

**In-Person Meeting Location:**

CSJPA Conference Room  
1950 South Sunwest Lane,  
Suite 102,  
San Bernardino, CA 92408

**VIRTUAL CONFERENCE LINK:**

Copy and Paste onto your browser:

<http://www.csjpa.org/cseba-ec>

**Public Record Inspection  
Location:**

1950 South Sunwest Lane,  
Suite 100,  
San Bernardino, CA 92408

**CALIFORNIA SCHOOLS EMPLOYEE BENEFITS ASSOCIATION  
EXECUTIVE COMMITTEE MINUTES**

**WEDNESDAY, FEBRUARY 21, 2024 – 9:00 A.M.**

**COMMITTEE MEMBERS**

Dr. Angelica Lopez, President  
Eric Hart, Member  
Russell Levine, Member  
Carl Strub, Member  
Dr. George Landon, Member  
Mary Kay Scheid, Member  
Rob Roberts, Member  
Debbie Girgenti, Member  
Dr. Jason Rose, Alternate Member  
Juanita Battistone, Advisory Member  
Adam Estrada, Advisory Member

**MEMBER DISTRICTS**

Encinitas Union School District  
Alta Loma School District  
Colton Jt. Unified School District  
Etiwanda School District  
Hesperia Unified School District  
Ontario-Montclair School District  
San Bernardino County Superintendent of Schools  
Savanna School District  
San Marino Unified School District  
Colton Joint Unified School District  
Hesperia Unified School District

**COMMITTEE MEMBERS ABSENT**

Heidi Ober, Vice President  
Melanie Olson-Zavala, Member

Cucamonga School District  
Adelanto Elementary School District

**VIDEO-CONFERENCING MTG LOCATIONS**

Encinitas Union SD, Office of Administrative Services, 101 S. Rancho Santa Fe Road, Encinitas 92024  
San Marino USD, Office of Human Resources, 1665 West Drive, San Marino, 91108  
264 Teague Drive, San Dimas, 91773  
10821 Laconia Drive, Villa Park, 92861  
7876 Sea Salt Avenue, Fontana, 92336

**OTHERS**

Javier Gonzales	California Schools JPA
Teresa Saenz	California Schools JPA
Tiffany Eggleston	California Schools JPA
Yulin Karaiscos	California Schools JPA
Kimberly Escandon	California Schools JPA

Francisco Rodriguez	California Schools JPA
Britany Wooten	California Schools JPA
Brenna Dorado	California Schools JPA
Denny Andrade	California Schools JPA
Sonia Lubelski	California Schools JPA
Yolanda Comer	California Schools JPA
Kandy Delgado	California Schools JPA
Robert Feldhake	JPA Counsel
Andrea Hernandez	Beaumont USD
Linda Cowgill	Centralia SD
Nicole Barner	Centralia SD
Lisandra Maldonado	Chino Valley USD
David Valdivia	Chino Valley USD
Michael Mancuso	Etiwanda SD
Ashley Cook	Hesperia USD
Kathryn Sayer	Rim of the World USD
John Gamboa	SBCSS
Teresa Edgerton	Santee SD
Nonnie Compton	Victor Valley Community College
Karen Montalvo	American Fidelity
Jon Parker	Aon Consulting
Dr. Mark Dundee	Aon Consulting
Yu Wen	Aon Consulting
Jessica Nixon	Blue Shield of CA
Jenn Messenger	Blue Shield of CA
Allison Jamieson	Blue Shield of CA
Dwayne Cook	Delta Dental
Joyce Walling	EyeMed
Ruby Rocha	Kaiser Permanente
Felice Quisol	Kaiser Permanente
Bob Gonzalez	Kaiser Permanente
Steven Douglass	
Kelly Wilson	
Daniel Duzyk	

## **1.0 CALL TO ORDER**

Dr. Angelica Lopez called the meeting to order at 9:05 a.m. after verifying a quórum. It was announced that Dr. Jason Rose, Management Alternate, would be a voting member during today's meeting.

## **1.1 APPROVAL OF AGENDA FOR THE CSEBA EXECUTIVE COMMITTEE MEETING OF FEBRUARY 21, 2024**

Dr. Lopez called for a motion to approve the presented agenda for February 21, 2024.  
Motion: Rob Roberts - Second: Mary Kay Scheid

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

## **2.0 PUBLIC COMMENTS**

Dr. Lopez asked if there were any public comments; there were none.

