	\$ 430	125%
2024-01	749	1,094	\$ 369,358	\$ -	\$ 207,626	\$ 576,984	\$ 56,175	\$ 633,159	\$ 638,436	\$ 5,277	99%	\$ 579	121%
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			115%
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			116%
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			113%
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			110%
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			110%
<b>Total</b>	5,225	7,496	\$ 2,385,521	\$ -	\$ 1,219,231	\$ 3,604,752	\$ 391,875	\$ 3,996,627	\$ 4,416,401	\$ 419,774	90%	\$ 533	
<b>Mo. Avg.</b>	746	1,071	\$ 340,789	\$ -	\$ 174,176	\$ 514,965	\$ 55,982	\$ 570,947	\$ 630,914	\$ 59,968		\$ 533	
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	\$ 627,957	\$ 124,116	80%	\$ 471
2023-12	743	1,081	\$ 237,266	\$ -	\$ 140,442	\$ 377,708	\$ 55,725	\$ 433,433	\$ 632,278	\$ 198,845	69%	\$ 401
2024-01	738	1,082	\$ 367,986	\$ -	\$ 202,334	\$ 570,320	\$ 55,350	\$ 625,670	\$ 630,020	\$ 4,350	99%	\$ 578
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	5,085	7,345	\$ 2,178,977	\$ -	\$ 1,185,052	\$ 3,364,030	\$ 381,375	\$ 3,745,405	\$ 4,310,763	\$ 565,358	87%	\$ 510
<b>Mo. Avg.</b>	726	1,049	\$ 311,282	\$ -	\$ 169,293	\$ 480,576	\$ 54,482	\$ 535,058	\$ 615,823	\$ 80,765		\$ 510



## 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	11	12	\$ 1,372	\$ -	\$ 5,292	\$ 6,664	\$ 825	\$ 7,489	\$ 8,416	\$ 927	89%	\$ 624
2024-02	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06	-	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	140	151	\$ 206,544	\$ -	\$ 34,178	\$ 240,722	\$ 10,500	\$ 251,222	\$ 105,637	\$ (145,585)	238%	\$ 1,664
<b>Mo. Avg.</b>	20	22	\$ 29,506	\$ -	\$ 4,883	\$ 34,389	\$ 1,500	\$ 35,889	\$ 15,091	\$ (20,798)		\$ 1,664



## 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	384	546	\$ 194,700	\$ -	\$ 107,387	\$ 302,087	\$ 28,800	\$ 330,887	\$ 341,160	\$ 10,274	97%	\$ 606
2023-12	386	556	\$ 144,817	\$ -	\$ 86,829	\$ 231,645	\$ 28,950	\$ 260,595	\$ 345,005	\$ 84,410	76%	\$ 469
2024-01	379	548	\$ 235,167	\$ -	\$ 139,047	\$ 374,214	\$ 28,425	\$ 402,639	\$ 339,353	\$ (63,286)	119%	\$ 735
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	2,606	3,704	\$ 1,426,767	\$ -	\$ 776,653	\$ 2,203,420	\$ 195,450	\$ 2,398,870	\$ 2,313,283	\$ (85,587)	104%	\$ 648
<b>Mo. Avg.</b>	372	529	\$ 203,824	\$ -	\$ 110,950	\$ 314,774	\$ 27,921	\$ 342,696	\$ 330,469	\$ (12,227)	104%	\$ 648

### 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	8	9	\$ (5,478)	\$ -	\$ 5,249	\$ (229)	\$ 600	\$ 371	\$ 6,459	\$ 6,088	6%	\$ 41
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	99	110	\$ 191,789	\$ -	\$ 30,052	\$ 221,841	\$ 7,425	\$ 229,266	\$ 78,886	\$ (150,380)	291%	\$ 2,084
<b>Mo. Avg.</b>	14	16	\$ 27,398	\$ -	\$ 4,293	\$ 31,692	\$ 1,061	\$ 32,752	\$ 11,269	\$ (21,483)	291%	\$ 2,084

### 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	357	524	\$ 72,399	\$ -	\$ 73,780	\$ 146,179	\$ 26,775	\$ 172,954	\$ 286,797	\$ 113,842	60%	\$ 330
2023-12	357	525	\$ 92,449	\$ -	\$ 53,613	\$ 146,062	\$ 26,775	\$ 172,837	\$ 287,273	\$ 114,435	60%	\$ 329
2024-01	359	534	\$ 132,819	\$ -	\$ 63,287	\$ 196,106	\$ 26,925	\$ 223,031	\$ 290,667	\$ 67,636	77%	\$ 418
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	2,479	3,641	\$ 752,210	\$ -	\$ 408,399	\$ 1,160,610	\$ 185,925	\$ 1,346,535	\$ 1,997,480	\$ 650,945	67%	\$ 370
<b>Mo. Avg.</b>	354	520	\$ 107,459	\$ -	\$ 58,343	\$ 165,801	\$ 26,561	\$ 192,362	\$ 285,354	\$ 92,992	67%	\$ 370

### 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	3	3	\$ 6,850	\$ -	\$ 43	\$ 6,893	\$ 225	\$ 7,118	\$ 1,957	\$ (5,161)	364%	\$ 2,373
2024-02						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-03						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-04						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-05						\$ -	\$ -	\$ -	\$ -	\$ -		
2024-06						\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total</b>	41	41	\$ 14,755	\$ -	\$ 4,126	\$ 18,881	\$ 3,075	\$ 21,956	\$ 26,751	\$ 4,795	82%	\$ 536
<b>Mo. Avg.</b>	6	6	\$ 2,108	\$ -	\$ 589	\$ 2,697	\$ 439	\$ 3,137	\$ 3,822	\$ 685	82%	\$ 536

### 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	48	16	384	12	1	0	0	13	397
2023-12	295	24	50	17	386	12	1	0	0	13	399
2024-01	289	24	49	17	379	7	1	0	0	8	387
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	56	19	357	4	0	0	0	4	361
2023-12	272	8	58	19	357	4	0	0	0	4	361
2024-01	271	9	59	20	359	3	0	0	0	3	362
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.

