

**JUNIOR COLLEGE DISTRICT OF EAST CENTRAL MISSOURI
BOARD OF TRUSTEES MEETING
Friday, November 4, 2022**

CALL TO ORDER: The special meeting of the Board of Trustees was called to order at 9:11 a.m. by Board President Ann Hartley. Other Board members present for all or parts of the meeting were Joseph Stroetker, Eric Park, Prudence Johnson, and Audrey Freitag. Cookie Hays was not in attendance. Also present were President of the College Jon Bauer; Administrators – Vice President of External Relations Joel Doepker and Vice President of Finance and Administration DeAnna Cassat; Staff – Director of Human Resources Carrie Myers, Rolla Campus Director Christina Ayres, Executive Director of Institutional Effectiveness Michelle Smith, Foundation Executive Director Bridgette Kelch, Director of Institutional Research Bethany Lohden, Research Analyst Dana Riegel, Executive Assistant to the President Bonnie Gardner, Human Resources Generalist Kim Aguilar, and Financial Aid Advisor Kathy Luther.

RECOGNITION OF GUESTS: Carrie Myers introduced Katie Ehlers and Jamie Bishop from Cottingham & Butler, the College’s insurance broker.

PUBLIC COMMENT: There were no public comments.

Dr. Bauer explained that four votes are needed to approve the insurance contract. With two members required to abstain and a third member out of town on the date of the regular meeting, a special meeting was needed to consider the insurance recommendation. The meeting was scheduled via Zoom to allow for maximum Board member participation.

INSURANCE: The insurance plan was shopped this year, but no providers expressed interest. The initial proposal by Anthem was a 19.9% rate increase; this was negotiated to 14.7% by Cottingham & Butler. The insurance committee devised minor plan changes to reduce the overall increase to 9.4%, which is within budget. The employee deductible for the HSA will increase from \$2,600 to \$3,000 to remain in compliance with IRS regulations. The deductible for the base plan will increase from \$2,000 to \$2,100. Other changes include increasing co-pays for primary care and specialists by \$10, increasing the urgent care co-pay to \$25 for the base plan and \$50 for the HSA, and increasing the ER co-pay by \$100 for both plans. The committee felt it was important to continue the HSA contribution and to provide two options without premiums for employees. The College’s monthly contribution is \$966.50 per employee; a \$55 increase over last year.

There were no increases and no plan changes for the dental and vision plans. The basic life/AD&D and long-term disability plan increased slightly by 2 cents per \$100 of coverage for long-term disability.

Motion: To **approve** the following carriers to provide insurance benefits for employees in calendar year 2023:

Medical Insurance	<i>Anthem</i> – 9.4% increase in rate and plan changes
Dental Insurance	<i>Delta Dental</i> – no change in rate
Vision Insurance	<i>EyeMed</i> – no change in rate
Basic Life/AD&D And Long-Term Disability	<i>Anthem</i> – slight increase in LTD rates

Motion by Eric Park; Seconded by Prudence Johnson; Carried 4 – 0 with Dr. Stroetker abstaining.

ADJOURNMENT:

Motion: To **adjourn** the November 4, 2022, special meeting of the Board of Trustees at 9:22 a.m.

Motion by Prudence Fink; Seconded by Audrey Freitag; Carried Unanimously

President, Board of Trustees

Secretary, Board of Trustees