## **3.0 CONSENT CALENDAR**

### **3.1 APPROVAL OF MINUTES FROM THE NOVEMBER 16, 2023, CSEBA EXECUTIVE COMMITTEE MEETING**

As presented, Dr. Lopez called for a motion to approve Consent Calendar Item 3.1.

Motion: Dr. George Landon - Second: Eric Hart

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

## **4.0 CEO AND COMMITTEE RECAP**

### **4.1 CHIEF EXECUTIVE OFFICER REPORT**

CEO Javier Gonzales opened his report by reviewing and stating the importance of the CSEBA Mission Statement and Core Value, Transparency. He congratulated the newest members of the Executive Committee since the elections that took place during the December 2024 elections—for Services, recognized the CSEBA staff, JPA legal counsel Robert Feldhake, and the Aon Consulting team. JPA Staffing: the current Administration Services Manager vacancy is with SBCSS Human Resources. There are discussions for realignment of positions to do what's in the best interest of the JPA.

Communications: members of the JPA staff have continued to conduct in-person visits with our member districts, executive cabinets, labor, benefit technicians, and support staff, in addition to attending district board meetings. The Winter Edition of the CEO letter was sent out on January 17, 2024, in addition to a CSEBA New Year video announcement done by members of the CSEBA staff, which was sent out on January 24, 2024. The nominations committee met on January 31, 2024, to discuss the vacancy on the Executive Committee and bring forth an interim nomination for consideration during today's meeting. A reminder was sent out on February 14, 2024, regarding the expiration of Humana Go365 and for members to submit claims for any outstanding earned "bucks." Javier shared the upcoming TLI webinar training that will take place during February and March 2024. Lastly, Program: CSEBA has been receiving numerous quotes for districts for all CSEBA programs currently offered.

#### 4.2 FINANCE COMMITTEE REPORT

Vanessa Eastland, Committee Chair, reported on the recent activities of the finance committee. Ms. Eastland shared the names of the committee members and thanked them for their participation.

The committee met on January 18, 2024, to discuss the Kaiser Permanente and Blue Shield of California program trend updates and SB510 Reimbursement Notification of COVID-19 Vaccinations/Testing & Sustainability Fund. At the February 8, 2024, meeting, the committee discussed the 2024 – 2025 program rate renewals.

#### 5.0 EMERGING TRENDS/EDUCATION

#### 6.0 ROUND TABLE FOR EXECUTIVE COMMITTEE DISCUSSION

#### 7.0 DISCUSSION/ACTION

##### 7.1 ELECTION OF CSEBA OFFICERS

CEO Gonzales shared information on the current CSEBA officer seats. The Executive Committee desires to reconfirm the officers annually if they wish to continue in their role or step down. Both the President and Vice President are required to reconfirm their seats. Dr. Angelica Lopez, President, was asked if she wished to continue, and she stated that she would continue in her role as President. Heidi Ober, Vice President, is absent during today's meeting, but it's the committee's understanding that she does wish to continue in her role.

The Executive Committee has openings for two officer positions: Treasurer and Secretary. Historically, the committee has followed a rotational pattern, alternating between labor and management for these roles. This year, the Treasurer role necessitates a management representative, while a labor representative is sought for the Secretary position. The Executive Committee retains the authority to appoint officers internally.

There was a call for nominations for Secretary. Mary Kay Scheid was nominated; there were no other nominations by the Executive Committee.

Dr. Lopez called for a motion to approve Mary Kay Scheid to the seat of CSEBA Secretary.

Motion: Carl Strub - Second: Russell Levine

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

There was a call for nominations for Treasurer. Dr. George Landon was nominated; there were no other nominations by the Executive Committee.

Dr. Lopez called for a motion to approve Dr. George Land for the seat of CSEBA Treasurer.

Motion: Debbie Girgenti - Second: Russell Levine

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

Dr. Lopez congratulated both Mary Kay Scheid and Dr. George Landon on their new appointments to officers of CSEBA.

## 7.2 APPROVAL OF EXECUTIVE COMMITTEE INTERIM NOMINATION

Jose Caire, CSEBA Nominations Chair, presented the current activities of the committee and their recommendation to fill the current vacancy on the Executive Committee with an interim. An email was sent out to the Board of Directors seeking a member to fill the vacancy as an interim until the next CSEBA elections that will take place at the December 2024 Board meeting. Per the CSEBA Bylaws, the executive committee can fill any interim appointments until the next election.