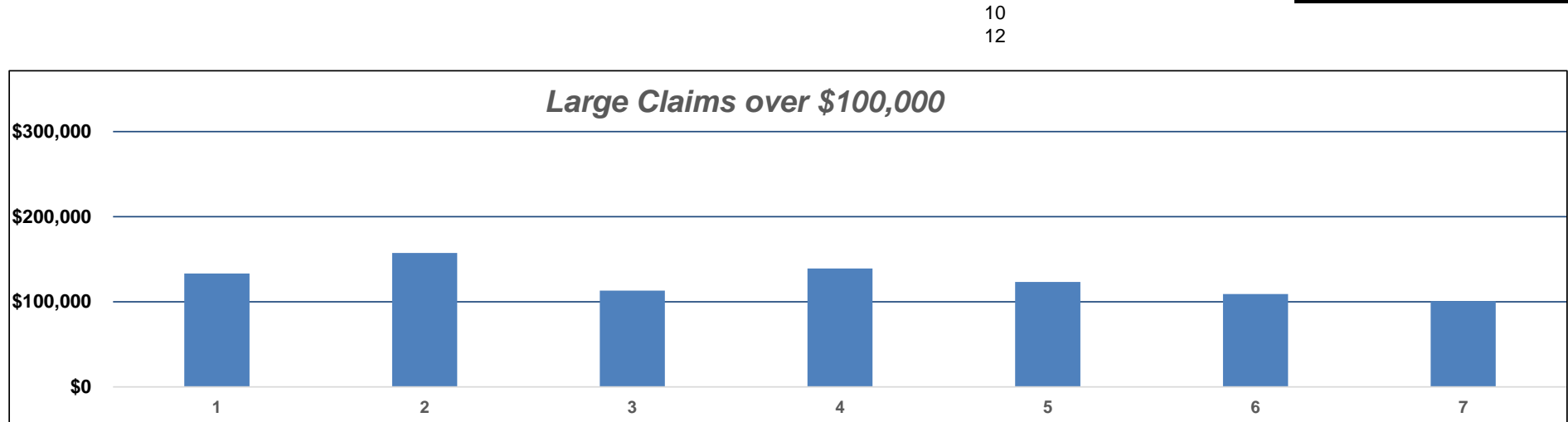
This data has not been audited and is presented for the sole purpose of measuring the plan performance. The accuracy and reliability of the Monthly Experience Report is dependent on the information available at the time the report was prepared. Any changes to the underlying data will affect the results 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	7



Claimant	Amount	SL Level	SL Level Remaining	Expected Refunds
1	\$133,381	\$200,000	\$66,619	\$0
2	\$157,491	\$200,000	\$42,509	\$0
3	\$113,220	\$200,000	\$86,780	\$0
4	\$139,266	\$200,000	\$60,734	\$0
5	\$123,226	\$200,000	\$76,774	\$0
6	\$109,183	\$200,000	\$90,817	\$0
7	\$100,903	\$200,000	\$99,097	\$0
<b>Total</b>	<b>\$876,669</b>			<b>\$0</b>



**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
2024-01	Traditional PPO		\$5,127.19
		<b>Total for Claimant 1</b>	<b>\$133,381.35</b>
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
2023-12	Traditional PPO		(\$607.36)
2024-01	Traditional PPO		\$866.42
		<b>Total for Claimant 2</b>	<b>\$157,491.24</b>
2023-10	HDHP Base		\$113,219.71
		<b>Total for Claimant 3</b>	<b>\$113,219.71</b>





**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	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
2024-01	HDHP Base		\$18,554.37
		<b>Total for Claimant 4</b>	<b>\$139,265.52</b>
2023-07	Traditional PPO		\$22,727.18
2023-08	Traditional PPO		\$3,027.18
2023-09	Traditional PPO		\$9,961.62
2023-10	Traditional PPO		\$4,333.57
2023-11	Traditional PPO		\$12,987.07
2023-12	Traditional PPO		\$6,365.79
2024-01	Traditional PPO		\$63,823.38
		<b>Total for Claimant 5</b>	<b>\$123,225.79</b>



**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		\$14,945.36
2023-08	Traditional PPO		\$14,875.07
2023-09	Traditional PPO		\$114.00
2023-10	Traditional PPO		\$29,860.98
2023-11	Traditional PPO		\$18,863.23
2023-12	Traditional PPO		\$15,789.37
2024-01	Traditional PPO		\$14,734.50
		<b>Total for Claimant 6</b>	<b>\$109,182.51</b>
2023-07	Traditional PPO		\$243.17
2023-08	Traditional PPO		\$4,323.72
2023-09	Traditional PPO		\$866.73
2023-10	Traditional PPO		\$250.31
2023-11	Traditional PPO		\$4,796.83
2023-12	Traditional PPO		\$1,016.25
2024-01	Traditional PPO		\$89,405.81
		<b>Total for Claimant 7</b>	<b>\$100,902.82</b>
<b>TOTAL</b>		<b>Total</b>	<b>\$876,668.94</b>

GLENDAL ELEMNTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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

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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: March 27, 2024

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**Fiscal Year 2024**

In January, Pool I (or base plan) incurred \$252,057 in dental claims or a monthly loss ratio of 112%.

