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Objective:

To assure that employees' dependents are not disproportionately taking advantage of health care benefits; and, if they are, to charge the employee for dependent health care.

If more monies are being spent on dependents than on employees, the District may look to charge the employee for dependent health care.

Query:

Which group takes advantage of benefits more often: Employees or their Dependents?

Fiscal Year	Month	Claim Summary	
		Employee Claims	Dependent Claims
2008	1	5,968	7,678
	2	2,435	6,654
	3	3,252	4,312
	4	4,950	3,480
	5	3,539	7,698
	6	3,663	5,772
	7	3,413	5,614
	8	7,092	4,911
	9	6,831	6,538
	10	3,790	6,609
	11	5,745	5,248
	12	3,879	6,047
2008 Total		54,557	70,561
2009	1	2,295	5,434
	2	2,195	3,760
	3	4,875	6,275
	4	7,344	3,353
	5	5,955	5,270
	6	8,905	7,028
	7	4,398	5,918
	8	4,239	7,905
	9	6,607	5,887
	10	4,388	5,272
	11	5,129	8,528
	12	4,597	5,871
2009 Total		60,927	70,501
Grand Total		115,484	141,062

Both in 2008 and 2009:

Total amount of Dependent claims > Total amount of Employee claims

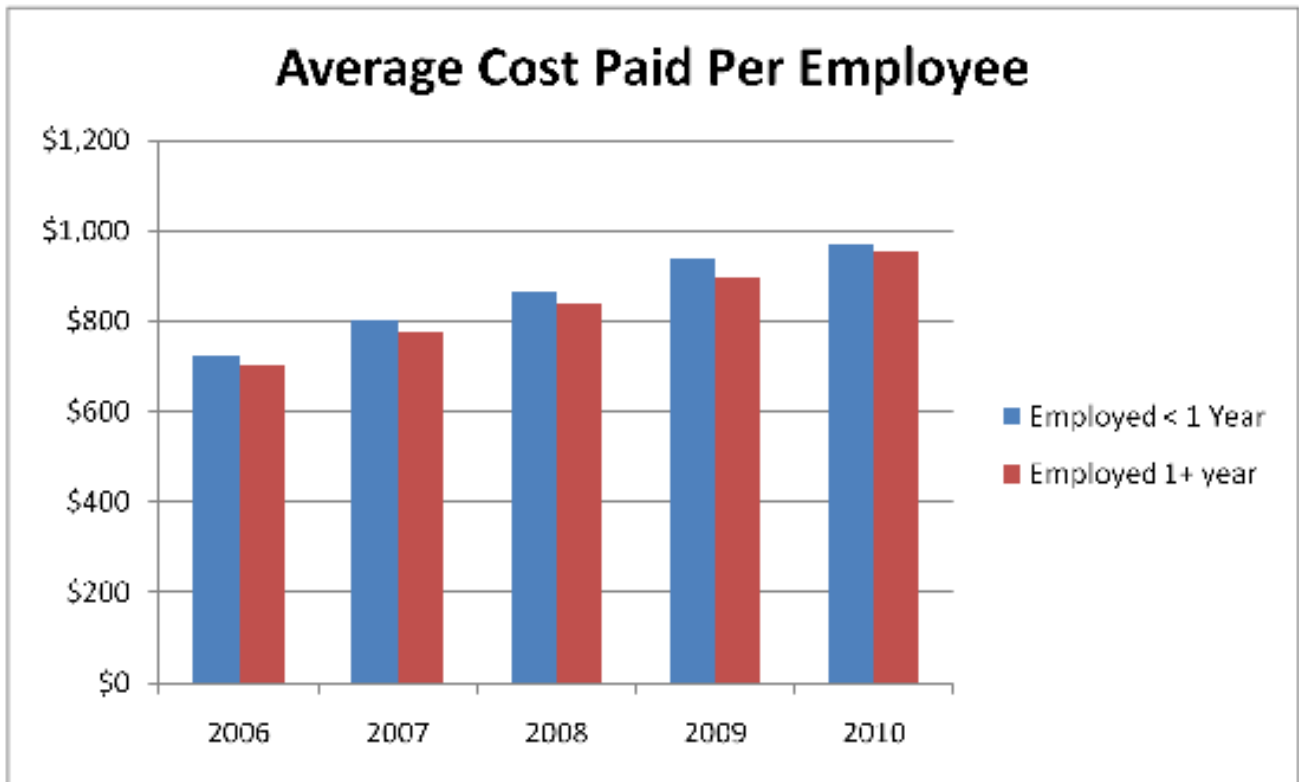
Objective:

To assure that CUSD is not disproportionately paying the costs of benefits for newly-hired, short-term employees; and, if they are, increase the probationary waiting period for new hires.

