



# Trustees' Report

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Information for school trustees, participating employers, and employee representatives  
published following each regularly scheduled meeting (Sept. – June)

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## Highlights of the January 19, 2018, Trustees' Meeting

### 1. CEO's Report

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- ◆ The customary overview of claims statistics was presented

### 2. Experience Adjustment System – Second Reading

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- ◆ The ASEBP Trustees gave **final approval** (second reading) to a number of changes affecting the Experience Adjustment System, effective September 1, 2018:
  - Adjusting premiums to base rates will mean prior surcharges and discounts are brought to “neutral” when the current year’s standings are determined
  - Adjusting premiums to account for the use of Capital Adequacy Reserve funds to offset premium rates will result in improved experience for participating employers
  - The range of surcharges and discounts for Life/Extended Disability Benefits and Extended Health Care/Dental Care/Vision Care will be standardized, from five per cent through 25 per cent
  - Annual changes in surcharge or discount position will be limited to a maximum change of 10 per cent
  - The weighting of Life/Extended Disability Benefits experience over the five-year period will be adjusted; most recent experience will be less heavily weighted than it is currently
  - A pooling threshold will be introduced to limit volatility from large Extended Health Care claims
  - Prior carrier experience won't be used when a new employee group or new employer joins ASEBP
  - When a new employee group joins ASEBP, the incoming group will inherit the Experience Adjustment System standing in place for their school jurisdiction; experience for the new employee group will be used in experience adjustment calculations in future years
  - When a new employer joins ASEBP, the Experience Adjustment System will apply when two years of ASEBP experience has accumulated for the Extended Health Care/Dental Care/Vision Care grouping and three years of

ASEBP experience has accumulated for the Life/Extended Disability Benefits grouping

- ◆ In the coming months, more information about the changes will be provided to employers and employee representatives

### **3. ASEBP Online Dental Guide**

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- ◆ Next week, ASEBP will launch an Online Dental Guide for covered members, accessible through My ASEBP. The tool features information and procedure code descriptions for popular dental services, a searchable procedure code database and will intelligently show coverage amounts and maximum reimbursement fees based on the covered member's plan

### **4. Welcome to ASEBP Trustees**

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- ◆ The ASEBP Trustees have welcomed Holly Bilton and Kim Pasula, both appointed as ASEBP Trustees by the Alberta School Boards Association (ASBA)

### **5. Committee Appointments**

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- ◆ The ASEBP Trustees made the following appointments to the Extended Disability Benefits (EDB) Appeal Committee:
  - Karen Holloway has been appointed as the ASBA member
  - Dwight Anthony of Aon Hewitt has been appointed as the independent member
  - Karen and Dwight join existing member, Chad Bowie
  - Drew Chipman has been appointed as the alternate ASBA member
  - Jojoy Oommen of Aon Hewitt has been named the alternate independent member
  - Drew and Jojoy join existing alternate member, Doug Lerke
- ◆ The Audit Committee includes Kathy Maclsaac and Heather Tkachuk
- ◆ The Executive Committee includes the Chair, Karen Holloway, and the Vice-Chair, Fred Kreiner

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The ASEBP Trustees' Report is distributed to participating employers, school trustees, ATA and CUPE locals and other employee representatives. It provides an overview of issues discussed by ASEBP's Trustees. Information from this report may be provided to covered members, but please note that changes may occur between first and second readings. ASEBP will continue to confirm policy changes in Administration Bulletins. If you would like to be included on the distribution list, please contact ASEBP.



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**ASEBP Trustees:**

Karen Holloway, Chair  
Fred Kreiner, Vice-Chair  
Holly Bilton  
Chad Bowie  
Drew Chipman  
Doug Lerke  
Kathy MacIsaac  
Shirene Napier  
Kim Pasula  
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