

Issues for this week:

State Legislature

If you were following the actions at the Capitol, you know that the legislature didn't complete their job. They will be brought back for special session in June. Hopefully, they will come with solutions to the issues that have been sent to them. Last week, petition that had 20,600 signatures was delivered to Senate Majority Leader Paul Gazelka's office! Since there will be a special session, there is time to sign this petition if you haven't already done so.

<https://actionnetwork.org/petitions/protect-our-public-schools>

Insurance Update

As you can see from the meeting notes below, the changes that will be taking place starting in January of 2022 match what our membership voted for through the FR assembly. Thank you to Kelly Wright-Glynn and Emily Lynch who serve on the insurance committees. Their ability to understand and disseminate insurance information continues to astound me! Next fall, you will hear more information about the voluntary vision benefit program so that you can decide if you would like enroll in that during the insurance enrollment window that occurs annually.

Employee Insurance Benefits Committee

Meeting Minutes

May 10, 2021 Virtual Teams Meeting

The Employee Insurance Committee meeting was held May 10, 2021 beginning at 3:15 thru a virtual teams meeting.

Representing their employee groups were: Karl Bakken, Lora Holman, Jen Ihrke, Steve Akin, Konnie Smith, Curtis Marquardt, and Kelly Wright-Glynn. Also in attendance was Plan Administrator John Carlson, Hays Consultant Jodi Elder, and Total Rewards Coordinator, Becky Perlich.

The primary purpose of this meeting is to discuss and vote on benefit plan recommendations brought forward in March 2021 by Hays consultants and District employee group representatives. Any approved plan design changes will be communicated to staff prior to Open Enrollment 2021 for a January 1, 2022 implementation.

Jodi Elder of Hays reviewed the recommendations discussed at the March 22nd meeting and updated plan impact was provided, due to having additional months of actual plan data available. Discussion was held and committee members voted on the recommendations.

Committee members voted to approve with consensus to:

-Increase the Out-of-Pocket maximum (with no change to the rx maximum oop of \$1500/\$3000)

- CoPay Plan OOP increases from \$3,500/\$7,000 to \$4,000/\$8,000
- HDHP OOP increases from \$4,500/\$9,000 to \$5,000/\$10,000
- Qualified HDHP OOP increases from \$5,000/\$10,000 to \$5,500/\$11,000

-Enhance the Telehealth, virtual visits and retail clinic office visit benefit

- Copay Plan and HDHP will be changed to having 100% coverage for the Retail Clinic office visit charge (ex:FastCare) and a \$30 copay for telehealth office visit charge and e-visits.

(Dr on Demand office visit charge remains 100% paid by the plan)

This benefit does not apply to the Qualified HDHP as it is not allowed due to IRS requirements.

-Adjust RX Copays for the CoPay plan and the HDHP (does not apply to the Qualified HDHPo

- Decrease generic copays from \$12 to \$10
- Adjust specialty rx copays from \$75 to: \$75 biosimilar, \$100 preferred, \$150 non-preferred

Hays also reviewed with the committee an overview of what it means to be self-insured, benchmarking data and the advantages it provides saving administrative costs and having plan design options instead of purchasing a fully insured's benefit plan.

Also shared was the District providing a voluntary vision benefit program which would be offered to all employees. The District has decided on Ameritas as this vendor will provide access to both the EyeMed network and the VSP network. More information will be coming forward to committee members and to all district staff prior to open enrollment. This committee's role would be to share information about the voluntary program to its members. Feedback was favorable to continue to add an additional tier to the premium structure of an Employee +1. This will need discussion to be adopted by the employee work agreements and contracts and establishing a tier amount by the Trustees, keeping financial stability to the District.

Meeting adjourned.

COVID Task Force

We have had lots of questions regarding the use of masks. The district is still obligated to follow the Safe Learning Plan which means masking until the end of the school season. As for next fall, we have no idea what the rules will be within the buildings. As we get the information, we will pass it along.

President's Meeting

We have been having this meeting once a week with President Denise Specht. It is a time for locals across the state to connect with EDMN to see where the issues are and if other districts have developed some solutions. We have the ability to ask questions of our legal counsel and here what is happening at the state level. It helps that EDMN communicates with MDE, so that messages are cogent and verifiable. These meetings will continue throughout the summer and into next fall. As with many things, these meetings started because of COVID. After doing them every week, I find these meetings valuable. When I have a chance to connect with leaders statewide or direct a question to legal, it has been nothing but a positive experience. I want to thank Carrie Sparks and Emily Lynch for attending these meetings with me this year. It is great that the three of us hear the same message, so that we can bring it back accurately.

Celebration

2021 REA Scholarship Information

This year we had 11 applications for the REA scholarship, and they were exceptional. The high goals, excellent academic records, and diverse examples of community involvement from this year's group of applicants predicts a brighter future in fields ranging from engineering to political science to International Business. Congratulations to all our applicants - your futures are very bright!

2021 Scholarship winners (in alphabetical order)

Mason Greseth (son of Brett and Becky Greseth)

Grace Huddleston (daughter of Sally Huddleston)

Henry Johnsrud (son of Andy Johnsrud)

Zachary Spindler-Krage (son of Jennifer Spindler-Krage)

Judging Methodology:

Judges were given redacted files from all applicants with all identifying information removed. Final applicant scores are based on an average score (out of 25) from four judges. The top four scores ranged from 19.50 to 20.75. A tiebreaker was available in case of a tie, but was not needed.

Thank you to the judges who took time to read and score all applications in their free time. Your help is greatly appreciated- Peggy Kraske, Kristi Sanders, Karen Sabatke, Jennifer Sandeen. This could not have been done without you!

Dan Kuhlman, President
Rochester Education Association
dan.kuhlman@edmn.org
507-319-7321