Regular

Monday, October 6, 2003 6:00 PM
Granbury ISD Board Room, 600 West Pearl St., Granbury, TX 76048, W Pearl St, Granbury, TX 76048

1. **Call to order at 6:00 p.m.**
2. **Convene in closed session under the Texas Open Meetings Act, Texas Government Codes, Chapter 551.074 - personnel matters and 551.072 - purchase, exchange, lease or value of real property**
   a. Appointments, leaves and resignations
3. **Reconvene in open session at 7:00 p.m.**
4. **Invocation**
5. **Pledges - U.S. Flag & Texas Flag**
6. **Superintendent's report - Goals 2,4,7**
   a. Facilities Update
7. **Public comments/audience participation**
8. **Board members special reports**
9. **Consent Agenda Items**
   a. Consider budget amendments
   b. Consider minutes of the September 14, 2003 regular board meeting and the September 22, 2003 special board meeting
   c. Consider general merchandise & consumables bid no. 2001-55 - renewal
10. **Consider employee insurance for 2003-2004**
11. **Consider nomination of candidate for Hood County Appraisal District directors**
12. **Consider Eagle Academy of Waco Charter School**
13. **Consider Granbury HS choir trip to Austria**
14. **Personnel**
    a. Consider appointments, leaves and resignations - Goal 7
15. **Adjourn**

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: October 6, 2003
For: Approval

TO: Mr. William Harris, Superintendent

FROM: Sharay Boynton, Finance Director
DATE: September 25, 2003
RE: Budget Amendments

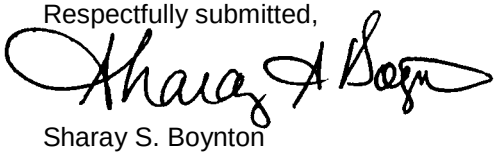
SUMMARY:

Attached are budget amendments that are for Board approval.

RECOMMENDATION:

I recommend the Board approve the amendments.

Respectfully submitted,



Sharay S. Boynton
Executive Director of Finance

Staff Person Responsible: Emmett Whitefield
Date Submitted: September 25, 2003

BUDGET AMENDMENTS RECOGNIZING DONATED & MISCELLANEOUS REVENUES

Fund 199, Ms. Heather Allen, Originator
This Amendment recognizes funds in the amount of $123 allocated to function 11. These funds are generated from a donation from the PTO and will be used to purchase a magazine rack.

BUDGET AMENDMENTS RECOGNIZING FUNCTION TO FUNCTION TRANSACTION

Fund 199, Ms. Sharay Boynton, Originator
This Amendment recognizes funds in the amount of $1,284 allocated from function 31 to function 21 and $330 from function 31 to function 13. These funds are being transferred within the Xerox budget to the proper accounts.

GRANBURY ISD
BOARD OF TRUSTEES
OFFICIAL REGULAR MEETING
MINUTES
September 15, 2003

The Board of Trustees of the Granbury Independent School District convened in an official **REGULAR** meeting on Monday, September 15, 2003 at 6:00 p.m. in the Board Room of the Administration Building, 600 West Pearl St., Granbury, Texas

Presiding Officer..... Micky Shearon

Board Members Present

Gene Ellis
Jerry Campbell
Charlie Cloud
Mark Graves
Brad Johnson
Brian Condit

School Officials Present

William Harris, Superintendent
Jan VanDorn, Assistant Superintendent
Sharay Boynton, Executive Director of Finance
Troy Green, Executive Director of Human Resource
Martin Yarborough, Executive Director of Technology
Judy Duncan, Recording Secretary

Others Present

School Employees
Media
Community Members

Meeting Called to Order

President Micky Shearon called the meeting to order at 6:03 p.m.

Convened in Closed Session

The board convened into closed session at 6:03 pm. under the Texas Open Meetings Act, Texas Government Codes, Chapters 551.074 – personnel matters and 551.072 - purchase, exchange, lease or value of real property.

Reconvened in Open Session

The board reconvened in open session at 7:07 p.m.

Reverend Glen Ward, Minister of Acton Baptist Church, led the invocation. The Granbury High School JROTC posted the colors and led in the pledge to the US Flag and the Texas Flag.

Superintendent's Report

The board was given a copy of the Texas Primary Reading Inventory (TPRI) report for their review.

The board was given a copy of thd 2003 Adequate Yearly Progress (preliminary) report for their review.

Superintendent Harris presented the board with a health insurance timeline. Harris stated that the district insurance committee will meet on October 1, 2003 and a proposal will be brought to the board at the October 6, 2003 regular board meeting.

The board was presented information regarding the TEA official notification of the 2003 Preliminary School FIRST Rating. Granbury ISD received a preliminary Superior Achievement rating.

Public Comments

Granbury High School student, Brady Stokes addressed the board regarding naming the Granbury High School auditorium, The Kyle Bagby and Duncan McMahan Performing Arts Center after Mr. Kyle Bagby, former GHS Choir teacher and Duncan McMahan, current GHS Choir teacher.

Mr. Rod Deming addressed the board regarding the naming of the GHS auditorium after Kyle Bagby and Duncan McMahan.

Mr. Willie Crossland addressed the board regarding the naming of the GHS auditorium after Kyle Bagby and Duncan McMahan.

Margaret McBroom addressed the board regarding the naming of the GHS auditorium after Kyle Bagby and Duncan McMahan.

Board Members Special Reports

None

Consent Agenda

Board member Brian Condit request that item "g", '*consider Estate of Jan Robertson donation'* be pulled from the general consent agenda.

A motion was made by Brian Condit and seconded by Charlie Cloud that the funds from the Jan Robertson donation be used specifically for what they were designated for in the will of Jan Robertson. **MOTION CARRIED.** Yes 7 – Noe 0

A motion was made by Charlie Cloud and seconded by Jerry Campbell to approve the consent agenda items "a" – minutes of the August 22, 2003 special board meeting and the August 25, 2003 regular board meeting, "b" – staff development waiver, "c" – STARS calendar revision, "d" – 2003-04 travel reimbursement rates, "e" – Oak Woods PTO donations, and "f" – Acton Middle School PTO donations as presented. **MOTION CARRIED**. Yes 7 – Noe 0

A motion was made by Mark Graves and seconded by Jerry Campbell to rescind the previous board action to move toward majority vote and return to plurality vote. **MOTION CARRIED.** Yes 5 – Noe 2 Charlie Cloud and Gene Ellis voted against.