It may be possible that “new-hires” take advantage of the free health care and then decide to leave the district after a short period of time. If true, it may be necessary to increase the new-hire probationary waiting period or implement different benefit plan structure for newly hired employees.

Query:

Are the benefits costs for employees employed less than 1 year more than the costs for those employees employed 1 year or more?



Cost of employees employed for less than one year > Cost of employees employed for 1 year or more.

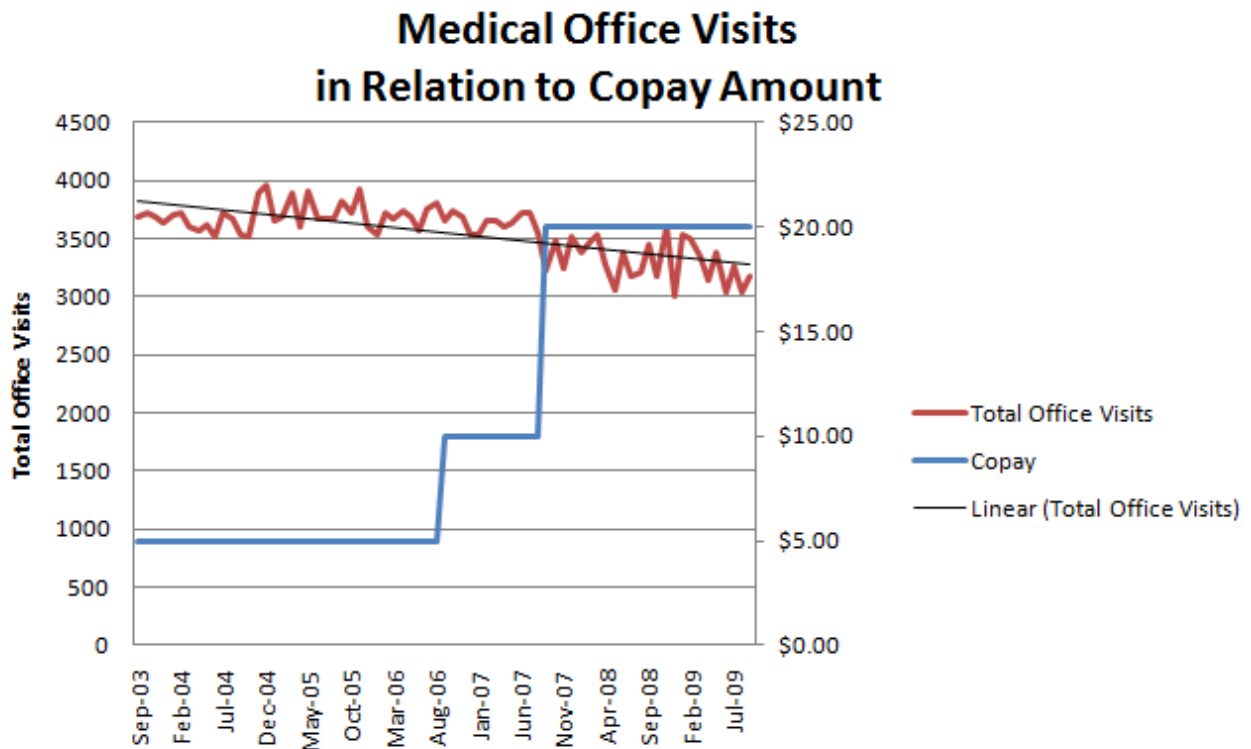
Objective:

To assure that employees are not taking advantage of the low co-pay costs; and, if so, to increase the co-pay amount.

CUSD is concerned that employees and their dependents may be visiting the doctor more often than needed because of the low out-of-pocket costs. If the co-pay cost affects the number of medical office visits, then it may be necessary to increase the co-pay amount to discourage unnecessary medical office doctor visits; which in turn will save the district money.

Query:

What is the total amount of doctor visits at the different co-pay amounts?



As the co-pay increased from \$5 to \$20, the number of office visits decreased.

Challenge:

Bi-Tech is internal. Pinnacle is external.

