

**BUTTE SCHOOLS SELF-FUNDED PROGRAMS**

**BOARD OF DIRECTORS**

**March 10, 2020  
Marsh Conference Room, Marsh Junior High School  
Chico, California**

**MINUTES**

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Directors:

<b>Member</b>	<b>Director – Management</b>	<b>Director – Labor</b>
Biggs Unified	Karen Peters*	Dave Browning
Butte County Office of Education	Karen Finley	Debbie Haggard
Butte-Glenn Community College	Chris Little	John Soldate
Chico Unified	Marie Hartman	Kevin Moretti
Durham Unified	Absent	Jean Murphy Atkins
Gridley Unified	Heather Naylor	Michael Tuft
Manzanita Elementary	Brittany LaRose	Lora Askea
Oroville City Elementary	Andrew James*	Carla Held*
Oroville Union High	Susan Watts*	Chello Metcalf*
Palermo Union	Ruthie Anaya	Kimberly Solano
Paradise Unified	David McCready	Vacant
Thermalito Union	Cody Walker*	n/a
Bangor Union Elementary, Golden Feather Union Elementary, and Pioneer Union Elementary	Vacant	Absent

Staff: Christy Patterson.....Executive Director  
Nicole Strauch.....Senior Benefits/Administrative Assistant

Guests: Christine Kerns\* .....Alliant Employee Benefits  
Leah Ledda\*.....Alliant Employee Benefits  
Cassady Clifton\* .....Self-Insured Schools of California  
Nicole Henry\* .....Self-Insured Schools of California

*\*Attended via video and/or telephone.*

**A. CALL TO ORDER**

President Ruthie Anaya called the meeting to order at 2:03 p.m.

**B. INTRODUCTIONS**

Karen Peters (Biggs), Michael Tuft (Gridley) and Marie Hartman (Chico) were introduced as new directors.

C. ROLL CALL AND DECLARATION OF A QUORUM

Executive Director Christy Patterson conducted a roll call and declared that a quorum of directors and votes was present with a total of 20 of 24 directors and 73 of 82 weighted votes.

D. AGENDA

Mrs. Patterson reported that following the consent agenda the meeting would be moved to closed session under Item I., Closed Session, after approval of the agenda.

Motion: Approve agenda as posted.		Directors	Votes
	Yes	20	73
Made by: Kevin Moretti	No	0	0
Seconded by: David Browning	Absent	4	9
Motion passed by roll call vote of the directors present.			

I. CLOSED SESSION

President Anaya moved the meeting to closed session at 2:09 p.m. to discuss lease of real property (Government Code Section 54956.8) and significant exposure to litigation (Government Code Section 54956.9(b)).

At 3:02 p.m. President Anaya returned the meeting to open session and reported that administration was directed to continue work on lease of real property, including contribution of costs up to 50% of \$10,000, and to schedule a special meeting regarding review of the Healthstat contract.

E. PUBLIC COMMENTS

There were none.

F. CONSENT AGENDA

Chris Little asked that that the Board be provided information regarding participation in the workshops funded through the North Valley Community Foundation grant. Mrs. Patterson reported that if enrollments are not sufficient to justify the proposed sessions under the grant, a revised application may be submitted or funds would be returned.

Motion: Approve consent agenda as presented.		Directors	Votes
	Yes	17	58
Made by: David Browning	Abstain	3	15
Seconded by: Jean Murphy Atkins	Absent	4	9
Motion passed by roll vote of the directors present, with Peters, Hartman and Tuft abstaining on item F.1. (minutes) as they were not directors as the time those meetings were held.			

G. REPORT / ACTION ITEMS

1. Consultant's Report: Leah Ledda, Alliant Employee Benefits, reviewed the quarterly compliance update, progress on the American Fidelity voluntary benefits partnership, and open enrollment timelines.
2. Executive Director's Report:
  - a. Financial Reports as of January 31, 2020: Mrs. Patterson reviewed the year-to-date financial statements through January 31, 2020.
  - b. Strategic Action Plan: Mrs. Patterson reported on the strategic action plan.
  - c. CAJPA Accreditation with Excellence: Mrs. Patterson reported that BSSP had been awarded CAJPA's accreditation with excellence through June, 2022.
  - d. Other: Mrs. Patterson reviewed items included within the previously-distributed packet, including the open enrollment timeline and the recent behavioral health workshops.

