

Everett School Employees Benefit Trust
Wednesday, December 13, 2017
Minutes

Attendance

Larry Fleckenstein
Adam Goldstein
Susan Lindsey
Kelly Shepherd

Absent

Gregg Elder
Jeff Moore

Also Attending

Cris Bosket
Shelly Henderson
Debbie Kovacs
Randi Seaberg
Darla Vanduren

Recorder

Kellee Newcomb

Call to Order

In Jeff Moore's absence, the meeting was called to order by Susan Lindsey at 4:11 p.m.

Adoption of Agenda

A motion was made by Adam Goldstein and seconded by Larry Fleckenstein to adopt the agenda as written. The motion passed unanimously.

Wellness Program Update

Shelly reviewed the monthly Wellness Program report with the group.

Weight Watchers Subsidy

Shelly talked with the Trustees about the Weight Watchers meetings and said there are staff members who have paid for meetings but are not attending. The subsidized amount that members pay is less expensive than the Weight Watchers online program. Shelly thinks members are using this option and not attending the meetings rather than paying more for the online program.

Since the Trust is subsidizing half of the Weight Watcher membership fees for staff, Shelly wanted to bring this issue to the Trustees' attention. She shared data with the group and said the Trust would have saved almost \$2,000 if they had not subsidized current member's fees who did not attend meetings. She asked if the Trustees wanted to consider changing the subsidy to be contingent on staff members attending a certain number of meetings before the subsidy is paid. The group discussed the information and provided feedback.

Shelly is waiting to connect with the Weight Watchers representative to clarify what options are available if the Trustees choose to change the current subsidy practice. She will report back with more information.

Financial Wellness Seminar

Shelly asked the Trustees about the possibility of creating a financial wellness seminar for staff. She said the seminar would be offered at no charge by a third party vendor and would include financial topics such as how to reduce student debt and retirement.

Financial wellness options have been presented to the Trust in the past. The group discussed the history of why it has not been allowed. While the group liked the concept of providing financial literacy to staff, they did not like that it would be provided by someone selling a product. The Trustees also noted that this type of training is offered in other areas. Another consideration is that any vendor offering this type of service is required to be vetted by the district and the WEA. Shelly will look into other possible options using not for profit vendors and report back.

Adoption of Minutes

A motion was made by Adam Goldstein and seconded by Kelly Shepherd to approve the minutes from the November 15, 2017 meeting as written. The motion passed unanimously.

Financials

Darla provided financials from November 2017 and reviewed them with the group.

Trust Policy/Procedure Review

Procedure 250P, Fund Balance and Solvency

The Trustees reviewed for second reading and adoption proposed revisions to Procedure 250P, Fund Balance and Solvency. Proposed revisions to Procedure 250P were provided for first reading at the November 15, 2017 Trust meeting. A motion was made by Kelly Shepherd and seconded by Adam Goldstein to adopt the revisions to Procedure 250P, Fund Balance and Solvency as written. The motion passed unanimously.

Policy 220, Investment Guidelines

Proposed revisions to Policy 220, Investment Guidelines, were provided for first reading. The Trustees reviewed the proposed revisions and recommended that the word “expenditures” be changed to “expenditure”. This policy will be presented for second reading and adoption at the January Trust meeting.

Benefits Department Update

Quarterly EAP Report

Randi provided the quarterly EAP report and reviewed the information with the Trustees. Overall, she said use has been low but consistent. Magellan continues to be very responsive and well performing. Brochures for the EAP program have been provided to schools for distribution to staff. Randi explained that this can be a tough time of year for some so she wanted staff to have the information over winter break if needed.

Open Enrollment Update

Staff are still collecting data, but overall are seeing movement between plans, and from Aetna to Kaiser Permanente. The Trustees provided information on what kinds of data they would like to have presented at the January meeting.

Out-of-Network Provider Issues

Susan shared a staff member's concerns related to mental health services with an out-of-network provider. Cris explained the issues in this situation and how she could help the staff member. She said they are happy to assist and encouraged the Trustees to refer staff members to the benefits team for any benefit concerns or assistance.

Upcoming January Agenda items

The Trustees reviewed agenda items for the January 17, 2018 meeting.

Adjournment

The meeting was adjourned by Susan Lindsey at 4:53 p.m.

Sincerely,

Susan Lindsey
Secretary

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