I. CALL TO ORDER: Time called: 10:34 am

II. ROLL CALL: The following voting members were present:
Dr. Ted Horrell, Lakeland School System, Chairman
Teresa Winter, Bartlett City Schools, Secretary
Miracle Roberts, Arlington Community Schools
Anita Hays, Collierville Schools
Bruce Rasmussen, Millington Municipal Schools
Dick Phebus, City of Bartlett
Jessica Millspaugh, City of Lakeland
Mark Krock, Town of Collierville

Other attendees: Frank Carney (Attorney), Karen Naccarato (Plan Administrator), Mark Morgan (Consultant), Belva Hale (Consultant), Mike Rossi (EAS), Suraj Datta (Actuary, Nyhart), Ted Archdeacon (HR, COB), Mark Brown (CAO, COB), Jay Jefferies (HR, TOC), Stephanie Moore (HR, ACS), Jeff Mayo, (HR, ACS), Tammy Mason (Superintendent, ACS), James Aldinger (HR, BCS), David Stephens (Superintendent, BCS) Jessie Rosales, (CMFO/HR, LSS), John Aitken (Superintendent, CS), Cecelia Booker (HR, CS)

III. ACTIONS ITEMS/DISCUSSION

1. Estimate – MedBen Flyer
Belva estimated the cost would be $.17 per flyer and $.09 per card for a total cost of $.26 per employee. This would make the total estimate of cost to be $800.00. The board approved the cost of $800.00 for the mailing and printing of ID cards and prescription flyer announcing new plan.

<table>
<thead>
<tr>
<th>Motion made by: Anita Hays</th>
<th>Seconded by: Teresa Winter</th>
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</thead>
<tbody>
<tr>
<td><strong>Motion Carried:</strong> X</td>
<td><strong>Motion Rejected:</strong></td>
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2. Sherrill Morgan/Nyhart Trust Plan Design/Rate Recommendation for 2018-2019 Plan year
Mark started off the conversation with the idea of eliminating all plans except for the Copay plan, City of Bartlett and Town of Collierville plans. The City of Bartlett will eliminate the Bartlett Plan June 30, 2019. Mark further recommended charging a 20% coinsurance for Tier 2 and Tier 3 plans but have a cap of $200. For Tier 3 plans, the employee would be charged 20% + $50 up to the $250 cap. Mark recommended the increase to the Copays for Doctor, Urgent Care and Emergency Room. See below the items the committee approved for the 2018-2019 plan year.
### Option 7

**SELECTED OPTION**

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>16.30%</td>
<td>Global Trust Increase</td>
</tr>
<tr>
<td>12.07%</td>
<td>Required Trust Increase</td>
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**Excess funding Generated**

Yes – Negative Balance during FY 18/19

### Medical Plan Changes listed below

- EPO, Basic, HRA – Plans Eliminated
- PCP - $10 – Copay Increase
- Specialist - $10 - Copay Increase
- Urgent Care - $10 - Copay Increase
- ER - $100 - Copay Increase

**OOPM Increase to ACA for 2\textsuperscript{nd} layer**

$7,350/$14,700

### RX Changes

- Tier 2 - 20% Coins. + $200 max copay (per script)
- Tier 3 - 20% Coins. + $50 + $250 max copay (per script)
  - Elective/Discretionary
  - ACI / Ventegra

### Network Changes

- Prof. Svc 125%+ Medicare
- Open Network

### Stop Loss Changes

- N/A - Specific
- Eliminate Aggregate Coverage

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**Motion made by:** Dick Phebus  
**Seconded by:** Miracle Roberts

**Motion Carried:** X  
**Motion Rejected:**

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**3. Trust Funding**

Sherrill Morgan acknowledged it would be difficult for the schools to change the way they fund the trust. For that reason, it was felt a “pre-funding” in July would be better and then a credit could be given once reserves were built back. It was preferred by the committee to be able to receive the credit back for the same amount funded. For
accounting purposes it would be a cleaner process. Dr. Horrell suggested cutting a check to the trust based on each entity’s enrollment. This item was pushed to May to vote at that time.

4. **Stop-Loss Renewal**

   Sherrill Morgan’s recommendation is to eliminate the aggregate Stop-Loss. Mark said we are paying a lot of money, approximately $100,000 for this insurance, yet, it would be very difficult for us to reach the limit before the insurance would kick in. He does want to keep the specific amount at $500,000.

   **Motion made by:** Teresa Winter  **Seconded by:** Jessica Millsbaugh  
   **Motion Carried:** X  **Motion Rejected:**

**IV. ADJOURNMENT:**

   **Motion made by:** Jessica Millspaugh  **Motion seconded:** Miracle Roberts  
   **Motion Carried:** X  **Motion Rejected:**

**Time: Adjourned:** __12:23 pm________________________

**Recorded by:** Karen Naccarato_____________________

The minutes were approved ________________________________

Dr. Ted Horrell, *Chairman*  
Teresa Winter, *Secretary*