A motion was made by Charlie Cloud and seconded by Mark Graves to name the Granbury High School auditorium the Kyle Bagby and Duncan McMahan Performing Arts Center. **MOTION CARRIED.** Yes 7 – Noe 0

A motion was made by Jerry Campbell and seconded by Mark Graves to approve the following appointments: Gloria Stokes, Instructional Specialist, Mambrino School; Sharon Ward, 1st grade teacher, Acton Elementary; Laurie Dees, 6th grade teacher, Mambrino School; Amanda Rose, Sheltered Instruction teacher, Acton MS; Cyndee Andrino, 5th grade teacher, Oak Woods Intermediate. **MOTION CARRIED** Yes 7 – Noe 0

Adjourned

There being no further business, the meeting was adjourned at 7:56 p.m.

Micky Shearon, President

J. Mark Graves, Secretary

GRANBURY ISD
BOARD OF TRUSTEES
OFFICIAL SPECIAL MEETING
MINUTES
September 22, 2003

The Board of Trustees of the Granbury Independent School District convened in an official **SPECIAL** meeting on Monday, September 22, 2003 at 5:00 p.m. in the Board Room of the Administration Building, 600 West Pearl St., Granbury, Texas

Presiding Officer..... Micky Shearon

Board Members Present

Charlie Cloud
Jerry Campbell
Brad Johnson
Mark Graves
Gene Ellis
Brian Condit

School Officials Present

William Harris, Superintendent
Jan VanDorn, Assistant Superintendent
Judy Duncan, Recording Secretary

Others Present

Media

Meeting Called to Order

President, Micky Shearon, called the meeting to order at 5:15 p.m.

Superintendent Harris stated that the purpose of the meeting was to review the facilities report done by TASA in April 2003. Harris reviewed the 1999 bond election with the board and received input from the board regarding their likes/dislikes about the bond program. Areas of the bond program that were discussed were: athletics vs. academics; "did what we said"; concern about the grade level configuration; liked that no temporary buildings were currently being utilized; and utilized community input.

Harris asked the board for their input regarding the facility study. Areas discussed were the concerns of renovating buildings vs. demolishing buildings; low enrollment projections from the study and the classroom enrollment numbers.

Some of the critical issues that the board felt were needed in the district at this time include: the need for a 9^{th} grade campus – all 9^{th} graders under one roof; if no 9^{th} grade campus, what grade alignment would best meet the needs of the district?; attendance zones; possibility of a $9^{th}/10^{th}$ grade campus and $11^{th}/12^{th}$ grade campus; night alternative campus; larger alternative campus; satellite transportation; support services complex; another K-5 campus;

Harris stated that the purpose of the workshop was to have the board and community begin to think about the needs of the district and possibly look towards a bond election to meet these needs. Board President, Micky Shearon stated that he would like to have an expert, such as VLK Architects to make recommendations to the board. Superintendent Harris will bring an update to the board at the October 6, 2003 board meeting.

Harris stated that he and Jan VanDorn have made site visits to Weatherford and N.Crowley and hopes to have board members, principals and appointed teachers to make site visits as well.

Charlie Cloud stated that the district is right on target of where they told the community they would be as far as planning for another bond issue.

Adjournment

There being no further business, the meeting was adjourned at 5:35 p.m.

Micky Shearon, President

Mark Graves, Secretary

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: October 6, 2003
For: Approval

TO: Mr. William Harris, Superintendent

FROM: Sharay Boynton, Finance Director
DATE: September 29, 2003
RE: Consumables & Small Misc Supplies – Bid No. 2001-55 - RENEWAL

SUMMARY:

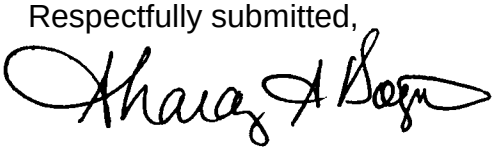
A bid was let 2001-02 for the purchase of consumables and small miscellaneous supplies. The Board awarded the bid to Kroger Food Store and WalMart Supercenter with the option to renew annually for an additional 2 one-year terms. The current bid will expire on November 1, 2003. Mrs. Johnson and myself felt that it would be in the best interest of the District to renew this bid. Both vendors were notified and have responded in writing to extend the bid as awarded until October 31, 2004.

A summation of the process and outcome as well as a copy of the tabulation is attached for your review.

RECOMMENDATION:

It is recommended that the District approve the renewal of Consumables & Small Miscellaneous Supplies – Bid No. 2001-55 for the period of November 1, 2003 to October 31, 2004.

Respectfully submitted,



Sharay S. Boynton
Executive Director of Finance

Staff Person Responsible: Debbie Johnson
Sharay Boynton

Date Submitted: September 29, 2003

BID FOR BOARD APPROVAL

Board Meeting Date: December 10, 2001 **Bid Number:** 2001-55

1. **Item or service (specific or classification):** Consumables and small miscellaneous supplies

2. **Brief description:** A bid advertisement was published in the Hood County News soliciting vendors for a shelf discount bid. This bid was let to provide vendors for the purchase of consumables to include but not be limited to: miscellaneous paper products, food items, kitchen utensils, small hardware items, household products and small electronic parts and supplies. No vendors requested a copy of the bid in response to the advertisement so a bid was sent to vendors that the district has used for these type purchases in the past. It was due August 15, 2001. No responses to this bid were received. A re-bid was processed, advertised and scheduled for November 7, 2001.

3. **Period of time bid covers:** From written notification of award through November 1, 2002

4. **Person and title responsible for the expenditure:**

   Campus Principals & Department Directors with approval by Executive Director of Finance

5. **Number of bids sent to vendors:** 9

6. **Number of bids received from vendors:** 2

7. **Listing of recommended vendors and total prices:** It is recommended award be made to both vendors responding, Kroger Food Store and WalMart Supercenter. They have both bid a 0% discount from shelf prices. Therefore, district purchases will be subject to the shelf cost at the time of purchase.

8. **Explanation of other than low recommendations:** N/A

9. **Last bid date (bid of comparable nature within last 5 years):** This bid has not been processed before.

10. **Percentage increase or decrease from last bid**: N/A

11. **Budget information:** Purchases of this type can be made from each campus or department supply account.