H. DISCUSSION / ACTION ITEMS

Employee Benefits

1. Core Benefits as of October 1, 2020
  - a. Health and Wellness Centers: Mrs. Patterson reviewed the HWC utilization information and the proposal for the addition of MD services for provider supervision and patient consultation up to five days per month at a revised cost of \$1 PEPM (prior cost estimate did not include savings associated with cancelled contract for current supervision physician).

Motion: Delay implementation pending contract review with Healthstat.		Directors	Votes
	Yes	20	73
Made by: Chris Little	No	0	0
Seconded by: Marie Hartman.	Absent	4	9
Motion passed by a roll call vote of the directors present.			

- b. Medical Plan Rates: Nicole Henry and Cassady Clifton of SISC were introduced via telephone. Ms. Henry reported on SISC's renewal for October 1, 2020, including SISC's cost-containment efforts on pharmacy costs. She reported that the statewide average for renewal was 2.1%, with BSSP active and non-Medicare rates increasing between 1.7% and 2.6% with an average of 2.0%. She also reported on the following benefit additions: non-HSA plans would provide 3 \$0 copay primary care office visits annually (effective October 1, 2020) and effective April 1, 2020 there is an additional virtual wellness benefit, VIDA, and cancer benefit through the City of Hope.

Mrs. Patterson reviewed the costs of HWC operations and BSSP administration as well as a proposal for use of 1/3 of the rate stabilization funds available to offset current costs.

Motion: Adopt BSSP add-ons to the SISC rates of \$6 (administration), \$67 (HWC) and a \$11 credit for a net adjustment of \$62 PEPM effective October 1, 2020.		Directors	Votes
	Yes	20	73
Made by: Kevin Moretti	No	0	0
Seconded by: Jean Murphy Atkins	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

- c. Dental Plan Rates: Mrs. Patterson reviewed the recommended utilizing excess rate stabilization funds to offset the projected 8.4% needed increase in dental plan rates, noting an increase may be warranted in 2021.

Motion: Adopt a rate pass effective October 1, 2020.		Directors	Votes
	Yes	20	73
Made by: Kevin Moretti	No	0	0
Seconded by: Heather Naylor	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

- d. Vision Plan Rates: Mrs. Patterson reviewed the recommended utilizing excess rate stabilization funds to offset the projected 2% needed increase in vision plan rates, noting the Computer Vision Care (CVC) could be added without an increase in rates in 2020 but that one may be warranted in 2021.

Kevin Moretti moved to adopt a rate pass and the CVC benefit effective October 1, 2020. The motion died for lack of a second.

Motion: Adopt a rate pass effective October 1, 2020, with no change in benefits.		Directors	Votes
	Yes	20	73
Made by: John Soldate	No	0	0
Seconded by: Dave Browning	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

2. Policy 1.1, Covered Employees / Groups / Board Members:

Motion: Adopt revised policy 1.1, Covered Employees / Groups / Board Members, as presented.		Directors	Votes
	Yes	20	73
Made by: Heather Naylor	No	0	0
Seconded by: Chris Little	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

3. Participation in Employee Benefit Programs by Returning Employers effective October 1, 2020:

Motion: Approved participation by PUSD (classified) effective October 1, 2020, contingent upon receipt of a request to participate and approval of such by Self-Insured Schools of California.		Directors	Votes
	Yes	20	73
Made by: Chris Little	No	0	0
Seconded by: Jean Murphy Atkins	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

Administration

*Cody Walker joined the meeting at 4:20 p.m.*

4. Selection of Financial Auditor: Cody Walker spoke well of experience with Christy White as financial auditor for his former district.

Motion: Award 3-year contract to Christy White, Inc.		Directors	Votes
	Yes	21	76
Made by: Dave Browning	No	0	0
Seconded by: Marie Hartman	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

5. Strategic Planning Session: Mrs. Patterson reported strategic planning is recommended every 2-3 years for CAJPA accreditation but that a 1-year delay may be beneficial in order to include members' experience with American Fidelity's voluntary benefits program in the discussion. It was the consensus of the directors to delay benefits and administration strategic planning until the fall of 2021.