Based on the trend, we project revenues to generate \$2,710,680 by June 30, 2024, and we anticipate Pool I (or base plan) to incur approximately \$2,245,620 or a loss ratio of 83% by June 30, 2024.

In January, Pool III (or buy-up plan) incurred \$502,208 in dental claims or a monthly loss ratio of 105%.

Based on the trend, we project revenues to generate \$5,750,568 by June 30, 2024, and we anticipate Pool III (or buy-up plan) to incur approximately \$5,079,936 or a loss ratio of 88% 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 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	19,050	\$ 1,118,972	\$ 67,628	\$ 1,186,600	\$ 1,022,128	\$ (164,472)	116%	\$ 62	104%
2023-08	19,660	\$ 894,004	\$ 69,793	\$ 963,797	\$ 1,047,664	\$ 83,867	92%	\$ 49	101%
2023-09	20,157	\$ 754,645	\$ 71,557	\$ 826,202	\$ 1,071,231	\$ 245,029	77%	\$ 41	92%
2023-10	20,220	\$ 968,729	\$ 71,781	\$ 1,040,510	\$ 1,073,886	\$ 33,376	97%	\$ 51	89%
2023-11	20,273	\$ 697,006	\$ 71,969	\$ 768,975	\$ 1,075,952	\$ 306,977	71%	\$ 38	87%
2023-12	20,300	\$ 686,805	\$ 72,065	\$ 758,870	\$ 1,076,000	\$ 317,130	71%	\$ 37	86%
2024-01	20,205	\$ 1,163,912	\$ 71,728	\$ 1,235,640	\$ 1,070,050	\$ (165,590)	115%	\$ 61	89%
2024-02	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
2024-03	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
2024-04	-	\$ -	\$ -	\$ -	\$ -	\$ -			87%
2024-05	-	\$ -	\$ -	\$ -	\$ -	\$ -			86%
2024-06	-	\$ -	\$ -	\$ -	\$ -	\$ -			88%
<b>Total</b>	139,865	\$ 6,284,073	\$ 496,521	\$ 6,780,594	\$ 7,436,911	\$ 656,318	91%	\$ 48	
<b>Mo. Avg.</b>	19,981	\$ 897,725	\$ 70,671	\$ 968,656	\$ 1,062,416	\$ 93,760		\$ 48	
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 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	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	5,806	\$ 175,813	\$ 20,611	\$ 196,425	\$ 226,951	\$ 30,526	87%	\$ 34	80%
2023-11	5,813	\$ 137,033	\$ 20,636	\$ 157,669	\$ 227,141	\$ 69,472	69%	\$ 27	80%
2023-12	5,818	\$ 130,944	\$ 20,654	\$ 151,598	\$ 226,794	\$ 75,196	67%	\$ 26	80%
2024-01	5,798	\$ 231,475	\$ 20,583	\$ 252,057	\$ 225,645	\$ (26,412)	112%	\$ 43	83%
2024-02				\$ -	\$ -	\$ -			81%
2024-03				\$ -	\$ -	\$ -			83%
2024-04				\$ -	\$ -	\$ -			82%
2024-05				\$ -	\$ -	\$ -			82%
2024-06				\$ -	\$ -	\$ -			83%
<b>Total</b>	40,458	\$ 1,166,318	\$ 143,626	\$ 1,309,944	\$ 1,581,227	\$ 271,283	83%	\$ 32	
<b>Mo. Avg.</b>	5,780	\$ 166,617	\$ 20,518	\$ 187,135	\$ 225,890	\$ 38,755		\$ 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	\$ 336,191	\$ (131,217)	139%	\$ 65	133%
2023-08	7,355	\$ 299,462	\$ 26,110	\$ 325,572	\$ 344,379	\$ 18,807	95%	\$ 44	117%
2023-09	7,758	\$ 266,506	\$ 27,541	\$ 294,047	\$ 361,556	\$ 67,509	81%	\$ 38	103%
2023-10	7,808	\$ 348,853	\$ 27,718	\$ 376,571	\$ 363,724	\$ (12,847)	104%	\$ 48	100%
2023-11	7,838	\$ 245,001	\$ 27,825	\$ 272,826	\$ 364,897	\$ 92,071	75%	\$ 35	97%
2023-12	7,860	\$ 261,650	\$ 27,903	\$ 289,553	\$ 366,054	\$ 76,501	79%	\$ 37	95%
2024-01	7,825	\$ 453,596	\$ 27,779	\$ 481,374	\$ 364,388	\$ (116,986)	132%	\$ 62	99%
2024-02				\$ -	\$ -	\$ -			96%
2024-03				\$ -	\$ -	\$ -			96%
2024-04				\$ -	\$ -	\$ -			93%
2024-05				\$ -	\$ -	\$ -			92%
2024-06				\$ -	\$ -	\$ -			94%
<b>Total</b>	<b>53,611</b>	<b>\$ 2,317,033</b>	<b>\$ 190,319</b>	<b>\$ 2,507,352</b>	<b>\$ 2,501,189</b>	<b>\$ (6,163)</b>	<b>100%</b>	<b>\$ 47</b>	
<b>Mo. Avg.</b>	<b>7,659</b>	<b>\$ 331,005</b>	<b>\$ 26,927</b>	<b>\$ 358,193</b>	<b>\$ 357,313</b>	<b>\$ (880)</b>		<b>\$ 65</b>	
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	6,606	\$ 444,063	\$ 23,451	\$ 467,514	\$ 483,211	\$ 15,697	97%	\$ 71	86%
2023-11	6,622	\$ 314,972	\$ 23,508	\$ 338,480	\$ 483,914	\$ 145,434	70%	\$ 51	84%
2023-12	6,622	\$ 294,210	\$ 23,508	\$ 317,718	\$ 483,152	\$ 165,434	66%	\$ 48	82%
2024-01	6,582	\$ 478,842	\$ 23,366	\$ 502,208	\$ 480,017	\$ (22,191)	105%	\$ 76	85%
2024-02				\$ -	\$ -	\$ -			84%
2024-03				\$ -	\$ -	\$ -			84%
2024-04				\$ -	\$ -	\$ -			83%
2024-05				\$ -	\$ -	\$ -			83%
2024-06				\$ -	\$ -	\$ -			85%
<b>Total</b>	45,796	\$ 2,800,722	\$ 162,576	\$ 2,963,298	\$ 3,354,495	\$ 391,197	88%	\$ 65	
<b>Mo. Avg.</b>	6,542	\$ 400,103	\$ 23,225	\$ 423,328	\$ 479,214	\$ 55,885		\$ 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**