Sharay S. Boynton
Executive Director of Finance

Dale Taylor
Assistant Superintendent

GRANBURY INDEPENDENT SCHOOL DISTRICT

INTEROFFICE MEMO

FINANCE AND BUSINESS AFFAIRS

To: Board of Trustees
Date: October 6, 2003
For: Approval

TO: Mr. William Harris, Superintendent

FROM: Sharay Boynton, Finance Director
DATE: October 2, 2003
RE: Group Health Benefits

SUMMARY:

The Insurance Benefits Committee met October 1, 2003. A synopsis of the meeting is attached for your review.

RECOMMENDATION:

It is recommended that the Board accept the Plan Option II proposal from Wausau Benefits for the partially self-funded group health plan recommended by the insurance committee for the period of December 1, 2003 to November 30, 2004. This arrangement will require the District to enter into contracts with Wasau Benefits and Allianz Life for the administration services and stop loss/aggregate coverage respectively.

It is recommended that the District's contribution to employee's health care coverage be the following rates:

$229/month for employees working <30 hours a week
$297/month for employees working >30 hours a week

It is recommended that the District continue to purchase $20,000 life per participating employee and provide one eye exam at no cost to employees. Cost is $3.15/month per employee participating in the major medical plan.

Respectfully submitted,

Sharay S. Boynton
Executive Director of Finance

Staff Person Responsible: Mr. Troy Green, Executive Director of Human Resources
Mrs. Sharay Boynton, Executive Director of Finance

Date Submitted: October 2, 2003

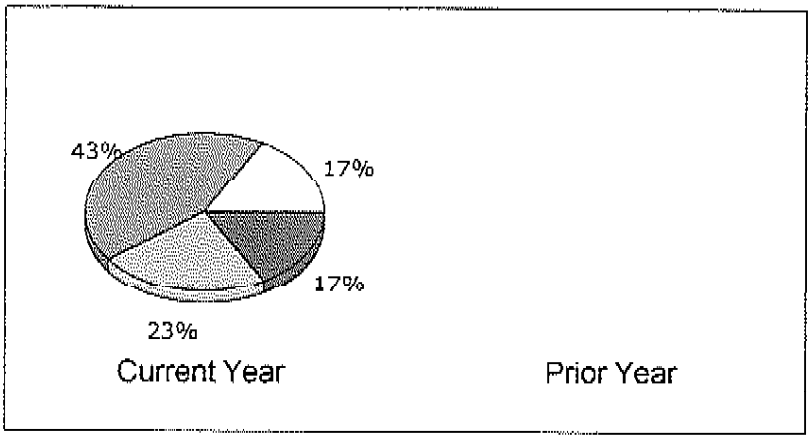
GISD HEALTH INSURANCE COMMITTEE MEETING

October 1, 2003 - Noon

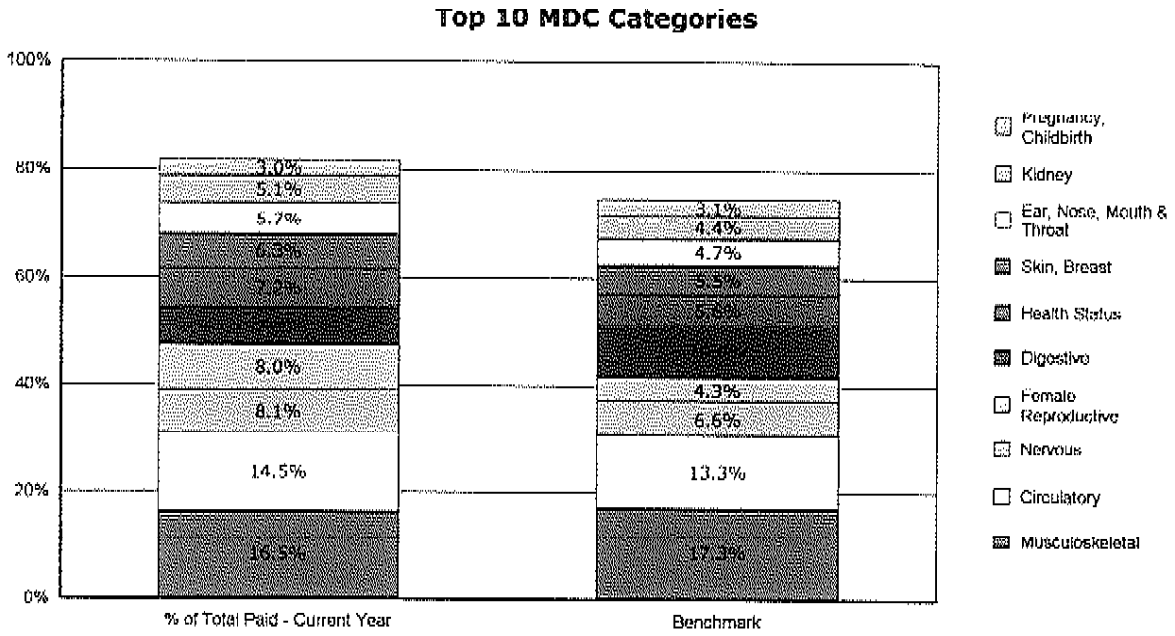
CAMPUS	REPRESENTATIVE	Signature of Attendance
ACTON ELEMENTARY	Natalee Sommerfeld	
	Sue Ellen Fry	
ACTON MIDDLE	Janie Green	
	Greg Doss	
BACCUS ELEMENTARY	Suzan Watson	
	Kim Hare	
BRAWNER INTERMEDIATE	Angela Huffman	
	Julia Stisser	
CROSSLAND INTERMEDIATE	Kathryn Burch	
	Jean Adkins	
EMMA ROBERSON	Donna Oglesby	
	Pam Thompson	
GRANBURY MIDDLE	Nickie Nicks	
	Charles Carroll	
GRANBURY HIGH	Tammy Clark	
	Jana Reid	
MAMBRINO	Susan Younk	
	Nancy Comeau	

OAK WOODS INTERMEDIATE	Brenda Elliott	Brenda Elliott
	Mike Cate (Dennis)	Mike Cate
HCJJC & STARS ACADEMY	Terry Keith	
BTC	Mary McCullough	Mary McCullough
CENTRAL ADMINISTRATION	Carola Bradley	Carola Bradley
BUSINESS OFFICE	Sharay Boynton	
	Lourdes Raupe	Lourdes Raupe
HUMAN RESOURCES	Troy Green	Troy K. Green
	Tam McIntosh	Tam McIntosh
MAINTENANCE	Scott Campbell	Scott Campbell
TRANSPORTATION	Bobby Grammer	
GISD Superintendent	William Harris	
GISD Board	Jerry Campbell	
	Rob Stowe	
Wasau	Cheryl Lang	
	Brian Roberts	
Purselley	Dixie	
	Pam	

