

# THE BENEFITS BULLETIN

April 2008

OFFICIAL NEWSLETTER OF THE OREGON EDUCATORS BENEFIT BOARD

## Success In Springfield

**The Board's meeting at Springfield Public Schools was a success and members look forward to more trips around the state.**



By SCOTT E. RUPP  
Communications  
Coordinator

Despite having to cancel the Bend Board meeting this month, the success of the Springfield meeting was evidence to members of the Board that taking OEBB on the road is an efficient and effective method of reaching out.

Nearly three-dozen

district employees attended the March 13 meeting at Springfield Public Schools, allowing the future members of OEBB to share their thoughts and ideas with the Board and staff.

For many in the audience, it was the first time they've been able to communicate with the Board directly since the process

of pooling benefits began last July.

Board vice chair Brett Yancey, whose district hosted the meeting, said he feels the trip helped accomplish an OEBB goal.

"Salem is great, and it's centrally located, but we have a responsibility to make sure the people we represent, the people that will be served by this program, are provided the opportunity to see us, hear us, and meet us," said Yancey. "That is why holding these meetings throughout the state is so important.

Yancey called the Springfield meeting a great success and said he looks forward to the others the Board has scheduled in different locations

"It was very successful. People told me that they really appreciate us bringing these meetings out on the road," he said.

"It's giving local folks the chance to engage in what's going on, and I'm excited about the fact that we're going to continue to do that."

There are still more road meetings to come.

Next up is Medford on June 12, Pendleton on Aug. 14, and Tillamook on Oct. 9, though, the schedule may change in the future.

Moreover, whenever the Board is not on the road, its regularly scheduled meetings will be in Salem.

Meeting notices, agendas and information detailing the Board's travel plans are on OEBB's Web site, [www.oregon.gov/das/oebb](http://www.oregon.gov/das/oebb).

For more information about Board meetings, call (503) 378-4606 or e-mail [OEBB.info@state.or.us](mailto:OEBB.info@state.or.us).

## OEBB Outreaching

By SCOTT E. RUPP  
Communications  
Coordinator

- Provide accurate information.
  - Remain transparent in all we do.
  - Help people understand and navigate the change that is OEBB.
- These three thoughts

are just some of the many that keep members of the Board focused, and driven toward the ultimate goal of offering high-quality benefits to the thousands of district employees entering the OEBB in 2008.

"Those three key points

*'Outreach' continued on page 4*

# Bend Meeting Postponed

**Board focusing on evaluating and selecting carriers so that rates can be released to districts by mid- to late May.**

By SCOTT E. RUPP  
Communications Coordinator

Due to unforeseen scheduling conflicts, the Board will be unable to host its Board meeting in the Bend area on April 10.

The Board is committed to reaching out to its members throughout the state and has plans to re-schedule this meeting for another time.

However, due to the evaluation and selection process the April 10 Board meeting was postponed.

“The plans for the Board to travel around the state were to meet with future OEBC members in Central Oregon this month,” Denise Hall, deputy administrator of OEBC said. “Right now OEBC must concentrate on completing interviews and negotiating

with health plan carriers so that we can select carriers and release plan rates to districts as soon as possible.”

The decision was made by the Board in March once interviews were scheduled.

Interviews for the medical, dental and pharmacy were the third and fourth weeks of March. Evaluations and scoring are currently underway and the Board will announce apparent successful proposers at its April 24 meeting in Salem.

“By no means did we intend this to happen. With our tight timelines, we have a pressing need to finalize the RFP process so we can begin providing districts throughout the state with the information they need to negotiate and make their decisions whether they will join the pool early,” said OEBC’s chair Steve McNannay.

The Board has not yet rescheduled the Bend Board, but said it will be before the end of the year.

---

# A Systematic Approach

**Pilot districts to pave the way**

By LINDA TULLIS  
System Administrator

Ten pilot school districts, ESDs, along with a representative of OEA Choice met with OEBC to discuss data migration.

These ten entities were selected based on the following criteria:

- Participation in OEBC during 2008
- Diversity of financial systems
- Size
- Location

This interaction will enable OEBC to design a system that will meet the needs of school districts, ESDs and community colleges in Oregon.

This group will meet again during May for three days of training. During this

training they will work in the test system utilizing training materials provided by OEBC and afterward they will have access to the test system for about a month to help OEBC fine tune, improve, and make any necessary adjustments prior to full release in June to all other districts joining OEBC in 2008.

The following districts are participating in the pilot:

- Bend - La Pine School District
- Clackamas ESD
- Estacada School District
- Eugene School District
- Hillsboro School District
- Klamath County School District
- Nyssa School District
- Oregon Trail School District
- South Coast ESD
- Willamette ESD

# FREQUENTLY ASKED QUESTIONS

## What benefits will OEBB offer?

OEBB will offer nine medical, eight dental, four pharmacy and five vision plans. Orthodontia coverage also will be available.

## What are some of the covered services of the OEBB plans?

Of the many covered services included in the medical plan designs, a sampling includes: hospital benefits, newborn nursery care, emergency room care, outpatient surgery, chemotherapy, allergy injections, diabetes self-management programs, reconstructive surgery following a mastectomy, maternity care, well-baby care, hospice home care, respite care, home healthcare, infusion therapy, rehabilitation, injectable medications, and chiropractors and acupuncturists.