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

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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: March 27, 2024

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The financial report for January 31, 2024, reflects the "Ending net position reserved for claims and expenses" as \$24,372,939.35.



February 14, 2024

Valley Schools Employee Benefits Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2024. 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 black 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 Seven Months Ended January 31, 2024**

	Glendale Elementary
<b>Operating revenues</b>	
Contributions	\$ 9,233,500.00
<b>Total operating revenues</b>	<u>9,233,500.00</u>
<b>Operating expenses</b>	
Paid claims	3,800,091.84
Fixed expense	393,750.00
Dental pool premiums	246,943.04
HSA contributions	417,634.31
Medical premiums	37,439.04
Short term disability premiums	47,695.89
Dental premiums	4,597.67
Vision premiums	41,144.48
Flexible spending contributions	26,440.00
Life insurance premiums	72,422.02
Prepaid legal premiums	0.00
Identity protection	0.00
Wellness program	9,771.75
VSMG administration fee	0.00
Benefit related services	29,326.21
Consulting services	0.00
ACA fees	0.00
<b>Total VSEBG Operating Expense</b>	<u>5,127,256.25</u>
<b>Operating income/(loss)</b>	<u>4,106,243.75</u>
<b>Non-operating revenue</b>	
Interest income	376,823.45
Change in market value	380,281.17
Return of net position	0.00
<b>Total non-operating revenue</b>	<u>757,104.62</u>
<b>Change in net position</b>	<u>4,863,348.37</u>
<b>Beginning net position reserved for claims and expenses</b>	<u>19,509,590.98</u>
<b>Ending net position reserved for claims and expenses</b>	<u>\$ 24,372,939.35</u>

GLENDALE ELEMENTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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

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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: March 27, 2024

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In February, GESD logged ten incidents and incurred \$11,750.00 for the month.

As of the end of February, GESD has 22 open claims recorded since 2013 and the “Paid” amount is \$1,647,617.19 compared to the “Incurred” of \$2,130,970.36.

GESD has two (2) 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 \$1,433,780.98 or 87% of the total “Paid” amount of \$1,647,617.19 and \$1,548,530.95 or 73% of the total “Incurred” amount of \$2,130,970.36

The average cost per individual is:

\$74,891.69 “Paid”

\$96,862.29 “Incurred”



# Claim Log Summary - Body Part and Cause

As of 02/29/2024

ORG1 DESC : [REDACTED]

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	3,900.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Re-Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	1,200.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	5,000.00
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	800.00

[REDACTED] Total: 7 0.00 10,900.00

ORG1 DESC : [REDACTED]

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00

[REDACTED] Total: 1 0.00 0.00

ORG1 DESC : [REDACTED]

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Open	[REDACTED]	[REDACTED]	[REDACTED]	0.00	850.00

[REDACTED] Total: 1 0.00 850.00

ORG1 DESC : [REDACTED]

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
[REDACTED]	[REDACTED]	Closed	[REDACTED]	[REDACTED]	[REDACTED]	0.00	0.00

[REDACTED] Total: 1 0.00 0.00

Grand Total: 10 0.00 11,750.00



## Claim Log Summary - Body Part and Cause

As of 02/29/2024

### 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('02/01/2024 00:00:00', 'mm/dd/yyyy hh24:mi:ss') AND TRUNC(ADD_DATE) <= to_date('02/29/2024 23:59:59', 'mm/dd/yyyy hh24:mi:ss')) AND (1=1)



