

Beacon Academy Work Session
August 27, 2009
5:00 p.m.

Board Members:

Ann Marie Roder
Mindy Boehnen
Terese Corey-Blanck
Kalin Farrell

Anne Kronebusch
Candace Johnson
Tam Harken
Bob Zarriello

Advisory Members:

Jordan Ford

Sean Koster

Miscellaneous Attendees:

Steve Haagenson, ChFC, CLU, from Accord Benefit Resources, Inc.

Tam Harken called the meeting to order at 5:03 p.m.

Steve Haagenson came to talk to the board about health insurance because there was a 31% increase over last year. (See handouts)

Beacon Academy has been with Health Partners for the last three years. Each year, the medical and administrative expenses for the plan have exceeded the premiums put in by Beacon Academy. The largest example was during the 3/08-2/09 policy year when expenses were 148% more than the premiums received.

Beacon Academy pays 75% for an employee and 25% of a dependent. The minimum requires under the law is that an employer pays for at least 50% of an employee and is not required to pay for dependents.

It may be possible to change the renewal date to make budgeting easier and to make changing companies easier for employees.

Currently Beacon Academy is at 48 employees that work 20+ hours a week which puts us in a company category of under "50 employees." This means that our insurance cannot be cancelled and there is a limit on increases.

The Beacon Academy board budgeted \$63,000 for Health Insurance and the cost is about \$80,000, so we are \$17,000 over budget.

The dental insurance increase is 30%, but there is another plan that only has an 8.7% increase. That plan though has higher costs for basic and major services along with a reduced number of providers in comparison.

This discussion will continue at the board meeting, where some decisions will have to be made.

The meeting adjourned at 5:56 p.m.

Approved on _____

Anne Kronebusch, Secretary
Beacon Academy School Board

APPROVED