Percent of Claims by Year

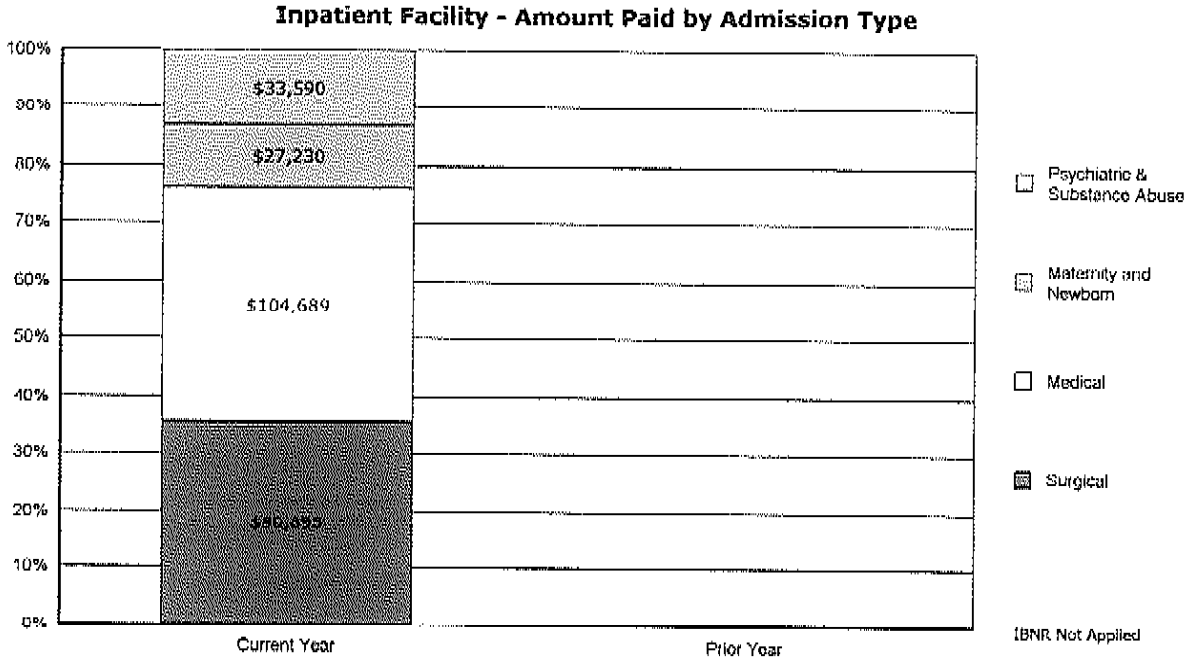


HPPM0014.02 MDC Analysis
Graph - pd basis

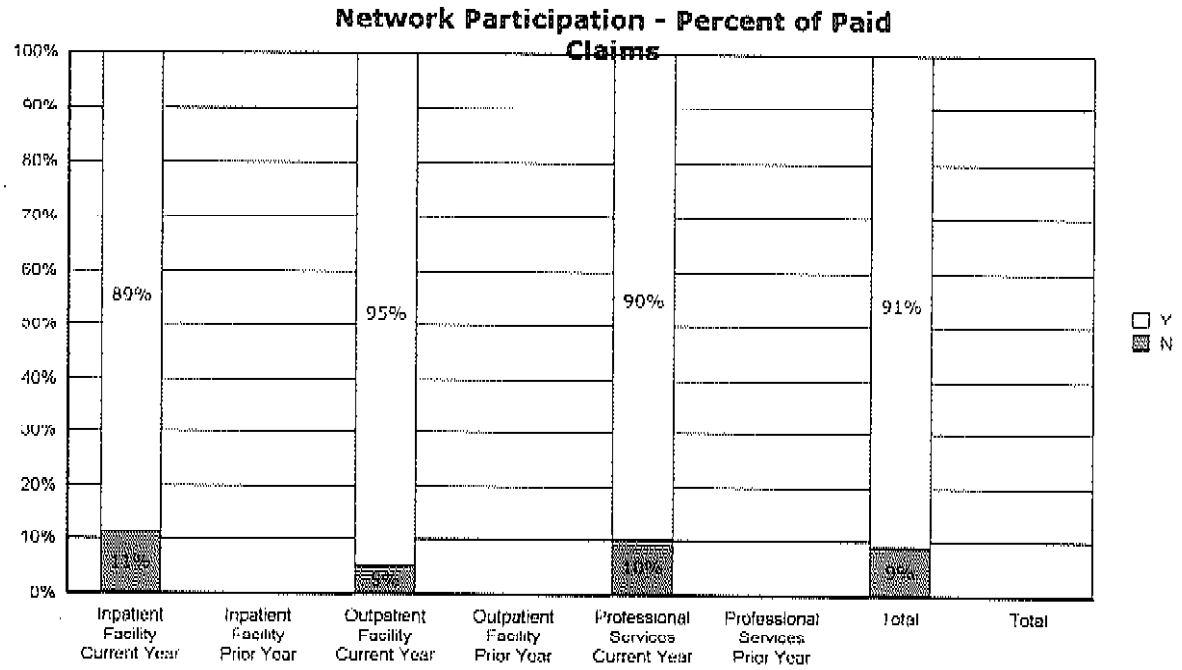


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Group:76160034:GRANBURY ISD

HPPM0013.03 Key Indicators - Inpatient by Admit Type

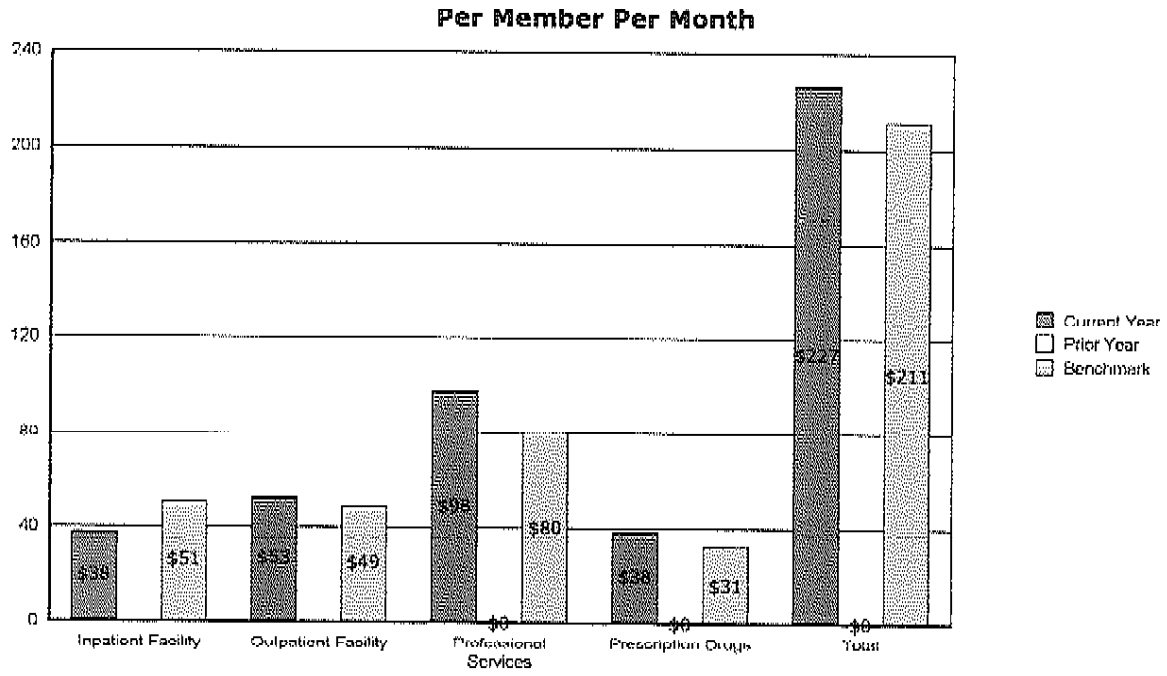


HPPM0011.02 Network usage - Percent of Paid Claims Graph



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Group:76160034:GRANBURY ISD

HPPM0006.01 Cost PMPM



WAUSAU PHARMACY BENEFITS®

Rx Overview Report

Period: 2nd Qtr of 2003

WAUSAU BENEFITS, INC - 196

Flex: 76160034 - GRANBURY ISD

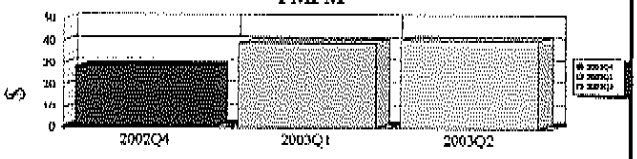
Total Pharmacy Cost

	2nd Qtr	YTD
Total Ingred Cost	$201,848.11	$399,875.38
Total Disp Fee Cost	$9,275.00	$18,233.00
Total Sales Tax	$0.00	$0.00
Member Cost Share	$77,718.28	$156,508.12
Cost PMPM	$40.70	$39.94
Total Paid	$135,812.44	$266,654.54

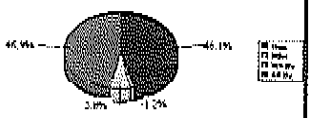
Utilization

	2nd Qtr	%	YTD	%
Eligible Members	3,337		6,677	
Utilizing Members	689		795	
Rx Claims-Total	3,813		7,505	
Rxs PMPM	1.14		1.12	
Denied Claims - Total	946		2,030	
Rx Claims-Generic	1,759	46.13%	3,444	45.89%
Rx Claims-SS Brand	1,789	46.92%	3,540	47.17%
Rx Claims-MS Brand	220	5.77%	440	5.86%
Generic Substitution Rate		88.88%		88.67%
Rx Claims-Formulary	3,306	86.70%	6,445	85.88%
Rx Claims-Non-Formulary	507	13.30%	1,059	14.11%

