

2016 - 2017 District Initiatives by Board Date

Student Wellness

- School Safety - Drug / alcohol data and efforts review - 9/26
- School calendar review - 3/20
- School day start time review - 3/20
- Review of student mental health issues and staffing - 4/24

Homework

- Development of principles / guidelines based on research and best practice - 11/14
- Baseline survey of teacher and student perceptions on homework - 12/12
- Professional Development - second semester

Employee Benefits Visioning

- Collaboration team meetings - 9/19 thru 12/1
- Formal review of benefits and recommendations - as available October / Nov

Digital Citizenship

- Professional development plan - 1/9
- Student curricular initiatives - 4/10

Board Dates for 2016-2017

September 12

September 26 - School safety (Drug / alcohol data and efforts review)

October 10 - Student Wellness (Drug / alcohol data review follow-up)

October 24 -

November 14 - Curriculum and Instruction (Meaningful Work - Homework)
Employee Benefits Visioning

December 12 - Curriculum and Instruction (Meaningful Work - Homework)

January 9 - Curriculum and Instruction (Digital Citizenship)

January 23

February 13

February 27 - Employee Benefits Visioning

March 20 - Student Wellness (School calendar and start time review)

April 10 - Curriculum and Instruction (Meaningful Work - Homework)
Digital Citizenship

April 24 - Student Wellness (Review of student mental health issues and staffing)

May 8

May 22

June 26

GLENBROOK HIGH SCHOOLS

Office of the Superintendent
Glenview - Northbrook, Illinois

To: Members of the Board of Education
From: Michael D. Riggle
Re: Employee Benefits Process
Date: September 8, 2016

As we continue our work in the area of employee benefits, it is important to recognize that there are multiple efforts that are being made that will require coordination to be efficient and effective. The purpose of this memo is to bring greater clarity to these efforts and how information will be channeled during the decision making process.

1. Cost Containment Committee

The cost containment committee will continue, as it has in the past, to review the current health and dental plans and formally discuss changes that can be made for the upcoming plan year that spans from September 1, 2017 to August 31, 2018. The administration leadership on the committee will change for this year as Alice Ralfores and R. J. Gravel join Brad Swanson as the primary leaders of the group, replacing Hillarie Siena.

Normally, this committee convenes in early December and begins their work in earnest in late January. This year, the committee will convene for the first time on September 14 and will begin their work reviewing the impact of the plan year that began on September 1, 2015 and closed on August 31, 2016. Early discussions will focus on the following:

1. A review of previous changes to the health and dental plans.
2. Discussion of the potential change from OptumRx to RxBenefits as the PBM for pharmacy and from Optum to Express Scripts as the pharmaceutical supplier. We anticipate this change to be approved by the SSCRMP group later this month.
3. A follow-up on potential changes previously discussed and the continuance of work begun by the committee on these concepts.
4. A review of claims will be discussed later this fall following a review by the Finance Committee.

During the fall, a list of ideas for plan changes will be generated from a variety of sources including the administration, HUB International (our current broker), and ideas that emanate from the Employee Benefits Visioning/Review process. These ideas for potential plan changes for 2017-2018 will be discussed with the Board of Education prior to any substantive introduction or discussion with the cost containment committee. We feel we will be ready to discuss possible plan changes with the Board by early November.

2. Employee Benefit Visioning/Review Process

The employee benefit visioning/review process will begin on Monday, September 19. The process will include the following membership:

GEA – (1 member TBD)

GESSA – (1 member TBD)
GESPA – (1 member TBD)
Administration (Riggle, Swanson, Gravel, Raflares)
Facilitator – Justin Petrarca
Independent Broker – DSP Insurance Services

The process is envisioned as a collaborative effort to review all current employee benefits based on the principles discussed at the board retreat held on May 12, 2016. The principles discussed by the Board and administration during the retreat were the following:

1. Desire to have a high-level benefit plan
2. Affordable
3. Some level of employee satisfaction
4. Good relationship with employees
5. Comparable to other high-level high school districts
6. Plan to control costs
7. Expert Advice
8. Equitable

In late October/Early November, DSP Insurance Services will provide the collaborative group with a formal review of all current employee benefits highlighting strengths, weaknesses and recommendations for improvements. They will also provide the group with the most recent innovations in the industry as well as strategies currently being used in collective bargaining processes across the Chicagoland area. This review will be provided to the Board of Education.

The recommendations and innovations (ideas) emanating from the employee benefit visioning/review process will be of two basic types:

1. Short term recommendations for plan changes that can be discussed and implemented for the 2017-2018 plan year. These will be discussed with the Board before they are taken formally to the cost containment committee.
2. Long term recommendations and innovations that would require formal contract negotiations during the 2017-2018 interest-based bargaining process. These will be discussed with the Board following the formal review to determine if there is sufficient interest from the Board to pursue them during the formal negotiations process. Continued work by the employee benefit visioning collaborative will then continue to identify areas of common interest to be pursued during the formal bargaining process with the GEA.

3. **Participation in SSCRMP**

At the present time, R.J. Gravel is the district representative in the SSCRMP cooperative. He will be joined at the meetings by Alice Raflares. The SSCRMP group is currently working on two items related to health and dental benefits.

1. **Pharmacy**

SSCRMP selected RxBenefits as the PBM to replace OptumRx. RxBenefits shopped the pharmacy plans for the group and presented each district with their results. RxBenefits recommended to SSCRMP that the pharmaceutical supplier be changed from Optum to Express Scripts. We anticipate a vote by the 3 districts to confirm this change later in September. The change will then be in effect on January 1, 2017. This change will be conveyed to the cost containment committee on September 14.

2. **RFP for Broker Services**

All 3 SSCRMP districts agreed to develop an RFP for the purpose of selecting a common broker. Six brokerages have submitted proposals and interviews will begin this month. As part of the process, all brokerages have been required to provide information on all sources of income they currently or would receive in addition to the flat fee amount submitted in their proposal. This will also be a focus during the interviews. We anticipate the identification of a common broker in October to begin their service to the SSCRMP districts on January 1, 2017.

In addition, discussions will be initiated a little later this fall to review the current business model and practices for the health portion of SSCRMP. SSCRMP was formed early in the 1980's as a captive for shared risk in the areas of liability insurance and worker's compensation. In 2007, three of the four SSCRMP districts decided to collaborate in the areas of health, dental and pharmacy to seek potential savings in these areas as well as brokerage services.

If we continue to feel that this effort is financially worthy and in the best interest of the District, it is necessary to review the current business model and practices of this collaborative. This is an area that I will pursue further following the selection of a common broker and receipt of the formal review from DSP Services.