A complete list of printable plan designs is available on the OEBB Web site along with the details of each plan at [www.oregon.gov/das/oebb](http://www.oregon.gov/das/oebb). Specific questions can be sent to OEBB staff at [OEBB.info@state.or.us](mailto:OEBB.info@state.or.us).

## Are there benefits OEBB will not offer?

Yes. For plans offered during 2008-09, the Board will only provide core benefit plans – medical, vision, dental, and pharmacy. However, the Board will continue to research and discuss offering non-core benefits – life, disability, long-term care, dependent care and healthcare spending accounts, health reimbursements accounts, and accidental death and dismemberment -- once OEBB has met the mandatory

requirements of Senate Bill 426.

## Will employees of a district have a choice among plans or will all of them have to join one plan?

Of the nine medical plan options



OEBB will offer, employee groups may select up to four from which individuals will be able to choose.

## Will OEBB's plans be chosen by the Board or by the district?

Employee groups within each district will be able to select up to four OEBB medical plans for their employees. The plans an employee group chooses may be decided through the collective bargaining process or district process for nonrepresented employees, thus insuring that employees and the district remain in control of their own plan choices.

## Will districts be able to return to previous insurance plans

## they had prior to entering OEBB?

Once a district or employee group enters OEBB, they will need to select carriers and plans offered by OEBB.

As a requirement of the legislation that created the insurance pool, the success of the program depends on the number of people enrolled in OEBB plans. The more enrollees, the more money districts will save when purchasing benefits.

## Is weight-loss surgery going to be covered?

At this time, coverage for services, supplies, and surgery for weight loss and obesity will not be covered by OEBB.

## Where can I find OEBB's plan designs?

Copies of OEBB's plan designs, plan comparability, actuarial values, and an explanation of the plan design process are on OEBB's Web site, [www.oregon.gov/das/oebb](http://www.oregon.gov/das/oebb).

## Public Comments

Do you have a question or comment for OEBB? If so, please feel free to e-mail the Board at [OEBB.info@state.or.us](mailto:OEBB.info@state.or.us) or call staff at (503) 378-4606.

The Board is regularly updated with the messages, questions and comments received from members and interested parties.

# OEBB Outreaching

continued from page 1

are what led to the creation of the Outreach Network,” said Victor Musial, OEBB Board member. “How could we deliver accurate information to district employees, do it in such a way that fostered trust and helped people deal with this change all at the same time? It was an obvious answer. Volunteer liaisons in the district.”

So as part of the Board’s long-term communications efforts, the Outreach Network was created.

The first application period was from December through March. Interested people in districts and ESDs answered a series of questions describing their experience handling change, how they have affectively communicated messages to groups, why they were interested in becoming an Outreach Member and what skills they possess that will help promote the OEBB message.

Seventeen people who submitted completed application materials to the Board for review were approved as Outreach Members for OEBB based on recommendations from the Communications Workgroup.

Among the several factors considered were the applicant’s passion for a successful transfer to OEBB, professional experience and geographic region within the state. All were measured against the network charter established by the Board in November.

According to the charter, the ideal candidate remains objective, is energetic, respected by colleagues, possesses the ability to clearly explain complicated matters to others, has the desire to make a direct and positive impact on their peers’ lives and is connected to the community.

“Each applicant selected appeared to embody the spirit of the Outreach Network,” Musial said. “They will be instrumental in helping the Board address members’ concerns and areas we can improve upon.

“The Outreach Network will help guide us. They’ll be the eyes and ears, hearing directly from people in the districts about their thoughts of OEBB.”

One responsibility of the network members is to provide Board and staff with information

## Outreach Network Members

The Board approved the following people to be part of the OEBB Outreach Network. Included are the applicant’s names and district or education service district.

- Kathleen Adamson, Willamette ESD
- Jennifer Anderson, Pleasant Hill High School
- Linda Bradetich, Bend - La Pine School District
- Carrie Compton, High Desert ESD
- Kathleen Costley, Molalla River School District
- Pam Halbert, Culver School District

- Sarah Hibbs, Corvallis School District
- Sally Kissell, Multnomah ESD
- Ellen Lowe, Newberg School District
- Victor Moore, Tillamook High School
- Patrick Munyon, Eugene School District
- Kelly Schwartz, Multnomah ESD
- Cheri Siddoway, Ontario School District
- Carol Swank, Greater Albany Public School District
- Alice Swanson, North Marion School District
- Netra Thoma, Estacada School District
- Julie Wenzl, Eugene School District

regarding issues and concerns in districts and to help OEBB address issues as they arise.

“The network should help us address districts’ and members’ needs while understanding the quality of our communications efforts,” Musial said.

Applications are still being accepted for Outreach Network members.

If you or someone you know may be interested in joining, contact Scott Rupp, Communications Coordinator, at (503) 378-5353.

Official newsletter of the Oregon Educators Benefit Board

1225 Ferry St. SE  
Salem, OR 97301

Phone : (503) 378-4606  
Fax: (503) 378-5832

Check us out on the Web:  
[www.oregon.gov/das/oebb](http://www.oregon.gov/das/oebb)