PMPM



Brand / Generic



Formulary / Nonformulary



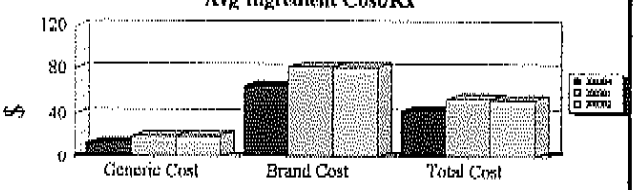
Prescription Cost

	2nd Qtr	YTD
Avg Ingred Cost	$52.94	$53.28
Avg Ingred Cost-Gen	$20.69	$20.75
Avg Ingred Cost-Brand/Form	$83.03	$82.85
Avg Ingred Cost-Brand/N-Form	$75.28	$76.87
Avg Disp Fee Cost	$2.43	$2.43
Avg Disp Fee Cost-Gen	$2.45	$2.45
Avg Disp Fee Cost-Brand/Form	$2.41	$2.41
Avg Disp Fee Cost-Brand/N-Form	$2.43	$2.43
Avg Mem Cost Share	$20.38	$20.85
Avg Mem Cost Share-Gen	$5.33	$5.37
Avg Mem Cost-Brand/Form	$30.64	$30.39
Avg Mem Cost-Brand/N-Form	$42.33	$44.96
Avg Paid by Plan	$35.62	$35.53
Avg Paid by Plan-Gen	$17.89	$17.90
Avg Paid by Plan-Brand/Form	$55.66	$55.77
Avg Paid by Plan-Brand/N-Form	$37.18	$36.23

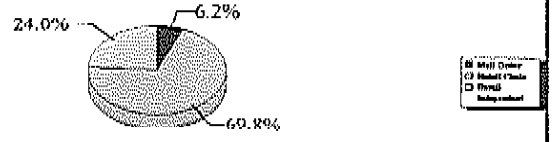
Pharmacy Performance

	2nd Qtr	%	YTD	%
Rx Claims-Total	3,813		7,505	
Rx Claims-Retail/Indep	917		1,760	
Rx Claims-Retail/Chain	2,661		5,237	
Rx Claim-Mail Order	235		482	
Avg Ingred Cost-Retail	$46.82		$47.09	
Avg Disp Fee-Retail	$2.49		$2.49	
Avg Mem Cost Share-Retail	$18.77		$19.19	
Avg Days Supply-Retail	24.09		23.81	
Avg Cost/Days Supply	$1.94		$1.98	
Generic-Retail	1,676	46.84%	3,263	46.46%
Avg Ingred Cost-Mail	$146.04		$143.44	
Avg Disp Fee-Mail	$1.50		$1.50	
Avg Mem Cost Share-Mail	$44.98		$45.04	
Avg Days Supply-Mail	87.73		87.84	
Avg Cost/Days Supply	$1.66		$1.63	
Generic-Mail	83	35.32%	181	37.55%