	Report #1	Report #2	Report #3
Employee CUSD ID	Bi-Tech	Bi-Tech	Bi-Tech
Employee SSN	Bi-Tech/Pinnacle	Bi-Tech/Pinnacle	Bi-Tech/Pinnacle
Employee Hire Date		Bi-Tech	
Employee Health Care ID	Pinnacle	Pinnacle	Pinnacle
Relationship Code (i.e. self, spouse, dependent)	Pinnacle	Pinnacle	Pinnacle
Claim #	Pinnacle	Pinnacle	Pinnacle
Service Date	Pinnacle	Pinnacle	Pinnacle
Total Paid		Pinnacle	
Paid Date		Pinnacle	
Co-pay Amount			Pinnacle

Objective:

To create special educational plans for those students not proficient in math.

Query:

Which students are not proficient in math?

<u>School Year</u>	<u>Student ID</u>	<u>Student Name</u>	<u>Math Course Grade</u>	<u>Math Assessment Score #1</u>	<u>Math Assessment Score #2</u>
2006	12345678	Julie Smith	95	89	92
2007	12345678	Julie Smith	85	75	88
2008	12345678	Julie Smith	75	70	80
2009	12345678	Julie Smith	65	69	78
2006	23456781	Steve Smith	75	75	73
2007	23456781	Steve Smith	65	72	70
2008	23456781	Steve Smith	70	70	70
2009	23456781	Steve Smith	80	72	73
2006	345678912	Mike Black	75	90	88
2007	345678912	Mike Black	75	92	87
2008	345678912	Mike Black	85	88	92
2009	345678912	Mike Black	75	92	92

Math scores for Julie Smith have declined over the past few years.

Objective:

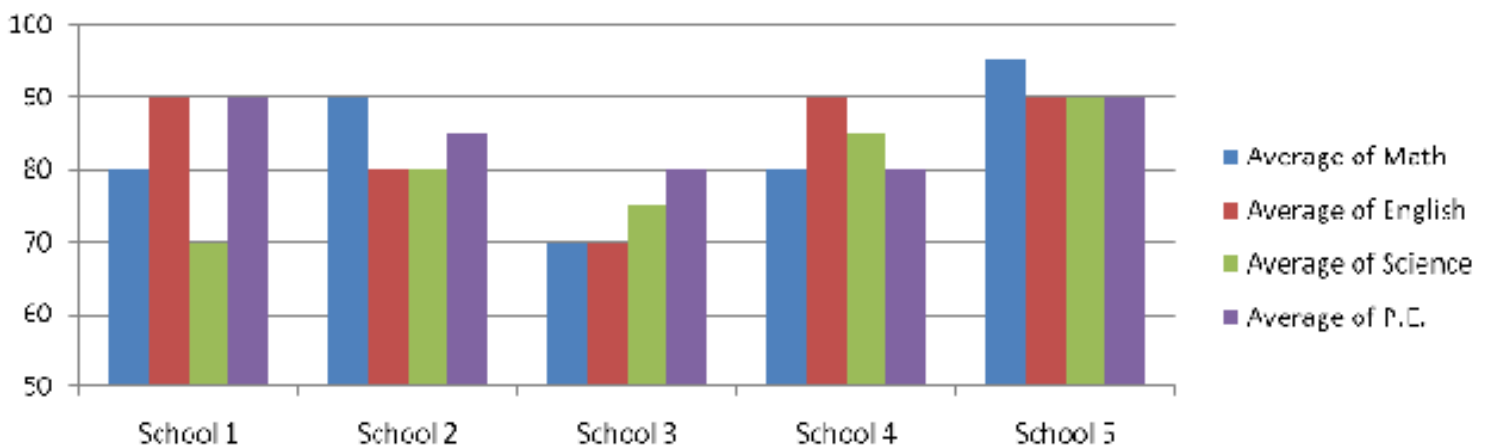
To redesign programs at those schools which are not performing well in certain programs.

Query:

Which schools are struggling in which assessment areas?

Standard = 80

Average Assessments by School



School 3 is performing below 80 in Math, English and Science;
School 1 is below 80 in Science.

Schools 2, 4, and 5 are above 80

Why the difference?

Challenge:

Zangle is internal. Edusoft is external.

	Report #1	Report #2
Student ID	Zangle/Edusoft	Zangle/Edusoft
Student School		Zangle
School Year	Zangle	Zangle
Student Name	Zangle	
Student Course Grade	Zangle	
Student Course Subject	Zangle	
Assessment Title	Edusoft	Edusoft
Assessment Subject	Edusoft	Edusoft
Assessment Score	Edusoft	Edusoft
Assessment Date	Edusoft	Edusoft