Jose presented a candidate from North Orange County ROP, Mirna Castaneda, who submitted an interim qualification form that shared her summary of qualifications. It was the recommendation by the Nominations Committee to consider Ms. Castaneda as an interim until the December 2024 elections.

Dr. Lopez called for a motion to approve Mirna Castaneda to serve on the Executive Committee on an Interim basis until the December 2024 Executive Committee elections.

Motion: Eric Hart - Second: Mary Kay Scheid

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

## 7.3 APPROVAL OF PROPOSED 2024-2025 CSEBA MEETING/EVENTS SCHEDULE

CEO Gonzales presented the proposed 2024-2025 CSRM meeting/event schedule for consideration and approval. All executive committee and board meetings will continue to offer hybrid attendance, except for the June 2025 Board meeting, which will be held via Zoom only. It also showed the upcoming CSJPA annual conference dates and the dates and locations of CSEBA-approved conferences.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval the 2024-2025 CSEBA Meeting/Event Schedule.

Motion: Rob Roberts - Second: Debbie Girgenti

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

Rob Roberts asked that CEO Javier Gonzales have the authority to make changes without the approval of the Executive Committee if future meetings need to return to total, in-person attendance.

#### 7.4 APPROVAL OF THE 2024-2025 ADMINISTRATIVE AGENT AGREEMENT

CEO Gonzales presented the 2024-2025 Administrative Agent Agreement with the San Bernardino County Superintendent of Schools (SBCSS). The administrative agent provides business support and account services subject to the direction of CSEBA. The benefits include personnel, purchasing, accounting, record retention, and technology services. The fees to pay for services rendered by SBCSS are mutually agreeable to both parties, pending a signed administrative agreement.

The agreement represents each party's mutually agreeable responsibilities, including the administrative services provided to support the day-to-day operations of the JPA staff and the Board of Directors. The agreement recites the duties by the following categories:

- Responsibilities of the Superintendent
- Responsibilities of CSEBA
- Superintendent's Compensation
- Ownership of Records

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval the 2024-2025 CSEBA Administrative Agent Agreement.

Motion: Russell Levine - Second: Dr. George Landon

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: Rob Roberts

Motion carried by a majority vote of the CSEBA Executive Committee.

#### 7.5 APPROVAL OF THE WELLNESS PLATFORM PROVIDER

Britany Wooten wanted to first thank the selection committee members for their committed work on the wellness platform RFP. She reviewed the presentation slides by sharing the selection milestones. The process began in July 2023, and the committee is currently in the Summary and Recommendation portion. Based on the capability sessions, the CSEBA wellness committee narrowed the list to 3 finalist vendors, including Asset Health, Vitality, and WebMD. Aon analyzed each vendor's ability to support CSEBA in many categories and presented their findings to the Wellness Committee and CSEBA Account Team.

The CSEBA selection committee carefully considered the features and advantages of various vendor platforms while discussing tools to promote a healthy lifestyle among CSEBA members. An announcement regarding the chosen candidate will be presented for consideration by the Executive Committee. It is recommended that CSEBA approve WebMD/Limeade as the new wellness platform, effective July 1, 2024.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval WebMD/Limeade as the new wellness platform, effective July 1, 2024.

Motion: Russell Levine - Second: Mary Kay Scheid

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

Rob Roberts thanked the selection committee members and Britany Wooten for their extensive work on this RFP.

## 7.6 APPROVAL OF THE 2024-2025 PROGRAM RENEWAL RATES

Yu Wen and Jon Parker with Aon Consulting presented the proposed 2024-2025 CSEBA program renewal rates. These renewals are based on historical CSEBA experience. During the COVID-19 pandemic, the decision was made to use 24 months of claims data to better account for the dramatic claims' fluctuations. This strategy is maintained for the renewals.

