

OFFICIAL MEETING MINUTES

MINUTES:	TMCC SPECIAL BOARD OF DIRECTORS MEETING
Meeting:	Board of Directors, Board of Trustees, Administration
Date/Time/Location:	12/9/15 – 5:00 p.m. – TMCC Board Room
Board of Directors Present:	Duane Poitra, JoAnne DeCoteau, Carla Peltier, Dr. Lana DeCoteau, Cynthia Allery.
Board of Directors Absent:	None.
Board of Trustees Present:	Yvonne St. Claire, Elmer Davis, Jr.
Staff Present:	Dr. Jim Davis, Tracy Azure, ,Kellie Hall, Holly Cahill.
Guests:	Jim Kasper.
Officiating Recorder:	Jaclyn De Los Santos.

Agenda Item	Discussion – Conclusion	Recommendations or Actions
I. Call to Order	Chairman Poitra called the meeting to order at 5:06 p.m.	
II. Opening Prayer	Performed by.	
III. Roll Call	Performed by Jaclyn De Los Santos.	
IV. Approval of Agenda		Chairman Poitra requested a motion to approve the agenda. Carla Peltier made this motion, seconded by Dr. Lana DeCoteau. Request to move Health Insurance Benefits to item 1, Christmas Bonus to item 2. Jaclyn De Los Santos performed roll call vote. All were in favor. Motion carried.
V. New Business		
1. Health Insurance Benefits	Dr. Davis informed the Board that a lot of work has been completed on the Health Insurance in the past month. A committee has been designed to review the Health Insurance Benefits. Jim Kasper has been on campus the past two days reviewing the benefits with employees. Dr. Davis has already discussed the	Tracy Azure will provide the Board with an updated reserve balance at the Quarterly Board of Directors Meeting. Tracy Azure is asked to include in monthly reports: reserve balance, claims balance,

Health Plan with the Chairman McCloud, which didn't have much input on the information provided. Dr. Davis met with IHS in reference to paying the fees at IHS.

Elmer Davis, Jr. entered at 5:11 p.m.

Dr. Davis informed the Board of his discussion with IHS and they would like to be kept informed.

Tracy Azure provided a history. Please see Appendix A. Chairman Poitra inquired about the reasoning why the IHS payments were not revisited as they were in the past. Jim Kasper informed the Board that based on a previous agreement, they wanted IHS to receive the services from the College. The renewal plan updates once a year and it was revisited annually to determine if IHS should have been continued to be paid. After being told for a number of years that it was going to continue, it was not revisited as fully as should have been. Dr. Dauphinais was not employed at TMCC in 2011, so the last review was prior to that. Chairman Poitra stated that the reviews should have been handled. There should have been regard to President Davis that IHS did not have to be paid. The claims have had a substantial increase in the past year.

Tracy informed the Board that the payments to IHS have stopped as of today. We are going to pay Medicare like rates, which is new to North Dakota. Currently no insurance companies are reimbursing

Health Fund bank balance.

Dr. Davis would like to move forward with the \$500,000 to be transferred to the Health Fund.

Tracy Azure recommends authorizing up to \$500,000 to be transferred to the health fund account, and the Board is authorizing Dr. Davis move forward with the recommended plan, which includes stopping all payments to IHS as of 12/9/15, paying "medicare like rates", increasing the employee portion payments, and limit the out of network provisions for the next calendar year. Chairman Poitra requested a motion to approve the recommendation. Dr. Lana DeCoteau made this motion, seconded by Cynthia Allery. Jaclyn De Los Santos performed roll call vote. All were in favor. Motion carried.

claims for Native American Members. This is for enrolled members and descendants. There is a standing litigation due to a health care facility not wanting to accept Medicare-like rates. The plan can be modified as of January 1, 2016. Documentation would need to be provided showing that the employee is an enrolled member or descendant. It is recommended with Preferred One that we move forward with the Medicare-like rates. The reduction of IHS and moving to Medicare-like rates could save the College \$3000-\$5000. We would need to look into the legality of plan.

The claims have had a huge jump compared to the previous years' claims. At this point, we need to make a transfer to cover the remaining costs through January to February. We may need \$500,000 deposited into the account to make the premiums for that time frame. Chairman Poitra would like the estimated actuarial projection for the Health Fund ten years from now. Jim Kasper informed the Board that in Health Insurance Plans, you are anticipated to have a bad year every 5-7 years. If we had not been paying IHS, we could have saved millions of dollars.

Chairman Poitra stressed that as the Board we want to look out for the best interests of the College as a whole, and want to be sure that a good Healthcare plan is provided to the employees. Chairman Poitra inquired about the current plan, the Cadillac tax (40% tax). If we do not make changes on the plan, we can possibly be taxed on the health care dollars. Possibly

build the \$500,000 into the premiums. Jim Kasper informed the Board that the cadillac tax is not currently approved and may not be for up to two years. Jim Kasper provided additional information on the deductibles. High cost deductibles help control the costs.

Dr. Lana DeCoteau discussed the option of combining the insurance with the tribe and umbrella off. Dr. Davis discussed the analysis of having the \$500,000 paid back to the reserve within a 5 year period. If you have a good year, possibly increase the reserve by 10-15%. Additional discussion held.

Carla Peltier inquired about the umbrellaing under the tribe. Every year Jim Kasper goes to market with our health care plan costs. He reviews other insurance companies rates and makes the rates comparable. We have never had a better proposal that Preferred One.

Carla Peltier informed Administration that she does not feel that anything has been resolved. Jim Kasper informed the Board that the changes recommended would be a dramatic cut in premiums. Additional discussion held. Cynthia Allery informed Administration that possibly increasing the deductible would possibly lower the fees.

Dr. Davis spoke with IHS and confirmed with them that no additional charges will be paid to them. Dr. Davis has received an email from Preferred One, and

	<p>Preferred One will contact IHS. We checked with IHS to determine if there was a contract in place between the College and IHS for the billing. Additional discussion held.</p> <p>Jim Kasper and Holly Cahill exited at 6:06 p.m.</p>	
2. Christmas Bonus'	<p>Yvonne St. Claire has requested for the Christmas Bonus' to be on the agenda. Based on the previous discussion, bonus' are not an option. Possibly provide a small gift to the employees. Buy for the staff, faculty, adjunct faculty, board members.</p>	The Board is in agreement with the purchase of Jackets of all employees and board members.
IX. Other Business	<p>New Board of Trustee member selected was Ray Parisien Sr., with Shirley Azure as the alternate.</p>	
X. Next Meeting	<ul style="list-style-type: none"> ● Quarterly Board Meeting; December 11, 2015 at 3:00 p.m.; Shooting Star Hotel and Casino, Mahnomen Minnesota ● Special Board Meeting; December 12, 2015 at 8:30 a.m.; Shooting Star Hotel and Casino, Mahnomen Minnesota 	
XI. Adjournment	<ul style="list-style-type: none"> ● Meeting adjourned at 6:21 p.m. 	Chairman Poitra asked for a motion to adjourn. Dr. Lana DeCoteau made this motion, seconded by Cynthia Allery. Jaclyn De Los Santos performed roll call vote. All were in favor. Motion carried.

Duane Poitra, Board of Directors Chairman

Jaclyn De Los Santos, Board of Directors Recording Secretary