



LPSB - Board Insurance Committee Meeting - March 4, 2026 Agenda

Lafayette Parish School Board, 202 Rue Iberville, Lafayette, LA 70508

Boardroom


2:00 PM

Page


1. ROLL CALL

- 1.1 Roll Call - Board Insurance/Finance Committee - Joshua Edmond - District 3; Hannah Smith Mason - District 8 and Jeremy Hidalgo - District 9

2. AGENDA

- 2.1 COMMITTEE: Review and Approval of LPSB - Board Insurance/Finance Committee Meeting Minutes on February 11, 2026 - Hidalgo 2
[LPSB - Board Insurance/Finance Committee Meeting - Feb 11 2026 - Minutes - Html](#) 

That the committee approve the minutes from the Board Insurance/Finance Committee Meeting on February 11, 2026.

- 2.2 INSURANCE : Discussion and/or action regarding the Gallagher Report - Gardner/LeBouef 6
Gallagher Benefit Services will provide updates regarding (1) the Wellness Market Scan and (2) a Review of the Annual Service Calendar.
[3.4.26 BIC Gallagher Presentation.pdf](#) 

3. ADJOURN

- 3.1 There being no further business, the meeting adjourned.

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A public comment period shall be held before any vote is taken on an agenda item. Comments from the public shall occur after introduction of the item to be voted on and before any discussion by School Board members. (Policy BCBI).

[Remote Participation Link](#)



LPSB - Board Insurance/Finance Committee Meeting - Feb 11 2026 Minutes

at 2:00 PM

Lafayette Parish School Board 202 Rue Iberville Lafayette, LA 70508

1. ROLL CALL

Roll Call - Board Insurance/Finance Committee - Joshua Edmond - District 3; Hannah Smith Mason- District 8 and Jeremy Hidalgo - District 9.

David LeJeune - District 1 was also in attendance but will not be voting on action items.

2. AGENDA

2.1 BOARD: Selection of Board Insurance/Finance Committee Chairperson

The Board Insurance Committee members will nominate and select a Chairperson for 2026.

Joshua Edmond placed a nomination for Jeremy Hidalgo to be placed back as the chair for 2026.

Moved by: Joshua Edmond

Seconded by: Hannah Smith Mason

Yes:

Mr. Hidalgo was elected by acclamation. 0-0

- 2.2 COMMITTEE: Review and approval of LPSB - Board Insurance/Finance Committee Meeting Minutes on November 5, 2025 - Hidalgo

[LPSB -Board Insurance Finance Committee Meeting](#)

[\(Wednesday, November 5, 2025\) \(1\).pdf](#) 

That the committee approve the minutes from the Board Insurance/Finance Committee Meeting on November 5, 2025.

Moved by: Joshua Edmond

Seconded by: Hannah Smith Mason

Yes: Hannah Smith Mason, Jeremy Hidalgo, and Joshua Edmond

Motion carries 3-0

- 2.3 INSURANCE: Discussion and or action regarding the Gallagher Report - Gardner/LeBouef

Gallagher Benefit Services provided updates regarding (1) Monthly Financial Monitoring Report; (2) Gallagher Budget and Medicare Population Analysis Update; (3) Wellness Market Scan Update; (4) Network Education; (5) Custom Provider Search Engine Options; (6) Trends and other Cost Containment Strategies; and (7) Annual Service Calendar. Tony Murray with Gallagher reviewed The Financial Monitoring Summary from July 2025 through December 2025. The cumulative plan performance year to date per member per month cost for all plans and all classes to is \$557.32. Mr. Murray indicated it is trending upward due to medical inflation. Budget and Medicare Advantage vs. Employee Group Waiver Plan (EGWP) Analysis will be presented at the March Insurance Workshop and then presented at a future date to the Board Insurance Committee. Gallagher indicated they are in the market for a robust wellness vendor and program. The vendor selection is anticipated by May. Gallagher stated they were focusing on return on investments (ROI) within existing point solutions: targeted care; preventative approach; cost containment and high-cost claim avoidance. Gallagher stressed the importance of

employees/retirees who need a doctor, provider or hospital to first use Direct Contracts, then Verity and finally Aetna. Employees/retirees can search for a provider in their member portal with Meritain and Trish LeBouef, Director of Insurance & Benefits, has the direct contract link posted on the LPSS website. Superintendent Touchet encouraged Trish LeBouef to continue educating and making this information easily available to employees and retirees. Chairperson Jeremy Hidalgo noted information going out can be overwhelming and very difficult to understand. He requested a more simplified version. Gallagher is working on establishing a member portal to help members make decisions on what is best for them. Gallagher reported that Lantern, which was implemented for members in March 2025, has an estimated savings of \$163,898 and Tria, which was implemented in January 2025 has a total of 262 engaged members with a total estimated savings of \$702k by the end of 2025. Gallagher's focus for 2026 is the redevelopment of Lafayette Parish School System's wellness program. Chairperson Jeremy Hidalgo asked Gallagher to comment on how the change in Third Party Administrator (TPA) went. Gallagher noted it was an immense amount of work and was a somewhat smooth transfer. Superintendent Touchet thanked Gallagher, Trish LeBouef and her team along with the Board Insurance/Finance Committee for all of the work they put into the change in Third Party Administrator (TPA).

[2.11.26 BIFC Gallagher Presentation FINAL.pptx.pdf](#) 

3. ADJOURN

There being no further business, the meeting adjourned.