### 7.6.1 DELTA DENTAL

Yu's presentation included historical plan performance from 2022-2023 dental claims per employee per month. The dental trend remained stable for the past three years and had a program balance of \$20M after the 2022-2023 plan year. The preliminary data from the 2023-2024 plan year experience continues to be stable. The first six months of data show overall plan expenses running below total contribution. The CSEBA Executive Committee approved several plan enhancements for the 2024-2025 plan year to be paid out of the dental program reserve:

- Increase PPO in-network plan maximum to \$500 more than the out-of-network plan maximum (affecting 34 districts)
- Move sealant to preventive coverage (affecting all CSEBA districts)

A 5-year Delta Dental renewal history showed stability and falling below the national trend. The final recommended motion is to approve the renewal rate of 0.89% (decrease).

Dr. Lopez called for a motion to approve and forward the proposed Delta Dental renewal rate of 0.89% (decrease) to the Board of Directors as presented for final approval.



Motion: Rob Roberts - Second: Russell Levine

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

#### 7.6.2 VISION SERVICE PLAN

Yu's presentation included historical plan performance from 2022-2023 dental claims per employee per month. The vision trend remained stable for the past three years. The estimated total trend from the rolling twelve-month period ending December 2022 through the twelve months ending December 2023 is roughly 3.8%. VSP vision program's balance is \$1.31M after the 2022-2023 plan year. The 2024-2025 renewal assumes no plan enhancement, and all final rate impacts may vary by district and plan design.

Yu's presentation showed two plan options:

- Option 1, no enhancement at -1.77%
- Option 2, Blue Light at \$0 copay (covered under AR for VSP) at +0.99%

A 5-year VSP renewal history showed stability and falling below the national trend. The final recommended motion is to approve the renewal rate of +0.99% with Blue Light at 0% copay (covered under AR for VSP).

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval, the proposed VSP renewal rate with enhancement, Blue Light at \$0 copay (covered under AR for VSP): +0.99%

Motion: Carl Strub - Second: Russell Levine

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

#### 7.6.3 EYEMED

Yu's presentation included historical plan performance from 2022-2023 dental claims per employee per month. The vision trend on the EyeMed program has been relatively flat since the transition from MES to EyeMed, effective July 1, 2022. EyeMed vision program's balance is \$1.10M after the 2022-2023 plan year. The renewal assumes no plan enhancements for 2024-2025, and all final rate impacts may vary by district and plan design.

Yu's presentation showed two plan options:

- Option 1, no enhancement at +2.59%
- Option 2, Blue Light at \$0 copay (covered under Tints for EyeMed) at +4.23%



A 5-year MES/EyeMed renewal history showed average and below-national trends. The network discount improvement from the MES/EyeMed acquisition contributed to negative renewals in 2022-2024.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval, the proposed EyeMed renewal rate with enhancement, Blue Light at \$0 copay (covered under tints for EyeMed): +4.23%

Motion: Russell Levine - Second: Carl Strub

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

#### 7.6.4 VOYA

Yu's presentation showed a renewal of 0% and no change to rates or benefits since Voya continues under a rate guarantee through June 30, 2025.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval the proposed Voya renewal rate: 0% (rate pass)

Motion: Russell Levine - Second: Rob Roberts

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

Dr. Lopez called for a meeting break at 10:10 a.m.

Dr. Lopez called to resume the meeting at 10:21 a.m.

#### 7.6.5 BLUE SHIELD OF CALIFORNIA

Jon Parker with Aon Consulting presented the proposed renewals for the Blue Shield medical programs for the 2024-2025 plan year. A review of the 2022-2023 plan year experience recap:

- Population – overall, Blue Shield of California membership increased this year.
- Claims & Utilization – CSEBA's trend for the current year is well below the national claims trend. The core population trend is slightly below the national trend, while a decrease in high-cost claimant activity has driven CSEBA's specific trend into negative territory.
  - Inpatient claims decreased significantly in the last year.
  - Both high-cost and general utilization increases drove pharmacy claims to increase.

- Pharmacy claims drive a majority of CSEBA's trend increase.

The next couple of PowerPoint slides went over how pharmacy is a leading cost driver, specifically GLP-1s, those drugs that address obesity, showing a significant increase in utilization. Also, future pharmacy cost drivers and risk exposure, such as those focusing on gene therapies. These treatments are for rare diseases and usually are one-time costs to the plan but come with significant costs. They also shared a list of medical expenses and fixed fees. The final rate impact may vary by district and plan design; no CSEBA investment in the proposed renewal exists. The renewal applies to CSEBA TRIO/Access+/PPO/Tandem PPO plans. Blue Shield of California develops the Medicare Advantage Prescription Drug plan increase through community rating.

