



**BUTTE SCHOOLS**  
**SELF-FUNDED PROGRAMS**

**Strategic Action Plan**

**Planning Cycle  
2018-2021**



# Strategic Action Plan

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# Butte Schools Self-Funded Programs

## Strategic Action Plan 2018 – 2021

The following are the Strategic Initiatives and recommendations for goals and objectives discussed at the Board’s March 1, 2018, Strategic Planning Workshop and action plan workshop follow-up sessions:

### Strategic Initiative 1. EMPLOYEE BENEFIT PROGRAMS

**Description:** The core purpose of BSSP continues to be providing employer-sponsored benefits to the employees and retirees (and their eligible dependents) of BSSP’s member districts.

**Objective:** Continuing to provide a broad menu of well-managed and competitively priced employer-sponsored employee benefits which meet the needs of member districts and districts employees, retirees and covered family members.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Funding</b>			
1.1 Designate Use of Excess Funds From Self-Funded Medical Plans	Admin and Board	6/30/2020	Completed
1.2 Establish and Maintain Reserve Level for HWC and BSSP Operations	Admin and Board	6/30/2019	Completed
<b>2. SISC Partnership</b>			
2.1 Explore Options to Enhance Collaboration and Partnership with SISC	Administration	Ongoing	Ongoing
<b>3. Industry Best Practices</b>			
3.1 Retain MD for HWCs	Administration and HS	Ongoing	3/10/20 Agenda
3.2 Patient Advocacy Service	Administration and HS	3/31/2020	Deferred to 2021
3.3 Evaluate Complimentary Wellness Programs	Administration and HS	3/31/2020	In progress
<b>4. Other Benefit Programs</b>			
4.1 Explore Voluntary Benefit Offerings	Consultant, Admin and Board	12/31/2019	Approved 12/10/19

## Strategic Initiative 2. WELLNESS

**Description:** The wellness of BSSP's covered members and dependents is of critical importance to BSSP's member employers and directly impacts the cost of benefits provided through BSSP.

**Objective:** To maintain and increase the wellness of covered members and dependents.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Member Engagement</b>			
1.1 Consider two-part incentive, with \$15 for HRA and \$25 for follow-up if risk factors are >0; no follow-up required if 0 risk factors	HWC staff, Administration	12/31/19	Information regarding # of risk factors would violate HIPAA; cannot implement.
1.2 Wellness counseling: Onsite MD @ HWC	HS and Administration	Ongoing	3/10/20 Agenda
1.3 HWC online scheduling option	HS and Administration	6/30/2019	Not efficient for proper scheduling
1.4 Onsite physical therapy @ HWC	HS and Administration	3/31/2020	Not feasible until WC services are provided
1.5 Family wellness: CSUC interns/partnerships	Administration	6/30/2020	
<b>2. Worksite Wellness</b>			
2.1. Wellness Challenges: district competitions (with incentive funding)	Administration and district staff	Ongoing	
2.3. Increase utilization of HWC for disease maintenance and wellness services	Staff, HWC staff	Ongoing	In progress
2.4. Evaluate effectiveness of providing workers compensation services at HWC	HS, and administration	3/31/2020	In progress
2.5 Access to campus weight rooms for staff	Administration and district staff	3/31/2020	In progress
<b>3. Children's Wellness</b>			
3.1 Ensure covered children have access to wellness, crisis interventions and support options, including EAP	Administration and district staff	3/31/2020	Completed

### Strategic Initiative 3. COMMUNICATION

**Description:** The need continues for ongoing communication: to expand members’ understanding of their benefits; to enable members to select an appropriate plan for their family; and to best utilize their benefits.

**Objective:** To improve communication with the members in order to increase their knowledge of the programs and benefits available.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Modes and Frequency of Communication</b>			
1.1 Fall site-based presentations regarding how to use benefits	Administration	Fall, 2020 and ongoing	
1.2 Evaluate text-messaging services	Administration	3/31/2020	In progress
1.3 1:1 open enrollment counseling sessions with BSSP staff or voluntary benefits TPA	Administration	3/31/2019	Completed
1.4 Add additional videos (see content below)	Administration	3/31/2020	In progress
<b>2. Content</b>			
2.1 Include sample scenarios, testimonials and plan changes in content	Administration	Ongoing	Launching podcasts 12/2019
2.2 Consider Castlight or other provider search and cost-estimator tools	Consultants, SISC and Administration	3/31/2019	Not feasible until available in partnership with SISC

## Strategic Initiative 4. MEMBERSHIP

**Description:** Additional, strategic growth with increased HWC utilization can provide opportunities to expand services at the HWCs.

**Objective:** To continue to sustain optimum group membership and program design for the benefit of the members.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Membership</b>			
1.1 Measure satisfaction and ongoing needs from current members	Administration	12/31/2020 (last survey: 1/2018)	Consider for 2021 Strategic Planning on agenda 3/10/20
1.2 Evaluate strategic growth opportunities	Administration	Ongoing	PUSD CSEA is considering a return to BSSP

## Strategic Initiative 5. PROPERTY AND LIABILITY PROGRAM

**Description:** The Property and Liability program action plan for coverage changes and innovations is an ongoing initiative but was not included in the formal strategic planning session.

**Objective:** To continue to improve and streamline the existing Property and Liability Program for the benefit of the members.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Risk Management</b>			
1.1 Evaluate need for additional risk management services, including on-staff or contracted risk management consultant	Administration and board	3/31/2020	In progress
1.2 Evaluate the coverage for exclusions and limits <ul style="list-style-type: none"> <li>• Evaluate high risk activities and related deductible amount</li> <li>• Evaluate additional exclusions beyond BASIC Memorandum of Excess Liability Coverage</li> </ul>	Administration	Ongoing	Ongoing
1.3 Develop additional standardized risk management forms: <ul style="list-style-type: none"> <li>• Volunteer and parent driver forms</li> <li>• Facility use agreements</li> <li>• Hold harmless contract provisions</li> </ul>	Administration	Ongoing	BASIC forms committee convened 2018
1.4 Consider experience modification factors	Administration	3/31/2020	3/10/20 Agenda
<b>2. Other Programs</b>			
2.1 Evaluate providing student accident insurance for districts	Administration	3/31/2021	
2.2 Evaluate providing crisis prevention and intervention resources for district students	Administration	3/31/2021	Stopit! Re-launch 9/2019

## Strategic Initiative 6. OTHER

**Description:** This open topic was provide to capture other concepts and innovations is an ongoing initiative.

Recommended Actions:	Responsibility	Deadlines	Status
<b>1. Other</b>			
1.1 Advocacy on behalf of BSSP members and programs	Administration and board	Ongoing	CAJPA membership provides advocacy efforts; admin participates coalition developing prevention of molestation guidelines
1.2 Investigate creating a new/local network for healthcare	Administration	Ongoing	Not available in partnership with SISC
1.3 Investigate workers compensation as BSSP line of coverage	Administration and consultants	6/30/2021	In progress