Avg Ingredient Cost/Rx



Pharmacy Claim Distribution



Copyright 2002 by Argus Health Systems, Inc. All Rights Reserved

POWERED BY ARGUS

Date: 7/15/03 07:58PM

G.I.S.D. PLAN HISTORY

ALTERNATE PLAN

1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Accordia	**Fortis**	**Fortis**	**Fortis**	**Fortis**	**Fortis**	**Fortis**	**Fortis**			
Life $10,000	Life $40,000	Life $40,000	Life $40,000	Life $40,000	Life $10,000					
	LTD	LTD	LTD	LTD	LTD					
	STD	STD	STD	STD	STD	STD	STD			
Dental (Ltd $300)	Dental $1,000	Dental $1,000	Dental $1,000	Dental $1,000	Dental $1,000		Dental $1,000			
Vision (Very Ltd)										
				VSP Added	**VSP**	**VSP**	**VSP**	**VSP**	**VSP**	**VSP**
				Employee VSP	Employee VSP	Employee VSP	Employee VSP	Employee VSP	Employee VSP	Employee VSP
						Dependent VSP Added	Dependent VSP	Dependent VSP	Dependent VSP	Dependent VSP
						NYLCare				
						Dental $1,000				
						Reliance	**Reliance**	**Reliance**	**Fortis**	**Fortis**
						Life $10,000	Life $10,000	Life $20,000	Life $20,000	Life $20,000

MEDICAL PLAN

	Harris HMO	**Harris HMO Flex**	**Harris HMO Flex**	**NYLCare HMO**	**Aetna HMO**	**Aetna HMO**	**Aetna HMO**	**Wausau PPO**
	EE Only $164.52	EE Only $159.83	EE Only $157.41	EE Only $175.80	EE Only $186.35	EE Only $208.60	EE Only $229.50	EE Only $295.00
	EE & SP $298.58	EE & SP $290.07	EE & SP $285.68	EE & SP $319.00	EE & SP $338.14	EE & SP $378.50	EE & SP $416.40	EE & SP $585.00
	EE & CH $298.58	EE & CH $290.07	EE & CH $285.68	EE & CH $319.00	EE & CHS386.00	EE & CHS378.50	EE & CHS416.40	EE & CHS585.00
	Family $369.48	Family $358.95	Family $353.52	Family $394.80	Family $418.49	Family $468.50	Family $515.40	Family $745.00
		Harris POS Flex	**Harris PPO**	**NYLCare POS**	**Aetna POS**	**Aetna POS**	**Aetna POS**	
		EE Only $183.40	EE Only $182.36	EE Only $212.70	EE Only $221.21	EE Only $247.00	EE Only $277.30	
		EE & SP $336.47	EE & SP $331.32	EE & SP $386.00	EE & SP $401.44	EE & SP $449.40	EE & SP $503.30	
		EE & CH $336.47	EE & CH $331.32	EE & CHS386.00	EE & CHS401.44	EE & CHS449.40	EE & CHS503.30	
		Family $416.37	Family $410.00	Family $477.70	Family $496.81	Family $556.10	Family $622.80	
GISD Contribution		**-65.00**	**-85.00**	**-85.00**	**-$95.00**	**-$208.60**	**-$229.50**	**-$240.00**

Purselley Associates 9.03

9/30/2003

9/30/2003

Granbury ISD
Renewal Contract 12.03 to 11.04

667 ees 230 dep	WAUSAU	WAUSAU	WAUSAU	WAUSAU
	Current	**Renewal**	**Option I** $500 $1,000 CYD 90/70	**Option II** $300 $600 CYD 80/60
(A) FIXED COST EXPENSE				
Employee	$45.88	$51.00	$51.00	$51.00
Dependent	$22.55	$29.20	$29.20	$29.20
Monthly Cost	$35,788.46	$40,733.00	$40,733.00	$40,733.00
Annual Cost	**$429,461.52**	**$488,796.00**	**$488,796.00**	**$488,796.00**
Percentage of Change		13.8%	13.8%	13.8%
(B) MAX CLAIMS LIABILITY				
Employee	$247.53	$290.51	$280.34	$279.47
Dependent	$655.94	$768.53	$741.63	$739.33
Monthly Cost	$259,036.11	$303,714.77	$293,084.75	$292,173.61
Annual Cost	**$3,108,433.33**	**$3,644,577.24**	**$3,517,017.04**	**$3,506,083.30**
Percentage of Change		+17%	+13%	+12.7%
MAX. TOTAL COST (A+B)	**$3,537,894.85**	**$4,133,373.24**	**$4,005,813.04**	**$3,994,879.30**
Percentage of Change		16.8%	13.2%	12.9%
Specific	$100,000	$100,000	$100,000	$100,000
Attachment Percentage	125%	125%	125%	125%
Contract	12/12	Matured	Matured	Matured

MONTHLY PREMIUM

Employee Only	$295.00	$325.00	$317.00	$317.00
Employee & Spouse	$585.00	$642.00	$617.00	$612.00
Employee & Child	$585.00	$637.00	$612.00	$607.00
Employee & Family	$745.00	$802.00	$780.00	$774.00

60
60
72

GRANBURY ISD
2003-04 INSURANCE RATE SHEET

	2002-03				2003-04				
Plan	Monthly Premium	District Contribution	Dist %	Monthly Deduction*	Monthly Premium	Prem Inc %	District Contribution	Dist %	Monthly Deduction **
Employee Only	$ 295	$ 240	81%	$ 55	$ 317	7%	$ 297	94%	$ 20
Employee/Spouse	$ 585	$ 240	41%	$ 345	$ 612	5%	$ 297	49%	$ 315
Employee/Child	$ 585	$ 240	41%	$ 345	$ 607	4%	$ 297	49%	$ 310
Employee/Family	$ 745	$ 240	32%	$ 505	$ 774	4%	$ 297	38%	$ 477