A 5-year Blue Shield of California renewal history showed the annual program average and below national trends. The recommendation for the renewal rate was presented as Traditional, Marketplace, and Charter Schools at 2.95% and Medicare Advantage Prescription Drug at 5.0%.

Dr. Lopez called for a motion to approve and forward to the Board of Directors, as presented for final approval, the proposed Blue Shield of California renewal rate;

- Traditional, Marketplace, and Charter Schools: 2.95%
- Medicare Advantage Prescription Drug: 5.0%

Motion: Russell Levine - Second: Debbie Girgenti

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

#### 7.6.6 KAISER PERMANENTE

Jon Parker with Aon Consulting presented the proposed renewals for the Kaiser Permanente medical programs for the 2024-2025 plan year. A review of the 2022-2023 plan year experience recap and business update for medical and pharmacy claims per member per month:

- CSEBA's pool's per capita claims increased by 1.5% in the experience period, 1.3% higher than Kaiser's book of business trend in the same period.
- CSEBA's higher trend is mainly driven by inpatient and outpatient claims.
  - The inpatient claims trend is about 2.3% higher than the KP book of business.
  - The pharmacy claims trend is about 2.5% higher than the KP book of business.

The final Kaiser renewals are being negotiated to stay within figures, and there is no CSEBA investment for the proposed renewal, which will vary by district by plan. River Springs renewal is included in the K-12 renewal.

A 5-year Kaiser Permanente renewal history showed the annual program average, and higher renewals were observed in the last two periods due to higher overall plan experience and a higher Kaiser rating trend. The recommendation for the renewal rate was presented as K-12 Traditional & Marketplace at 10.57% (not to exceed), CharterSafe at 15.64%, and KPSA Medicare Advantage at 18.42%.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval, the proposed Kaiser Permanente renewal rate:

- K-12 Traditional & Marketplace at 10.57% (not to exceed).
- CharterSafe at 15.64%
- KPSA Medicare Advantage at 18.42%.

Motion: Russell Levine - Second: Debbie Girgenti

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Debbie Girgenti, Dr. Jason Rose

Nays: Rob Roberts

Abstentions: None

Motion carried by a majority vote of the CSEBA Executive Committee.

#### 7.7 SB510 NOTIFICATION REIMBURSEMENT FOR COVID-19 TESTING/VACCINATION/ SUSTAINABILITY FUND

CEO Gonzales presented the background of the California SB (Senate Bill) 510, which requires retroactive coverage for COVID-19 testing and related services between March 2020 and December 2021.

California passed SB 510 in October 2021, which obligates health plans to cover the costs for COVID-19 diagnostic testing retroactively back to March 4, 2020. This impacts HMO claims only as most testing claims would have been the responsibility of the HMO IPAs through capitative agreements. However, SB510 required the plans to cover the test retroactively.

Blue Shield joined with other health plans in a suit filed by the California Association of Health Plans challenging the retroactive components of this provision. While this suit was in court, Blue Shield held all claims for the service at issue, which was required, as the court issued a preliminary injunction on enforcement of the provision. The Los Angeles Superior Court issued a decision in May 2023 upholding the retroactive provision; however, further guidance from regulators on the implications of this court decision on plans' payment obligations for the retroactive claims came through an all-plan letter (APL) issued November 14, 2023.

CSEBA could not have begun processing these claims before this guidance, and once received, Blue Shield started to review all pending claims to determine the impact on the employer group. Impacted Flex Funded (self-insured HMO) groups have been identified,

and we must now begin the reprocessing effort, which will occur in stages through December, January, and February.

Since fee-for-service claims are the group's responsibility under the flex-funded arrangement, these claims will be invoiced weekly as claims are processed. While members will not be impacted from a cost-share perspective since these services have no cost-share, they will receive an explanation of benefits notifying them of how the claim is processed, which may lead to questions. Our Customer Service teams are prepared to respond to any member's questions. A chart showing the total claims impact, which Blue Shield estimates as less than 1% of the overall claims impact, and the estimated per-claim cost of \$57.78.

GEO Gonzales discussed using Sustainability Funds to cover CSEBA's financial obligation for the reimbursement costs. He reviewed the purpose of sustainability funds, including adverse scenarios, unforeseen contingency, and economic uncertainty. The Sustainability Fund is currently funded at \$5M. The recommendation is to cover the \$781,547 of unpaid COVID-19 claims by activating the sustainability funds and replenishing them using Delta Dental funds.