## Claim Log Summary - Body Part and Cause

XXXXXXXXXX

ORG1 DESC : XXXXXXXX

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXX	0.00	3,900.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	4,888.22	9,450.00
XXXXXXXXXX	XXXXXXXXXX	Re-Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXX	5,749.05	7,246.28
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	483.06	3,900.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	626.15	9,400.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXX	905.66	2,800.00
XXXXXXXXXX	XXXXXXXXXX	Re-Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	0.00	1,200.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	30,669.98	148,994.79
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	24,050.66	26,329.64
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	11,248.28	16,600.00
XXXXXXXXXX	XXXXXXXXXX	Re-Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXX	4,940.06	8,100.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	159,633.27	182,711.60
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	0.00	5,000.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX	0.00	800.00
XXXXXXXXXX						XXXXXX	426,432.31

ORG1 DESC : XXXXXXXX

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXXXXXXXXXXXXXX		1,365,819.35
XXXXXXXXXX Total: 1						1,274,147.71	1,365,819.35

ORG1 DESC : XXXXXXXX

Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	120.00	2,800.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXX	0.00	850.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	157.80	1,750.00
XXXXXXXXXX	XXXXXXXXXX	Open	XXXXXXXXXX	XXXXXXXXXXXXXX	XXXXXXXXXXXXXX	2,062.57	3,900.00



## Claim Log Summary - Body Part and Cause

As of 02/29/2024

Total: 4						2,340.37	9,300.00
ORG1 DESC :							
Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
		Open				70,842.18	214,186.74
Total: 1						70,842.18	214,186.74
ORG1 DESC :							
Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
		Open				55,309.63	107,931.96
Total: 1						55,309.63	107,931.96
ORG1 DESC :							
Claim Number	Injury	Status	Organization 1	Body Part	Claim Cause	Paid	Incurred
		Open				1,782.91	7,300.00
Total: 1						1,782.91	7,300.00
Grand Total: 22						1,647,617.19	2,130,970.36





## Claim Log Summary - Body Part and Cause

As of 02/29/2024

### 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**

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

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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: March 27, 2024

---

The financial report for January 31, 2024, reflects the “Ending net position reserved for claims and expenses” as \$3,748,903.69.



February 23, 2024

Valley Schools Workers' Compensation Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2024. 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 black ink, appearing to read 'Laura Felten', is written over a light blue horizontal line.

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 Seven Months Ended January 31, 2024**

	<b>Glendale Elementary</b>
<b>Operating revenues</b>	
Contributions	\$ 890,000.00
Cost of re-insurance	(32,859.90)
<b>Total operating revenues</b>	<u><b>857,140.10</b></u>
<b>Operating expenses</b>	
Paid claims	453,489.18
Subrogation/restitution/stop loss	(2,448.08)
Safety and loss control	0.00
VSMG administration fee	3,794.00
Consulting services	32,800.00
ICA Fees	6,014.06
Computer Software	0.00
<b>Total operating expenses</b>	<u><b>493,649.16</b></u>
<b>Operating income/(loss)</b>	<u><b>363,490.94</b></u>
<b>Non-operating revenue</b>	
Interest income	63,080.61
Change in market value	40,479.93
Additions to net position	0.00
<b>Total non-operating revenue</b>	<u><b>103,560.54</b></u>
<b>Change in net position</b>	<u><b>467,051.48</b></u>
<b>Beginning net position reserved for claims and expenses</b>	<u><b>3,281,852.21</b></u>
<b>Ending net position reserved for claims and expenses</b>	<u><b>\$ 3,748,903.69</b></u>

Beginning Net Position and Ending Net Position do not include liability for IBNR  
Created on 02/12/2024

GLENDAL ELEMNTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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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: March 27, 2024

---

The financial report for January 31, 2024 reflects the "Ending net position reserved for claims and expenses" as \$1,300,934.47.



February 23, 2024

Valley Schools Insurance Group Member

Attached is the statement of revenues, expenses and changes in net position for the seven months ended January 31, 2024. 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 black 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 Seven Months Ended January 31, 2024**

	<b>Glendale Elementary</b>
<b>Operating revenues</b>	
Contributions	\$ 0.00
Cost of re-insurance	0.00
<b>Total operating revenues</b>	<u><b>0.00</b></u>
<b>Operating expenses</b>	
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
<b>Total operating expenses</b>	<u><b>0.00</b></u>
<b>Operating income/(loss)</b>	<u><b>0.00</b></u>
<b>Non-operating revenue</b>	
Interest income	13,100.76
Change in market value	15,150.93
Rental income	0.00
Rental expense	0.00
Depreciation expense	0.00
Additions to net position	562,899.78
<b>Total non-operating revenue</b>	<u><b>591,151.47</b></u>
<b>Change in net position</b>	<u><b>591,151.47</b></u>
<b>Beginning net position reserved for claims and expenses</b>	<u><b>709,783.00</b></u>
<b>Ending net position reserved for claims and expenses</b>	<u><b>\$ 1,300,934.47</b></u>

Beginning Net Position and Ending Net Position do not include liability for IBNR  
Created on 02/12/2024

GLENDAL ELEMNTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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

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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: March 27, 2024

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





**GLENDALE  
ELEMENTARY  
SCHOOL DISTRICT**

7301 N. 58th Ave.  
Glendale, AZ 85301  
(623) 237-7100  
gesd40.org

# Benefits & Wellness Highlights

## Goals:

**Compliance / Benefits & Financial Literacy / Build Strong Partnerships**

## Benefits – February 2024

### Optional Retirement Plans Compliance

The 2024 Meaningful Notice and Plan Participation Guide has been updated on the Employee Benefits website and included in the February GESD Weekly for all staff to review.

