

THE BENEFITS BULLETIN

NOVEMBER 2007

OFFICIAL NEWSLETTER OF THE OREGON EDUCATORS BENEFIT BOARD

OEBB: GUIDED BY PRINCIPLES

Senate Bill 426 (2007) established the Oregon Educators Benefit Board (OEBB). The goal of the OEBB, as outlined in statute, is to provide high-quality health, dental and other benefit plans for eligible employees at a cost affordable to the districts, the employees and the taxpayers of Oregon.

• **Vision**

The OEBB will work collaboratively with districts, members, carriers and providers to offer value-added benefit plans that support improvement in members' health status, hold carriers and providers accountable for outcomes, and provide affordable benefits and ser-

vices.

Key components of the OEBB program are:

Value-added plans that provide high-quality care and services at an affordable cost to members.

Collaboration with districts, members, carriers and providers that ensures a synergistic approach to the design and delivery of benefit plans and services.

Support improvement in members' health status through a variety of measurable programs and services, such as consumer education, disease management and wellness programs

Measurable goals and pro-

grams that hold carriers and providers accountable for health outcomes.

Encourage members to take responsibility for their own health outcomes.

• **Guiding Principles**

The statute outlines specific criteria that the OEBB is to emphasize in considering whether to enter into a contract for a benefit plan. In September 2007, the Board further defined those criteria to serve as a guide in carrying out its charge.

Employee choice among high quality plans

The OEBB will offer employees a range of affordable benefit plan designs that pro-



vide high-quality care and services.

Encouragement of a competitive marketplace

The OEBB will encourage competition in the marketplace in the areas of quality, outcomes, service and cost.

Plan performance and information

The OEBB will consider plan performance in the areas of quality, administrative processes, costs and outcomes in making its

See 'Principles', page 3

Final Plan Designs

To take a look at the Plan Designs the OEBB will be offering on October 1, 2008, visit the official OEBB Web site at: www.oregon.gov/das/oebb.

Be in the know: Join Listserv

Stay connected to the Oregon Educators Benefit Board. Receive e-mail announcements, the Board's meeting schedule and the monthly newsletter. Find out more and join the Listserv at www.oregon.gov/das/oebb.

WE'RE ON OUR WAY NOW: LETTER FROM THE OEBB CHAIR

Last month I wrote that much had been accomplished in the short time including developing strategies for moving forward and putting action plans in place.

Still, the OEBB has been assigned a monumental task: provide benefit plans to thousands of Oregon educators and school district employees by October 1, 2008. Less than a year from now.

Are we going to make it? Yes! Is there still much to be done? Absolutely.

The Board and staff continue to work hard. A vision statement and guiding principles have been developed to lead us forward, and a set of phase-in scenarios provide examples of how districts will come into the OEBB based on administrative rules. (See page 2.) We are now taking the

Board meetings on the road, and will continue throughout 2008, so future members of the program can learn more about the OEBB and take an active role in the formation of programs, policy and be an important part of the decision-making processes.

Additionally, plan designs have been posted to our Web site offering a high-level view of what OEBB will offer once carriers are selected. Please, take a look and let us know your thoughts. As always, we will value your input.

Sincerely,

Steve McNannay,
 Chair,
 Oregon Educators Benefit Board

PHASE-IN SCENARIOS FOR DISTRICTS

Since the formation of the Oregon Educators Benefit Board (OEBB) under 2007 Senate Bill 426, many of the most frequently asked questions have related to the coordination of effective dates of collective bargaining agreements (CBAs) and mandated entry into the OEBB.

The OEBB temporary administrative rules were developed to clarify the required phase-in related to the expiration of CBAs, as presented during legislative discussions on the bill. (Drafting errors in SB 426 did not correctly reflect that intent, therefore technical corrections to support the intent will be made during the Legislature's Special Session in February 2008.)

The scenarios presented below provide examples of how employee groups will come into the OEBB based on the OEBB administrative rules.

1. **CBA contract end date is July 1, 2007, through June 30, 2008.**

Employee group will be required to move to the OEBB plans on October 1, 2008.

2. **CBA contract end date is July 1, 2008, through June 30, 2009.**

Employee group will be required to move to the OEBB plans on October 1, 2009.

3. **CBA contract end date is on or after July 1, 2009.**

Employee group will be required to move to the OEBB plans on October 1, 2010.