Dr. Lopez called for a motion to approve and forward to the Board of Directors as presented for final approval:

- Activate the Sustainability Fund for the cost (\$781,547) of unpaid COVID-19 claims.
- Replenish the Sustainability Fund using Delta Dental funds to a \$5M level.

Motion: Debbie Girgenti - Second: Russell Levine

Ayes: Dr. Angelica Lopez, Eric Hart, Russell Levine, Carl Strub, Dr. George Landon, Mary Kay Scheid, Rob Roberts, Debbie Girgenti, Dr. Jason Rose

Nays: None

Abstentions: None

Motion carried by a unanimous vote of the CSEBA Executive Committee.

## **8.0 INFORMATION/DISCUSSION**

### **8.1 UPDATE ON THE GO365 WELLNESS PLATFORM**

Britany Wooten provided an update on ending the Go365 Wellness Platform as of June 30, 2024. CSEBA will continue to send out communications during the transition process about the termination of services and expiration of all rewards (GoBucks) effective June 30, 2024.

The JPA will continue communicating with members to "cash in" their bucks before the termination date. The CSEBA staff will have no authority to help members access any reward points not "cashed in" after the term date.

## 8.2 UPDATE ON THE DELTA DENTAL PRIVACY BREACH

Duane Cook with Delta Dental shared information on the recent data breach. Delta Dental of California and affiliates experienced a data security incident due to a previously unknown vulnerability in the MOVEit file transfer software application. On July 6, 2023, after a thorough investigation, it was confirmed that Delta Dental of California and affiliates' information had been accessed and acquired without authorization.

Delta Dental of California partnered with Kroll, a global leader in risk mitigation and response, to ensure a thorough investigation and accurate analysis of this incident. After the extensive investigation and analysis of the data, Delta Dental of California confirmed and identified the personal information that was acquired.

CSEBA provided Delta Dental with approval to notify impacted individuals via written notification from Kroll. At this time, the following steps have been taken:

- Letters have been sent to all impacted members, and nothing is required of the individual districts.
- Impacted individuals will be offered 24 months of free identity monitoring services.
- Impacted individuals will also be offered \$1 million in identity fraud loss reimbursement.

## 8.3 MEDICAL RX MEMBER REIMBURSEMENT

Jessica Nixon with Blue Shield of California reported on the Aon audit that discovered incorrect charges to members. The audit of CSEBA group claims from 2019-2020. These payments are owed to members due to overpayment identified during the audit process.

Aon's audit determined 47 claims with incorrect benefit amounts applied for \$945.01.

Aon presented the following options to the Executive Committee for resolution. Options:

- Continue with full member reimbursement.
- Determine a reasonable threshold and reimburse members beyond that threshold (see next slide for member overpayment summary)
- Forgo member reimbursement altogether.

CSEBA Executive Committee elected to have all claims reimbursed.

- This effort was completed in December 2023
- All 47 members were reimbursed with amounts ranging from \$2.24 to \$57.59 via a check with a memo that stated.
- These payments are owed to members due to overpayment identified during the audit process.

## 8.4 STAFF REPORTS

### 8.4.1 EMPLOYEE BENEFIT MANAGER REPORT

Britany Wooten reported on current CSEBA department activities focused on customer service and membership support. Her presentation included a slide of all the CSEBA account management team members and how to contact each through their work, cell phones, and email addresses.

Britany shared a list of the current benefits of team activities, communications, and learning opportunities:

- Insurance Committee Meeting Support (Renewal Discussion Support)
- Chapter Meeting Attendance (Benefit Education Topics)
- District Contribution Modeling Support (Does your contribution support parity and choice?)
- Health Fairs and Special Events (Giving Vendors Notice)
- Strategic Plan Initiative Activities
- Open Enrollment Planning and Strategy Meetings
- Requests for Proposals (RFP) (currently managing 10+)
- District Benefits Administration Team Training and Onboarding
- Day-to-Day District Support
- Holiday Season: Telehealth "Getting Care" Information
- Kaiser Mobile Health Vehicle Opportunity
- Blue Shield: State of Emergency Information
- Medicare 101 Education Opportunity
- Knock Out ACA Reporting Like a Champ!