Glendale Elementary School District, AZ

#### MEANINGFUL NOTICE / PLAN SUMMARY INFORMATION

2024

##### 401(k) PLAN AND 457(b) DEFERRED COMPENSATION PLAN

The 401(k) and 457(b) Plans are valuable retirement savings options. This notice provides a brief explanation of the provisions, policies and rules that govern the 401(k) and 457(b) Plans offered.

Plan administration services for the 401(k) and 457(b) plans are provided by U.S. CHANG & TRACCC Compliance Services. Visit the U.S. CHANG & TRACCC Compliance Services website (<http://www.uschang.com>) for comprehensive plan documents, plan rules, investment options and plan website.

**ELIGIBILITY**  
Most employees are eligible to participate in the 401(k) and 457(b) plans immediately upon employment. However, private contractors, independent contractors and/or other non-employees are not eligible to participate in the 401(k) plan. Please visit the employee handbook website for more information on the 401(k) and 457(b) plans. Employees are fully vested in their contributions and earnings at all times.

##### EMPLOYEE CONTRIBUTIONS

**Voluntary Contributions:** Employees may elect to contribute a portion of their salary that they wish to contribute to their 401(k) and/or 457(b) accounts up to their maximum annual contribution amount on a pre-tax basis, thus reducing the participant's taxable income. Contributions to the participant's 401(k) or 457(b) accounts are made from income paid through the employer's payroll system. Taxes on contributions and any earnings are deferred until the participant withdraws the funds.

##### Plan 401(k)

Contributions made to a 401(k) account are after-tax deductions from your paycheck. Income taxes are not reduced by contributions you make to your account. All qualified distributions from 401(k) accounts are taxable. Any savings on your income are not taxed as long as they remain in your account for your years from the date that your first contribution was made. Distributions may be taken if you are 59½ (subject to plan document provisions) or separation from service.

The Internal Revenue Service requires that the amount participants may contribute annually to de-allocated retirement plans and impose automatic penalties for violating contribution limits. U.S. CHANG & TRACCC Compliance Services monitors 401(k) plan contributions and notifies the employee if the limits of an excess contribution.

##### THE BASIC CONTRIBUTION LIMIT FOR 2024 IS \$22,000.

##### Additional provision allowed:

##### AGE-BASED ADDITIONAL AMOUNT

Participants who are age 50 or older may elect to make an additional contribution of up to \$3,000 to the 401(k) and/or 457(b) accounts.

##### EMPLOYMENT

Employees who wish to enroll in the 401(k) and/or 457(b) plan must first enroll in the employer's and investment product fees before their accounts upon enrollment in the account with the selected provider. A "Salary Reduction Agreement" (SRA) form and/or a deferred compensation agreement form and any associated forms must be completed and submitted to the employer. These forms authorize the employer to withhold 401(k) and/or 457(b) contributions from the employee's pay and remit those funds to the investment provider on their behalf.

A SRA form and/or a deferred compensation agreement form must be completed at least once a year by each contributor to 401(k) and/or 457(b) accounts unless otherwise notified by your employer, you may enroll and/or make changes to your current contributions anytime throughout the year.

Please note: The total annual amount of a participant's contributions must not exceed the Maximum Allowable Contribution (MAC) limitation. For convenience, a MAC calculator is available at <http://www.uschang.com>.



##### INVESTMENT PROVIDER INFORMATION

A current list of authorized 401(k) and 457(b) investment providers and current employee fee rates are available on the employer's specific web page at <http://www.uschang.com>.

##### PLAN DISTRIBUTION TRANSACTIONS

Distributions transactions may include any of the following depending on the employer's Plan Document terms, rollovers, transfers, exchanges, partial withdrawals or distributions. Withdrawals may also be made through a computer or telephone system. Withdrawals must be made in accordance with the plan document and the plan administrator's requirements. All completed forms should be submitted to the plan administrator for processing. Prior to using a loan, participants should consult with the advisor.

##### PLAN-TO-PLAN TRANSFERS

A plan-to-plan transfer is defined as the movement of a 401(k) and/or 457(b) account from a previous plan sponsor's plan and moving the same account with the authorized investment provider under the new plan sponsor's plan.

##### ROLLOVERS

Participants may move funds from one qualified plan account, i.e., 401(k) account, 457(b) account or an IRA, to another qualified plan account as long as 59½ or when required from service. Rollovers do not create a taxable event.

##### DISTRIBUTIONS

Participants may elect to receive distributions as determined by IRS requirements. A participant may not take a distribution of 401(k) plan accumulations unless they have reached age 59½ or separated from service. Distributions can be made from a 457(b) account when you have reached age 59½ or have a distribution from employment. In most cases, any withdrawals made from a 401(k) or 457(b) account are taxable in full as ordinary income.

##### EXCHANGES

Under each plan, participants may exchange account accumulations from one investment provider to another investment provider that is authorized under the plan. However, there may be limitations affecting exchanges, and participants should be aware of the limitations of exchanges. Exchanges may be made in individual investment accounts prior to exchanges. Exchanges can only be made from one 401(k) plan to another 401(k) plan, or from one 457(b) plan to another 457(b) plan.

