***Financial Insurance Team (FIT) Meeting Minutes 3-11-20***

**Meeting Process:**

* Seek Input from committee as it pertains to district budgeting process. The committee does not make recommendations but rather provides input to assist Superintendent and Treasurer to make recommendations to the Board of Education.
* Meeting Norms Review
* Agenda Review

**3-11-20 (9:00 a.m.)**

* McGowan and Brabender presented an over of the district’s 2019 claims experience.
* We reviewed benchmarking data that compared our plan with national plan data.
* We discussed our HDHP, premiums, and discussed money saving tips to help employees manage their healthcare.
* We discussed how to educate staff on some of the plans offerings such as   
  Life Health online, which allows you to see a doctor from the comfort of your home and is a less expensive option to the urgent care, little clinic, or emergency room at $59.00.
* We discussed for the next meeting to dig deeper into our claims experience to identify where our highest utilization is occurring. We also will have an engagement specialist from McGowan come in to help us explore incentive options to promote a healthier workforce.

**Members Present:**

**Terrah Floyd – Treasurer**

**Jamie Belanger – Board President**

**Rob Robison – Interim Asst. Superintendent of Operations**

**Carol Evans – SEA President**

**Emily Hemmert-Dull – SEA Vice-President**

**Charlie Prewitt – SCEA Co-President**

**Jeff Bangert -SCEA Co-President**

**Members of the Certified and Classified Unions**