4. **CBA contract end date is June 30, 2009, but the district and bargaining unit plan to reopen the contract in June 2008 to negotiate the annual salary and benefit language.**



A star falls over Portland's downtown skyline.

Employee group will be required to move to the OEBB plans on October 1, 2009.

5. **CBA contract end date June 30, 2008, but the district and bargaining unit reopened the contract in August 2007 to negotiate the annual salary and benefit language, OR the district and bargaining unit reach a new agreement prior to June 30, 2008.**

Employee group will be required to move to the OEBB plans on October 1, 2008.

6. **A district has three different employee groups: classified, licensed and administrative (aka non-represented). The classified CBA ends on June 30, 2009 and the licensed CBA ends on June 30, 2010.**

The classified and administrative employee group will be required to move to the OEBB plans on October 1, 2009.

The licensed employees will be required to move to the OEBB plans on October 1, 2010.

7. **A district has three different**

employee groups: classified, licensed and administrative (aka non-represented). The classified CBA ends on June 30, 2009 and the licensed CBA ends on June 30, 2008.

The licensed and administrative employee groups will be required to move to the OEBB plans on October 1, 2008.

The classified employees will be required to move to the OEBB plans on October 1, 2009.

8. **CBA contract end date was June 30, 2007, and a new agreement was/is reached prior to June 30, 2008. the new contract end date is June 30, 2009.**

Employee group will be required to move to the OEBB plans on October 1, 2009.

For a complete list of Phase-in Scenarios, visit our Web site:
www.oregon.gov/das/oebb.

FREQUENTLY ASKED QUESTIONS



Who makes up the Board?

The Board is made up of 10 members, all appointed by the Governor. Two members represent district boards; two members represent district management; two members represent non-management district employees from the largest labor union; one member represents non-management district employees from the second-largest labor

union; one member represents non-management district employees not represented by labor organizations; and two members have expertise in health policy or risk management.

Board members typically will serve four-year terms.

Additionally, an administrative staff manages the daily operations of the OEGB carrying out the responsibilities and tasks in support of

the Board.

The Board became an official, acting body on July 2, 2007, and has held twice monthly Board meetings since that time.

Who managed the benefit plans prior to the creation of the OEGB?

Oregon's school employees currently receive medical benefits primarily through one of three entities sponsoring benefit plans: the Oregon Education Association (OEA) Choice Trust, the Oregon School Boards Association (OSBA) Health Trust and the Oregon School Employees Association (OSEA).

Some school districts contract directly with insurance companies, while other are self-insured or offer coverage to their employees through individual health trusts.

'PRINCIPLES' FROM PAGE 1

decisions. It will promote system-wide transparency that provides members with comprehensive information on these issues.

District flexibility in plan design and contracting

The OEGB will offer a range of affordable benefit plan designs that provide districts with the flexibility to choose options that meet their and their employees' financial and health needs.

Quality customer service

The OEGB will demand that benefit plans and providers offer members consistent access to care and services, integrated care systems that provide effective treatment and personal and prompt service that meets customers' needs.

Creativity and innovation

The OEGB will seek out plans and providers that use creative and innovative methods and practices that are evidence-based and/or have measurable outcomes.

Plan benefits as part of total compensation

The OEGB will recognize the impact of its decisions on employees' total compensation.

Improvement of employee health

The OEGB will promote employee health and wellness through a variety of means, including, but not limited to, plan design components, disease and case management and consumer education.

