

VAN WERT AREA SCHOOLS INSURANCE GROUP

At 9:07 A.M. on Wednesday, June 4, 2025, Jeff Snyder called to order the meeting of the Van Wert Area Schools Insurance Group Trustees' meeting, which was held at Willow Bend.

Members present were Ashley Breese, Lori Gunderman, Todd Keller, Matt Krites, Kathy Mollenkopf, Jeff Snyder, Thomas Taylor, Ben Thaxton, Rachael Thomas, Cindy Tinnel, and Rick Turner. Also in attendance were Troy Bowersock, Kaitlyn Edelbrock, Denise Mooney, Tricia Taylor, Ashley Whetsel, Ally Druckemiller, and Searra Hough. Guests included Shelby Miller and Matt Dube.

Ben Thaxton has the proxy for Brenda Core, Ashley Breese has the proxy for Ruth Ann Dowler, and Jeff Snyder has the proxy for Hollie Ford.

Kathy Mollenkopf moved and Rick Turner seconded to approve the March 26, 2025 minutes of the Trustees' meeting. Motion passed by unanimous voice vote.

Tom Taylor moved and Rachael Thomas seconded to appoint Shelby Miller as a voting member for Crestview Local School as a replacement for Cindy Tinnel. Motion passed by voice vote with one abstention from Cindy Tinnel.

Searra Hough shared she was having two to three new coaching sessions each month. May was higher due to the Bingo Card including a spot to reach out to Searra via email about your wellness goals. She completed a survey of all coaching sessions to provide feedback from employees. She stated 62.5 % of clients preferred Zoom coaching sessions, 12.5% preferred in person session, and 25% preferred a hybrid model containing both in person and zoom options. She reported 75% of participants reported completing follow up sessions and 100% of respondents expressed interest in future sessions. Clients self-reported weight loss, improved A1C levels and lower cholesterol readings. Clients also showed interest in summer coaching sessions to provide continued access to care year-round. Clients consistently described the coaching experience as positive and supportive, highlighting the coach as friendly, understanding and easy to talk to. She reported that she is now a Registered Dietitian Nutritionist with the passing of her exam.

Searra shared ideas she would like to implement in the future including prizes for prevention screenings, VWASIG wide walking challenge, virtual lunch (or a convenient time for all employees) and learn, Bingo Boards every month, coaching session starter packs. Searra stated that her contract ends on June 6, 2025 and is requesting changes to her contract for the next year. She stated she has spent more hours than her contract allows, and she did not turn in extra hours because it is something she enjoys doing but would like more hours for next year in order to continue to provide all the request services especially coaching sessions. Mr. Snyder spoke about the proposal that was sent via email comparing this year vs the new year.

Mr. Snyder said today there would be a review of what Searra did and ask questions. He said that we have five board members out and he would like to speak to all board members about her new contract and would like all members to vote. He will share all information discussed and would like the vote to take place via email. No questions were presented to Searra at this time. Voting would take place once everyone is back from vacation.

Searra stated that this year went great this year. She likes creating the Bingo Boards and coaching. She has heard feedback from Wellness Champions about the bingo boards, food of the month, and overall participation. In the future getting more people involved will make it soar even further. For coaching she was most surprising was the motivation level for coaching and everyone seemed excited to start and was accepting of her ideas.

Mr. Snyder excused Searra from the meeting and will be checking in with her.

Rick Turner moved, and Matt Krites seconded the approve the March-May 2025 VWASIG Financial Reports as presented by Ashely Whetsel. Motion passed by unanimous voice vote.

Ally Druckemiller provided an updated for January – April 2025:

- Enrollment – 549 enrolled in the HDHP vs. 29 in the PPO in April

- PEPM PPO Cost is \$815 and the PEPM HDHP Cost is \$1,295

- Dental cost is running at an 90% loss ratio to funding

- 2025 Medical

 - Paid net claims through April of \$2,324,069 (includes Edison)

 - Edison Healthcare

 - Claims paid in April \$2,235.37

- 2025 Pharmacy

 - Paid claims through April \$319,799

 - RxProtect claims paid are included in total Rx claim cost (\$83,444)

 - \$62,357 Net Savings with RxProtect utilization in 2025

 - \$83,444 Plan Paid vs. if they were filled with Carelon \$176,514

 - 22 members enrolled

 - 30 unique medications

 - 48 medications delivered

- High-Cost Claimants (HCC)

 - Claimants with over \$50k in claims account for 28% of overall claims through April

 - \$152,322 Stop Loss reimbursements paid or due to VWASIG on 1 HCC

Ashley Whetsel asked if we could provide historical SERB benchmarking. Ally will put this together and will go back to 2020 or so. Ally also mentioned 2026 Life insurance renewal with Hartford and OSBA Option. Ally created a comparison of the two plans. Hartford guarantees rates for 2 years. Mr. Bowersock asked if Hartford changed any of the max rates.

Ally stated there was no plan design changes for Hartford at this time. It was decided that with several board members missing from this meeting it will wait until the September meeting to vote on the life renewal. Ally also stated that Anthem will be going to electronic ID cards and will charge a \$.15 PMPM fee beginning 1/1/26 if VWASIG opts out of paperless. This will be included in the renewal which will be delivered to us on 8/1. Ally also provided an overview for OH HB315A Hearing Aids / HB315B Therapy cost share updates and stated Anthem does not have benefit set up in their system yet. When they do it will be back dated for effective date 4/2/25. Ally also stated that EMB has updated each entity site, and it has a similar look to Flip and other options. Ben Thaxton thought the new EMB sites accomplish what they need and building a central site would just duplicate with what EMB has already accomplished for them.

Jeff and Searra will be working together to schedule and coordinate the Fall Biometric Screening Event / Flu Shots events. Huntington wellness team will assist again this year in selecting the vendor and scheduling dates – one of the board members mentioned Paulding hospital's health fair that includes a full panel of labs and cost is \$25 - \$30. Some of the aides at WBESC go there. Jeff is contacting the hospital to see what they offer. The majority of the VWASIG board prefers a vendor to come to their sites for the screenings, which are more convenient for most members. I told the board a decision needs to be made now for the screenings as we need to get on the vendor's calendar now. They do not need a vote; they wish to move forward with eHealth for a Fall event.

Mr. Snyder started the conversation about Searra Hough and her contract for the next year. A discussion was held and the following was an overview: change to 15 hours per week, increase compensation to \$27.50 per hour, if additional 1:1 coaching sessions are needed, then the weekly hours of work may extend up to 18-hours per week at the same hourly rate of \$27.50, During the summer (June 6, 2026 – August 3, 2026) the Wellness Director shall maintain a reduced schedule of 5 hours per week or less. These hours are designated for continuing counseling of 1:1 sessions with VWASIG members, mileage reimbursement, Nutritional Care Manual Subscription paid. It was decided that the vote will take place via email with all board members being given the opportunity to vote.

The next VWASIG meeting will be at Willow Bend CC on Wednesday, September 17, 2025.

Jeff Snyder moved and Tom Taylor seconded to adjourn the meeting. Motion passed unanimously by voice vote.

Respectfully submitted,