* TRS Supplement covered 100% of employee only (66% of the Supplement used)
** TRS Full-time Supplement will cover 100% of employee only (36% of the Supplement needed - Some employees lost Supplement

Purselley Associates 10/03

GRANBURY ISD ENROLLMENT SCHEDULE - 2003

Date	Location	Time	Enrollers	Comments
Thursday 10/16	Roberson	3:15 PM	Dixie & Brian	Group Meeting
Thursday 10/16	Brawner	4:15 PM	Dixie & Brian	Group Meeting
Friday 10/17	Roberson	8:00 - 4:00		Enrollment
Friday 10/17	Brawner	8:00 - 4:00		Enrollment
Monday 10/20	Crossland, BTC	3:15 PM	Dixie & Brian	Group Meeting
Monday 10/20	GMS, HCJJC	4:15 PM	Dixie & Brian	Group Meeting
Tuesday 10/21	Crossland, BTC	8:00 - 4:00		Enrollment
Tuesday 10/21	GMS, HCJJC	8:00 - 4:00		Enrollment
Tuesday 10/21	Acton	3:15 PM	Dixie & Brian	Group Meeting
Tuesday 10/21	Acton MS	4:15 PM	Dixie & Brian	Group Meeting
Wed. 10/22	Acton	8:00 - 4:00		Enrollment
Wed. 10/22	Acton MS	8:00 - 4:00		Enrollment
Wed. 10/22	Oakwoods	3:15 PM	Dixie & Brian	Group Meeting
Wed. 10/22	Stars	4:00 PM	Dixie & Brian	Group Meeting
Thurs 10/23	Oakwoods	8:00 - 4:00		Enrollment
Thurs 10/23	HS	4:15 PM	Dixie & Brian	Group Meeting
Friday 10/24	HS	8:00 - 4:00		Enrollment
Monday 10/27	HS	8:00 - 4:00		Enrollment
Monday 10/27	Mambrino	3:15 PM	Dixie & Brian	Group Meeting
Tuesday 10/28	Mambrino	8:00 - 4:00		Enrollment
Tuesday 10/28	Baccus	3:15 PM	Dixie & Brian	Group Meeting
Wed 10/29	Baccus	8:00 - 4:00		Enrollment
Wed 10/29	Admin. & Maint.	10:00 AM	Dixie & Brian	Group Meeting
Wed 10/29	Trans	11:00 AM	Dixie & Brian	Group Meeting
Thursday 10/30	Adm., Maint., Trans & Clean Up	8:00 - 4:00	All	Enrollment

Granbury ISD 2003 Rate Sheet

BENEFITS	*ACTUAL RATES*	*EMPLOYEE'S DEDUCTION* 12 Month	*EMPLOYEE'S DEDUCTION* 10 Month
Medical/Full-Time			
Employee Only	$317.00	$20.00	$24.00
Employee/Spouse	$612.00	$315.00	$378.00
Employee/Child	$607.00	$310.00	$372.00
Employee/Family	$774.00	$477.00	$572.40
Medical/Dual Employees Full Time			
Employee/Spouse	$612.00	$18.00	$21.60
Employee/Family	$774.00	$180.00	$216.00
Medical/Dual Employees Part Time			
Employee/Spouse	$612.00	$154.00	$184.80
Employee/Family	$774.00	$316.00	$379.20
Medical/Dual Ees - Full Time & Part Time			
Employee/Spouse	$612.00	$86.00	$103.20
Employee/Family	$774.00	$248.00	$297.60
Medical/Part-Time			
Employee Only	$317.00	$88.00	$105.60
Employee/Spouse	$612.00	$383.00	$459.60
Employee/Child	$607.00	$378.00	$453.60
Employee/Family	$774.00	$545.00	$654.00
Vision			
Employee Core Exam Only	$0.75	District Paid	District Paid
Employee Buy-Up	$9.60	$9.60	$11.52
Employee/Dependent Buy-Up	$22.50	$22.50	$27.00
Life Insurance			
Rate Per Month	$2.40	District Paid	District Paid

Granbury ISD EZ Dent Plan Experience

	Dec-02	Jan-03	Feb-03	Mar-03	Apr-03	May-03	Jun-03	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03	
# of EE's	351	350	346	351	359	372	346	372					2847
# of Claims													
EE	32	38	20	30	25	33	39	48					265
Dependents	55	65	49	50	35	46	49	69					418
Total	**87**	**103**	**69**	**80**	**60**	**79**	**88**	**117**					**683**
$ Claims													
EE	$6,466	$5,435	$3,152	$5,677	$4,525	$5,052	$7,032	$9,081					$46,419
Dependents	$11,290	$9,712	$7,323	$6,589	$4,507	$6,151	$6,881	$8,064					$60,519
Total	**$17,756**	**$15,147**	**$10,475**	**$12,265**	**$9,032**	**$11,204**	**$13,912**	**$17,146**					**$106,938**
AVG/Claim	$204.09	$147.06	$151.82	$153.32	$150.54	$141.82	$158.10	$146.55					$149.88
AVG/EE	$50.59	$43.28	$30.28	$34.94	$25.16	$30.12	$40.21	$46.09					$35.72
Premium													
EE Paid	**$21,476**	**$21,913**	**$21,616**	**$21,872**	**$22,864**	**$22,856**	**$21,418**	**$22,214**					**$176,229**
AVG/EE	$61.19	$62.61	$62.47	$62.31	$63.69	$61.44	$61.90	$59.72					$62.02
Admin.	2,106	2,100	2,076	2,106	2,154	2,232	2,076	2,232					17,082
Balance	$1,614	$4,666	$9,065	$7,501	$11,678	$9,421	$5,430	$2,836					$52,209

100% of first $100
75% of next $200
50% of next $1500

$1,000 Per Covered Person Per Year
$1,000 LT Orthodontic Maximum

	District	Employee	Total
EO	$0.00	$30.00	$30.00
EC	$0.00	$79.00	$79.00
ES	$0.00	$68.00	$68.00
EF	$0.00	$99.00	$99.00

exclusions: cosmetic
implants
TMJ
Ortho. Over age 19

GRANBURY ISD
EMPLOYEE INSURANCE PROGRAM
COMMITTEE MEETING SYNOPSIS
OCTOBER 1, 2003

The Insurance Committee met on the afternoon of October 1, 2003 to go over the Health Insurance program and voluntary products offered to employees of GISD. The parties in attendance at that meeting were the insurance committee members, list attached, Dixie Purselley and Pam Bean from Purselley Associates (Insurance Consultant) , Rob Stowe and Cheryl Lang from Wausau Benefits (TPA for Health Ins) Brian Roberts from Diversified Benefits (TPA for §125 Plan and EZ Dent), Troy Green, Executive Director of Human Resources, and Sharay Boynton, Executive Director of Finance. Mr. William Harris, Superintendent, Jan VanDorn, Assistant Superintendent, and Jerry Campbell, Board Secretary, were in attendance for a portion of the meeting..