##### 401(k) and 457(b) PLAN LOANS

Participants may be eligible to borrow their 401(k) and/or 457(b) plan accumulations depending on the provisions of their 401(k) and/or 457(b) account contracts and provisions of the employer plan. Loans are available only if the plan document allows for a loan or the plan administrator's approval. Loans must be repaid within a specified period of time. Failure to repay the loan may result in the loan being treated as a distribution. Loans are subject to the provisions of their 401(k) and/or 457(b) account contracts and provisions of the employer. Details and terms of the loan are established by the provider. Participants must repay the loan through monthly payments as directed by the provider.

##### HARDSHIP WITHDRAWALS

Participants may be able to take a hardship withdrawal in the event of an immediate and heavy financial need. To be eligible for a hardship withdrawal according to IRS safe harbor requirements, you must verify and may be asked to provide evidence that the distribution is being taken for specific reasons. These eligibility requirements to take a hardship withdrawal are provided on the hardship withdrawal checklist form at <http://www.uschang.com>.

##### UNFORESEEN FINANCIAL EMERGENCY WITHDRAWAL

You may be able to take an unforeseen financial emergency withdrawal from your 401(k) account in the event of an unforeseen financial emergency. An unforeseen financial emergency is defined as a severe financial hardship of the participant or beneficiary. The eligibility requirements to request a unforeseen financial emergency withdrawal are provided on the unforeseen financial emergency withdrawal. Disclosure form at <http://www.uschang.com>.

##### EMPLOYEE INFORMATION STATEMENT

Participants in defined contribution plans are responsible for determining which, if any, investment vehicles best suit their investment objectives. The 401(k) and 457(b) plan assets are mutual funds in accordance with the plan's provisions. The plan assets should periodically include common market exposure to equity, fixed income and other investments. Participants should make an investment decision. Careful planning with a variety of mutual funds is important to meet long-term goals. For more information on investment decisions, please contact your advisor.

##### PLAN ADMINISTRATOR CONTACT INFORMATION

**Transactions:**  
P.O. Box 4077, 1500 West Street, St. Louis  
Tel: 636-338-3300, Fax: 636-338-3301, <http://www.uschang.com>

**For overnight deliveries:**  
73 Light Parkway NE, Suite 300, 1000 West Street, St. Louis  
Tel: 636-338-3300, Fax: 636-338-3301, <http://www.uschang.com>



## Plan Participation Guide

It's your future. Own it.



U.S. CHANG & TRACCC  
Compliance Services

## Compliance Seminar

The Benefits & Wellness Team attended the Valley Schools Annual Compliance Seminar on February 01, 2024. This seminar provides regulation updates for COBRA, FMLA, Flexible Spending Accounts, ACA, and Section 125 Plans.

## Phased Retirement

The Virtual Phased Retirement meeting was held on February 15, 2024. We had 16 participants joining the call, the presenters provided detailed information about the process and answered questions.





**GLENDALE  
ELEMENTARY  
SCHOOL DISTRICT**

7301 N. 58th Ave.  
Glendale, AZ 85301  
(623) 237-7100  
gesd40.org

## **Wellness – February 2024**

### **UHC Statistics**

Davita submitted the 2024 Healthiest Employer application for the Phoenix Business Journal. The following are some interesting statistics from 2023 received from United Healthcare.

- 72% of our male population has completed their age-specific preventive exams.
- 72% of our female population has completed their annual physical.
- 80% of our age-specific female population has completed their breast cancer screening.
- 77.2% of our age-specific female population has completed their Cervical cancer screening.
- 57% of our age-specific population has completed their colon cancer screening.

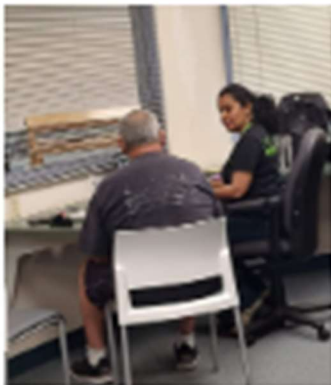
### **Mobile On-Site**

Mammography participation numbers

- February 15- Student Support Center- 13
- February 22- District Office- 18

### **VITA**

We have started our Volunteer Income Tax Assistance program each Wednesday at the GESD System of Care Center. Our employees who make under \$65,000 or have a combined family income of \$65,000 or less, can have their taxes done for free by this program from our partner A New Leaf. We began the last week of January and have already processed over 100 returns.





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gesd40.org

## **Blood Drive**

We had our last blood drive on February 8, 2024, with 16 people able to donate.



## **Archery**

15 employees and their families attended our February archery event at Corner Archery on Presidents' Day.



## **Vitalant**

The Vitalant Blood Services Valentines for Life Appreciation Luncheon was held on February 23, 2024, at the Marriott in Desert Ridge. Our school district was thanked for its many blood drives throughout the year.



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: March 27, 2024

RECOMMENDATION:

It is recommended the Trust Board approve the minutes of the February 21, 2024, regular meeting as presented.

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**RATIONALE:**

The minutes of February 21, 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.**  
**February 21, 2024**

Present: Board Members  
Mr. Lee Peterson  
Ms. Bernadette Bolognini  
Mr. Nate Bowler  
Ms. Alejandra Lopez  
Ms. Mary Ann Wilson

Other Attendees:  
Mr. Mike Barragan  
Dr. Gerry Petersen-Incorvaia  
Ms. Jodi Finnesy  
Ms. Hogla Gonzalez  
Ms. Elizabeth Powell

Absent: None

Recorder: Ms. Elizabeth Powell

**CALL TO ORDER**

Mr. Peterson called the meeting to order at 4:00 p.m. and noted the presence of all five Trust Board members, constituting a quorum.