Cost Affordable to the districts, employees and taxpayers

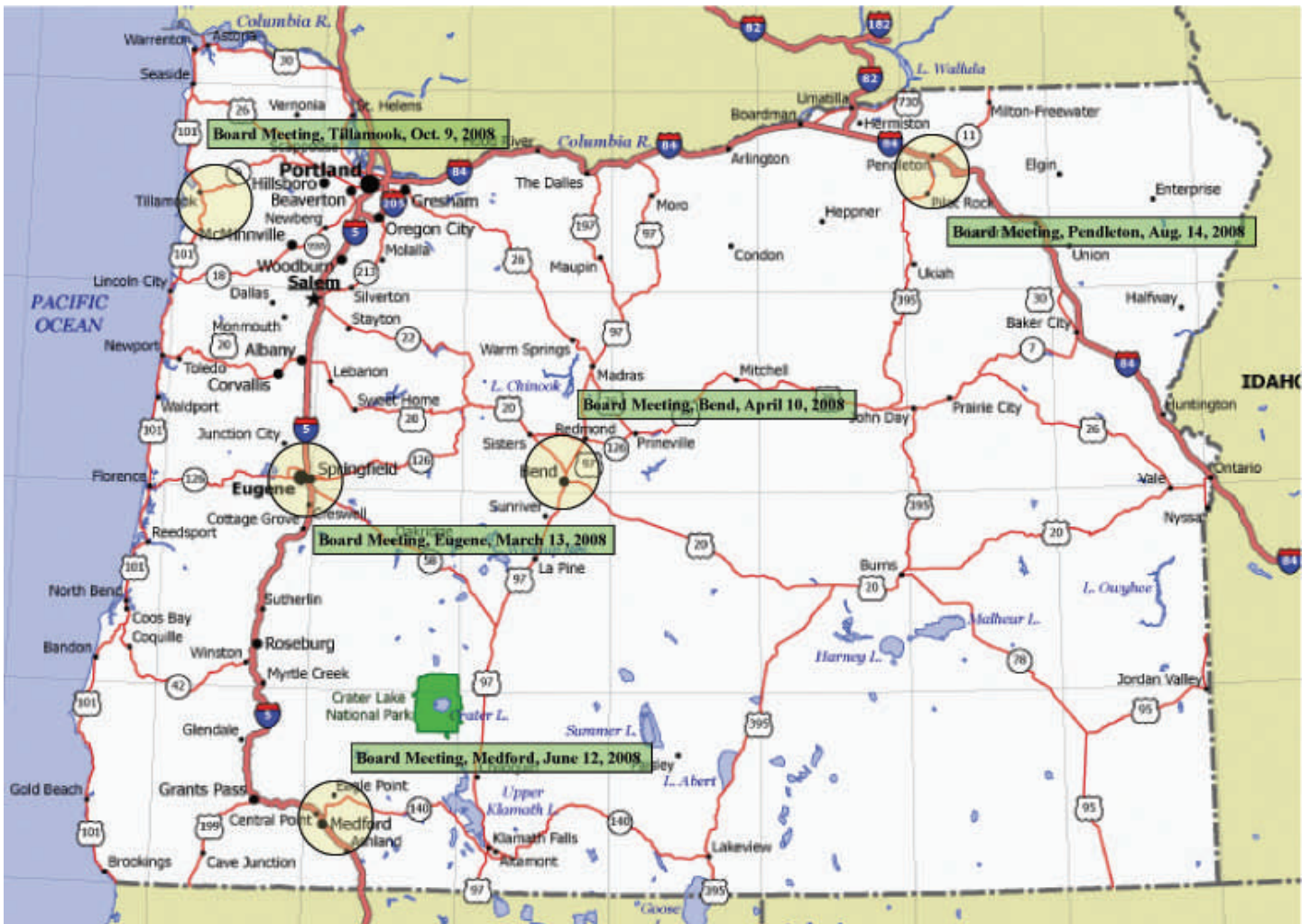
The OEGB will take into account the present and future costs of benefit plans (premiums, deductibles, copayments, etc.) in offering a range of affordable, high-quality benefit plan designs.

For more Frequently Asked Questions and their answers, please visit our

Web site at :

www.oregon.gov/das/oebb.

OEBB TO TRAVEL STATE DURING 2008



Board's Proposed Traveling Dates

March 13, 2008 - Board meeting, Eugene

April 10, 2008 - Board meeting, Bend

June 12, 2008 - Board meeting, Medford

Aug. 14, 2008 - Board meeting, Pendleton

Oct. 9, 2008 - Board meeting, Tillamook

Beginning with its November 8 meeting in Portland, the Board kicked off a year-long venture that will have the members traveling to various locations across the state throughout the next year. In an effort to reach members, hear them and seek their participation, the OEBB will be holding its Board meetings in community hubs. Some of the locations proposed will be Bend, Medford, Eugene, Pendleton and Tillamook. The map, and table to the left, provide proposed dates and cities for the Board's planned stops. And when not on the road, they can be easily reached in Salem!

Official Newsletter of the Oregon Educators Benefit Board

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Check us out on the Web:

www.oregon.gov/das/oebb

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