Health Insurance Program

The District is currently partially self-funded with Wausau Benefits administering the plan. 2003-04 will be the first renewal.

Dixie Purselley reviewed information related to past claims history, premium history and other related information with the committee. (Copies are attached for review.) Dixie reviewed the concept of partially self-funding with the committee as a refresher for those having served before and as information for those who were new. The concept of Administrative Costs (Claims Administration, Stop Loss Coverage, Specific Agg, required reserve, and plan administration) was discussed with the committee. The other cost associated with partially self-funding, claims cost, was also discussed. The bid accepted from Wausau Benefits last year was a guarantee of two years for their administrative costs. Wausau worked with Allianz to get the renewal rated for the Stop Loss and Specific Agg coverage. Dixie presented the renewal numbers to the Committee. She also reviewed two plan change options to be considered, copies attached. Option I was an increase in the deductible from $300 (in network)/$600 (out of network) to $500/$1000. Option II keeps deductible the same, but coinsurance changes from 90% (in network) /70% (out of network) to 80% / 60%. The Committee reviewed these three plans and Option II was the one that they voted to recommend to be offered.

As a reminder from last year's info, Wausau Benefits has been providing administrative services to self-funded customers for nearly 30 years. The excess risk is offered through Allianz Life. Allianz Life is a very reputable stop loss carrier.

Dixie Purselley discussed with the Committee suggested plan changes received from Wausau. Wausau requested that the ER benefit be modified to one benefit instead of split as it is now. ER claims were reviewed from this year compared to last year. The PPO has seemed to help with this problem. An employee's only option is no longer the ER if their primary doctor can not see them. They can use any of the doctors in the network. Therefore, the need for the split ER benefit is no longer needed. With this in mind, the Committee agreed to go with the single benefit of $150 co pay. The other change had to do with Chiropractor services. Wausau requested that the benefit either be capped or # of visits, not both. The benefit was 100% paid up at $25/visit up to 24 visits a year. The Committee agreed to $10/co pay $600 maximum benefit. Committee discussed some other plan changes as requested from their campuses/departments, but no others were added.

Funding

The method for setting the premiums to fund the plan recommended was discussed by Sharay Boynton. Basically, it was based on projected participants and their plan choice as it stood at the time of Allianz's renewal. Funding is required to be at 125% of projected attachment.

Sharay Boynton discussed with the Committee that the District's budget included $300/employee for health insurance related costs. The thought behind this number was to assist with the funds lost by the reduction of the TRS Supplement. However, the $300 had to cover the cost of the life insurance and vision that is included with the health insurance program, if continued, so the amount available for health insurance was $297. A handout, copy attached, was presented to the Committee by Sharay Boynton that detailed the number of current participants and the premiums necessary to fund Option II. Additionally the Committee discussed continuing paying different district contributions to different groups of employees. The discussion focused on the whether part time (<30 hours a week) employees receive the same contribution as the full time (>30 hours a week) employees. The Committee voted to recommend continuing the lower district contribution ($229) to those employees who are part time.

The Committee expressed their appreciation for what the Board did in approving the increase to the insurance benefit. They do understand that the Board made a big commitment to District employees by doing this.

Other Coverage attached to Health Insurance Program

The District currently offers $20,000 life insurance on the employee and a vision plan that offers an eye exam each year. The life insurance, with Fortis Benefits, will be in the second year of their 2-year guaranteed rate. VSP renewed with a minimum increase. The committee discussed whether or not to continue to offer these free of charge to the employees as well. Sharay Boynton explained that the cost would come from the $300 budgeted as discussed above. The committee voted to recommend that the life and vision benefit be continued.

Voluntary Products

Dental - The current plan is EZ-Dent which is a direct reimbursement dental plan administered by Diversified Benefits, Inc.. The administration fee is in the second year of a five year guarantee.

The plan is basically a self-funded plan funded by the District and its employees. Brian Roberts presented a funding analysis that showed that the program was being funded sufficiently with current premiums, copy attached. The committee was in consensus about continuing the plan as designed and maintaining the premiums.

This is a fully voluntary program. Last year it was recommended and approved to offer this plan to all employees working >30 hours/week and those employees working <30 hours a week if employed by the District for 5 years or more. The committee was in consensus that the plan be offered in that manner.

Voluntary Group Life – The current carrier is Highmark. There is no rate increase for the upcoming year. The committee was in consensus to continue to offer this coverage.

Disability - The current carrier is UNUM/Provident. There is no premium or plan change. . The committee was in consensus to continue to offer this coverage through UNUM/Provident

Cancer - The current carrier is Horizon Cancer Insurance provided by ING employee Benefits. There is a 47% increase in premiums on this plan and another 50% increase is projected for next

year. Brian Roberts presented a spreadsheet detailing five options to the committee. The committee voted to offer the plans provided by Transamerica.

Individual Life Insurance – The current carrier is Texas Life Insurance Company. There will not be a rate increase this year. The committee was in consensus to continue to offer this coverage.

Long Term Care – The current plan offered is the GoldenCare plan through Bankers United Life Assurance Company recently purchased by Life Investors. No major changes are anticipated. The committee was in consensus to continue to offer this coverage.

Flex Spending Accounts – The District's §125 Plan authorizes funds to be set aside for the reimbursement of qualified medical and child care expenses. These are "use it or lose it" accounts that allow employees to pay for eligible costs using pre-tax dollars. The annual limit for Medical Reimbursement has been $3,000 while the Dependent Care annual limit has been $5,000 (maximum allowed by law). The committee discussed increasing the medical limit. It was pointed out that the medical account is set up so that an employee can draw on the account up to the amount agreed upon prior to it being funded. This is not the case with dependent care. So, the plan needs to be careful so as to cover potential claims should someone say they will have $ taken out and then quit or retire before the plan year is up. With that in mind, the committee voted to recommend an increase in the medical limit to $3,600..