**ADOPTION OF AGENDA**

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

**BOARD AND STAFF INTRODUCTIONS**

Mr. Peterson greeted and welcomed everyone in attendance.

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:

- The Legislature is in discussions regarding potential measures to address the renewal of Proposition 123.
- Declining enrollment continues to be an issue for the District.
- The District Color Run is taking place this same afternoon next door at Glendale Landmark.

**Claims Experience Review – Medical**

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

- \$473,266 claims in December

- 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.
- Loss ratio for the year expected to be 89% (\$.89 spent for every \$1 taken in).

Ma. Bolognini inquired if COBRA premiums are increased yearly. Mr. Barragan explained that they can be increased by no more than 2% of the premium.

Ms. Wilson asked if COBRA members stay on the program for the full 18 months. Ms. Finnesy stated that individuals who resign and find employment elsewhere will drop off within a few months. Individuals doing the phased retirement program will stay on for the twelve months they are working as a third party contractor. Retirees tend to stick with COBRA the full 18 months as the ASRS benefits tend to be more expensive with less coverage.

#### **Claims Experience Review – Dental**

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

- \$151,605 claims in base plan, monthly loss ratio 67%, anticipated loss ratio for the year 78%
- \$317,665 claims in buy up plan, monthly loss ratio 66%, anticipated loss ratio for the year 86%

#### **Financial Review – Employee Benefits**

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

- \$25,094,629 ending net position

For the first time in a long time, the change in market value was a positive amount.

#### **Claims Experience Review – Workers' Compensation**

Dr. Petersen-Incorvaia provided the Trust Board with an overview of Workers' Compensation claims experience for January 2024.

- Two incidents logged, \$3,400 for the month.
- There are currently 24 open claims, the lowest number seen in some time.
- Biweekly de-escalation trainings continue to be offered for staff.

#### **Financial Review – Workers' Compensation**

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

- \$3.88 million available for claims.
- Again, the change in market value was a positive amount.



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### **Financial Review – COVID-19 Legal Defense**

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

- \$1,298,597 available for claims.
- The change in market value was a positive amount.

### **Wellness/Insurance Update**

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

- A report from the Employee Assistance Program shows that fourteen employees have contacted them for assistance.
- A new program through Parsley Health will be offered to help employees address root-cause health issues. Health coaches will help members evaluate their circumstances and determine a course of action.
- Wellness activities continue to be hosted to encourage employees to engage in healthy habits.
- The VITA tax program has begun to be offered to staff and the community to prepare income tax returns.

### **Trust Agreement**

The Trust Board reviewed the revisions to the Trust Board Agreement based on legal counsel's recommendation. Mr. Barragan provided some background information about the development of the trust agreement. The document presented shows new language in blue, and removed language struck through in red. Mr. Barragan discussed some areas within the agreement that do not align with practices due to how we are structured, for example the requirement for an independent audit of Trust accounts. Mr. Barragan will continue to work with legal counsel to ensure the agreement accurately reflects how the District and Trust functions. The goal is to conclude the revision process for the Trust Board and Governing Board to approve by the end of May.

## **ACTION ITEMS**

### **Approval of Minutes**

Mr. Barragan recommended the Trust Board approve the minutes of the January 17, 2024 regular meeting as presented. Ms. Wilson moved to approve the recommendation as stated and Ms. Bolognini seconded the motion. Upon call to a vote, the motion carried with votes in favor from Mr. Bowler, Ms. Bolognini, Ms. Lopez, Ms. Wilson and Mr. Peterson.

### **Medical Insurance Renewal**

Mr. Barragan recommended the Trust Board discuss and consider taking action to approve United Healthcare medical insurance benefits for fiscal year 2024-2025 as presented. No premium increases are recommended at this time. The high deductible plan will have the individual deductible increased from \$3,000 to \$3,200, and the family deductible increased from \$6,000 to \$6,400, per Internal Revenue Service requirements. This is the tenth consecutive year with no premium increase to employees. Mr. Barragan noted the actuarial had recommended an increase of just under .6%, which the District chose to decline.

Mr. Peterson commented on the potential for the COBRA premium to be increased by 2% as allowed by Federal regulation. Mr. Bowler asked what the 2% is based upon, is it of the current premium, or is

it in addition to the increase the rest of the District's plans may be assessed. He also asked what the number would be based upon, as different plan offerings could have varied increases within the same year. Mr. Barragan will seek additional clarification for these questions.

Mr. Bowler moved to approve the United Healthcare medical insurance benefits renewal for fiscal year 2024-2025 as presented, with the addition that the COBRA premiums be increased by the maximum amount allowable by Federal regulation, and Ms. Wilson seconded the motion. Upon call to a vote, the motion carried with votes in favor from Mr. Bowler, Ms. Lopez, Ms. Bolognini, Ms. Wilson and Mr. Peterson. Administration will follow up with details regarding the COBRA premiums and ensure this information is included in future recommendations.

#### **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 Mr. Bowler, Ms. Lopez, Ms. Bolognini, Ms. Wilson and Mr. Peterson, and the meeting adjourned at 5:10 p.m.



GLENDAL ELEMNTARY SCHOOL DISTRICT  
TRUST BOARD  
**INFORMATIONAL AGENDA ITEM**

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

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

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

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DATE ASSIGNED FOR CONSIDERATION: March 27, 2024

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