6. Board and Executive Committee Reconfiguration:

- a. Resolution 20-01, Amendment of ByLaws
- b. Revised Policy 4.1, Board Officers, Executive Committee and Ad Hoc Committees
- c. Revised Policy 4.2, Election Procedures / Nominating Committee

Motion: Adopt Resolution 20-01, Amendment of ByLaws, Revised Policy 4.1, Board Officers, Executive Committee and Ad Hoc Committees and Revised Policy 4.2, Election Procedures / Nominating Committee as presented.		Directors	Votes
	Yes	21	76
Made by: Kevin Moretti	No	0	0
Seconded by: John Soldate	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

d. Appointment of Nominating Committee:

Motion: Appoint Kevin Moretti, Jean Murphy Atkins, Andrew James and Heather Naylor as a standing Nominating Committee.		Directors	Votes
	Yes	21	76
Made by: Kevin Moretti	No	0	0
Seconded by: Karen Finley	Absent	4	9
Motion passed by unanimous roll call vote of the directors present.			

*Susan Watts left the meeting at 4:39 p.m.*

I. CLOSED SESSION

President Anaya moved the meeting to closed session at 4:39 p.m. to conference with labor negotiators (Government Code Section 54957.6; agency representative: Christy Patterson, Executive Director; Unrepresented Employee: Senior Benefits / Administrative Assistant).

At 4:45 p.m. President Anaya returned the meeting to open session and reported that administration had been directed to include policy 3.3, Salary and Benefits for Employees Not Subject to an Employment Contract with a 4.61% salary schedule increase effective July 1, 2020 and 4.38% salary schedule increase effective July 1, 2021, on the next regular meeting's consent agenda.

J. ITEMS FROM THE DIRECTORS

There were none.

*Representatives of labor, Chico Unified and Butte College left the meeting. Brittany LaRose also left the meeting.*

Property and Liability

K. CONSENT AGENDA

Motion: Approve as presented.		Directors	Votes
	Yes	6	25
Made by: Heather Naylor	No	0	0
Seconded by: David McCready.	Absent	5	14
Motion passed by unanimous roll call vote of the directors present.			

L. EXECUTIVE DIRECTOR'S REPORT:

1. BASIC JPA: Mrs. Patterson reviewed the importance of participation in programs such as StopIt and how it may impact pricing. She also presented information on a new program, Praesidium, with training regarding the prevention of sexual abuse and molestation.

2. Schools Purchasing Alliance: Mrs. Patterson reported on the new Schools Purchasing Alliance.
3. Strategic Action Plan: Mrs. Patterson asked for interest in exploring partnerships with other JPAs for an alternative workers compensation provider; it was the consensus of the directors to include this topic on a property and liability strategic planning session in the fall of 2020.

M. DISCUSSION/ACTION ITEMS:

1. Memorandum of Liability Coverage effective July 1, 2020: There was interest in including language and funding for defense-only costs of AB-218 claims in the 2020 program. There was also discussion regarding the language regarding swimming activities and the need for lifeguards to be addressed in the language. Mrs. Patterson will review and re-draft the language if needed.
2. Resolution 2020-02, Appointment of Representative and Alternate to Bay Area Schools Insurance Cooperative (BASIC) Board of Directors:

Andrew James volunteered to serve as the alternative director to BASIC.

Motion: Adopt Resolution 2020-02, Appointment of Representative and Alternate to Bay Area Schools Insurance Cooperative (BASIC) Board of Director, appointing Andrew James as alternate.		Directors	Votes
	Yes	6	25
Made by: Ruthie Anaya	No	0	0
Seconded by: David McCready	Absent	5	14
Motion passed by unanimous roll call vote of the directors present.			

3. Experience Modification Factors: Mrs. Patterson reviewed the drafts presented. This item was deferred for further review at the strategic planning session and it was suggested that an adjustment for Paradise's declining payroll factor should be included.

N. ADJOURNMENT

The meeting adjourned at 5:27 p.m.

Respectfully submitted,



Christy R. Patterson  
Executive Director