### 8.4.2 SELF-INSURED PLAN UTILIZATION REPORT

CFO Yolanda Comer presented the 2023-2024 plan year Revenue vs. Estimated Expenses for the CSEBA Self-Insured Utilization programs. CSEBA provides medical, dental, and vision healthcare coverage to the employees of the participating member school districts. As a self-insured entity for some group plans, CSEBA assumes the financial risk for providing health care benefits, using a third-party administrator to process the claims. The economic outlook of the CSEBA self-insured Blue Shield, Delta Dental, VSP, and EyeMed plans are reported to the Executive Committee quarterly and at the Board of Directors meetings.

The report included a summary of revenues and expenses based on rates approved by the board of directors. The expenditure totals include reasonable estimates of IBNP based on a percentage of claims paid month-over-month after the service has been performed. The report also consists of an exception: the projected ending balance is an estimate due to unexpected utilization volatility.

#### 8.4.3 INVESTMENT REPORT

CFO Comer presented the CSEBA investment report for the quarter ending December 31, 2023.

The California Schools Employee Benefits Association JPA assets are maintained in the San Bernardino County Treasury and the Local Agency Investment Fund (LAIF) in Sacramento, which the State Treasurer's Office administers.

San Bernardino County's investment pool comprises property tax dollars and local government agency funds. Together, they constitute the treasury for all the County's school districts, community college districts, and many special districts. The Treasurer is responsible for holding and safely investing the pooled funds for the County and over 200 local agencies depositing funds into the pool.

Expert management and conservative policies have earned the County's \$14.3 billion investment pool AAf/S1 ratings from an independent credit-rating firm, Fitch Ratings, earning the highest possible rating for an investment pool of this type. Interest earned from investment funds is included in the proposed budget and used to offset administration costs.

### **9.0 EXECUTIVE COMMITTEE COMMUNICATIONS**

#### **9.1 PROPOSED/FUTURE AGENDA ITEMS**

9.1.1 2023-2024 BUDGET REVISIONS

9.1.2 2024-2025 BUDGET PROPOSALS

9.1.3 WEBSITE ENHANCEMENT WITH LINKS AND FAQ (INFO, PROGRAMS, LIFE EVENTS)

9.1.4 AMERICAN FIDELITY ACA REPORTING 1095 TRAINING AND UPDATES

9.1.5 BENEFIT OFFERING REVIEW

Dr. Lopez reviewed the future agenda items and stated that if there is anything that a member of the Executive Committee would like to see brought forth at a future meeting, to email either CEO Gonzales or Teresa Saenz.

#### **9.2 COMMENTS BY THE EXECUTIVE COMMITTEE**

Dr. Lopez asked if there were any final comments by members of the Executive Committee.

Carl Strub referred to the recent incident regarding canceling the calendar invite for the upcoming CSEBA Board of Directors meeting. It's confusing to those members who aren't aware it was canceled by mistake, and a communication needs to go out to the entire Board informing them that the scheduled meeting is still taking place. CEO Gonzales stated that a communication will be sent to all Board members shortly.



9.3 COMMENTS BY PARTNERS/SERVICE PROVIDERS

Dr. Lopez asked if there were any final comments by partners or service providers in attendance; there were none.

**10.0 COMMUNICATIONS**

10.1 2023-2024 TLI SCHEDULE

Dr. Lopez advised that the information was in the agenda packet and asked if there were any questions; there were none.

**11.0 FUTURE MEETINGS**

11.1 FUTURE EXECUTIVE COMMITTEE AND BOARD OF DIRECTORS MEETINGS AND EVENTS

11.2 FUTURE AD HOC, SUB-COMMITTEE, OR FOCUS GROUPS

11.3 NON-JPA CONFERENCES AND EVENTS

Dr. Lopez advised that the information was in the agenda packet and asked if there were any questions; there were none.

**12.0. ADJOURNMENT TO CLOSED SESSION**

"A Closed Session Meeting is now required. Matters to be discussed are those permitted by Government Code Sections 54956.8, 54956.9, 54956.95, 54957 and 54957.6 – Personnel, Litigation and/or Real Property." The following items will be discussed in a closed session: NONE

**13.0 ADJOURNMENT**

Dr. Lopez called for a motion of acclimation to end the meeting at 11:50 a.m., to which the Executive Committee made no objections.