

**GERMANTOWN SCHOOL DISTRICT  
NOTICE OF INSURANCE COMMITTEE MEETING**

**Germantown School District Administration Building  
N104 W13840 Donges Bay Rd  
Germantown, WI 53022  
October 19, 2020  
4:30 P.M.**

**AGENDA**

- I. Meeting Called to Order
- II. Roll Call
- III. Agenda Revisions and Approval
- IV. Approve Minutes
  - A. October 12, 2020 Meeting Date
- V. Unfinished Business – Discussion with Appropriate Action
  - A. Health Insurance Plan Renewal
- VI. Adjourn

***Note: School Board members who are not members of the Insurance Committee may be present at this Insurance Committee meeting.***

**GERMANTOWN SCHOOL DISTRICT**  
**Minutes of the Insurance Committee Meeting**  
**October 12, 2020**

1. The meeting of the Insurance Committee was called to order by Sarah Larson at 5:45 p.m. in the District Offices Board Room.
2. Insurance Committee Members Present: Tom Barney, Sarah Larson, and Amanda Reinemann, as well as Board President Bob Soderberg. Administrators present included Director of Human Resources Mike Nowak, Director of Business Brittany Altendorf, and Superintendent Brett Stousland.
3. Motion by Reinemann, second by Barney to approve the agenda. Motion carried.
4. Motion by Barney, second by Reinemann to approve the October 28, 2019 Insurance Committee minutes. Motion carried.
5. USI (former Associated Benefits and Risk Consulting) representative Suzie Hoag updated the committee on the company's transition to USI and reviewed District claims data and the loss ratios for 2020 and the impact of COVID-19 on the data. Ms. Hoag also presented bid responses from a number of insurance carriers including Anthem, WPS, WEA, GHT, Network Health Plan, and Humana. All have broad networks, Wellness programs, and telemedicine, with differing offers and second year cap numbers. The significant cost of staff time in switching from WEA was discussed. The committee also talked about future self-funding, and going out to market yearly is not recommended if the District is interested in pursuing self-funding. Business Manager Brittany Altendorf recommended staying with WEA for 2021 and then look at self-funding or other change for 2022. Suzie Hoag will contact several insurance carriers with questions and requests from the committee and the committee will meet in the next week to review the resulting outcomes so they can bring a recommendation to the Board before the end of October.
6. Motion by Reinemann, second by Barney to forward to the Board with a positive recommendation, approval of renewal of current dental and vision insurance at a zero percent increase for 2021. Motion carried.
7. Mike Nowak reviewed the employee Wellness Benefit and a chart with current Wellness offerings.
8. Motion by Barney, second by Reinemann to adjourn. Motion carried.
9. The Insurance Committee adjourned at 6:35 p.m.

Jayne Borst  
Recording Secretary