Jeremy Hidalgo, Chairperson

Francis Touchet, Jr.,
Secretary-Treasurer

Draft



March 2026 BIC

March 4, 2026



Gallagher

Insurance | Risk Management | Consulting

Agenda

1

Wellness Market
Scan Update

2

Updates & Annual
Service Calendar

3

Appendix

Wellness Market Scan Updates

1

Wellness Market Scan



Vendor Highlights

Meritain

(Healthy Merits Platform)
Seamless TPA integration for Meritain Health benefits, custom individual and group challenge design capabilities, multi-media educational library with health university, dedicated consultant providing ongoing support and regular check-ins, needs-driven program structure

Vitality

Risk assessment providing individuals with **Risk Adjusted Age predictions**, dedicated team focused on strategy implementation across platform choices, guidance and support for building wellness committees and champion teams, **gamified participation** approach with daily Spin the Wheel engagement, rewards mall for ongoing incentive management

Navigate

Eight Total Health guiding points framework, centralized resource portal directing employees to appropriate services, **customizable platform** bringing wellness program vision to life, variety of reward options for participation and recognition, dedicated account management and support team

WellRight

Marquee Health coaching partnership utilizing motivational interviewing techniques, 400+ activities and challenges with 100+ online University modules, Age Gage Assessment scoring six wellness dimensions with improvement suggestions, Springbuk integration for 360-degree view of employee health analytics, positive habit formation through gamification and real-time reporting

Side-By-Side Analysis



Portal Technology

	Meritain	Navigate	Vitality	WellRight
Gamification	✓	✓	✓	✓
Push Notifications (text)	✓	✓	✗	✓
Preventive Care Tracking	✓	✓	✓	✓
Ecosphere Partners	7	6	12	2
SSO	✓	✓	✓	✓
Integration with Benefit Landscape	✓	✓	✓	✓
Ability to Ingest Claims Data to personalize experience	✓	✓	✓	✓
Rewards Mail	✓	✓	Pass through cost on redeemed rewards	Pass through cost on redeemed rewards
Peer to Peer Recognition	✓	✓	✗	✓
User Training for Leaders & Employees	4 live sessions & record a session for on demand	✓	✓	4 live sessions & record a session for on demand
On Demand Fitness Library	7 – 20 adds a quarter	Powered by Les Mills – updated regularly	Wellbeats add on	7 – 20 adds a quarter
Pulse/Engagement Survey	✓	✓	6 Custom micro-assessments	✓

✗ Unable to provide ✓ Full capabilities

Estimated Pricing

Based on 5,600 employee count



	Meritain	Navigate	Vitality	WellRight
Total Technology / Portal Fees (PEPM)	\$5.61**	\$2.00	\$1.84	\$1.85
Implementation Fee	\$500.00	Waived	Waived	Waived
Preventive Screening Forms <small>(mammogram, colonoscopy, skin cancer screening, etc)</small>	Self Report – customizable fields	Self Report – customizable fields	Self Report with date & Proof	Self Report – customizable fields
Coaching Fees	\$2.50 PEPM	\$125.00	\$215.00	\$0.50 PEPM
Chronic Condition Coaching	\$2.50 PEPM	\$499.00	\$315.00	\$0.50 PEPM
Tobacco Cessation	\$2.60 PPPM	\$125.00	\$215.00	\$225.00
TOTAL Estimated Fees	\$377,492*	\$134,400*	\$123,648*	\$124,320*

* Total fees only include technology and portal fees. Only fees bolded are included in the estimated total.

**PEPM may go down some and lower the total below (updated PEPM will include retiree not on Medicare count)

Biometric & Flu Shots



	Meritain	Navigate	Ochsner	Vitality	WellRight
Biometric Screenings (onsite)	\$63.00	\$42.00	\$55.00	\$46.00	\$45.00
Hemoglobin A1C	\$25.00	N/A	\$18.00	N/A	N/A
PCP Forms	\$18.00	\$8.00	\$15.00	\$3.00	\$8.00
Nurse Consultation	N/A	N/A	Included	N/A	N/A
Flu Shots	N/A	\$35.50	\$35.00	\$42.00	\$30.00
Program Reporting	Included	Included	\$250 each	Included	Included
Participation Minimum	25	25	600	25	25

Timeline



- 1 Review **Vendor Analysis** (2/24)
- 2 Choose top 2 – 3 vendors for **finalist meetings and Q&A opportunities**
- 3 **Vendor demos**
- 4 **Best & Final Offers** shared
- 5 **Decision & Contracting**

January 1, 2027!
Program Goes Live

Updates and Annual Service Calendar

2

Other Updates – We HEARD YOU in February’s BIC Meeting

- Communications
- Point Solution ROI Analysis
- Custom Search Engine Updates

Annual Service Calendar (Working/Fluid Calendar)



<p>January 2026</p> <ul style="list-style-type: none"> Plan Entry Define focus for 7.1.2026 and 1.1.2027 Initiate Defining Strategic Wellness Initiatives Monthly Financial Monitoring Report (FMR) Financial and Service Calendar Review Review Market Trends Regular Board Meeting: January 8th BIFC Meeting ERIAP Meeting LPSS/Gallagher Meetings Preparing Market Checks Initiate Point Solution Analysis 	<p>February 2026</p> <ul style="list-style-type: none"> Internal Business Operating Standards Monthly Financial Monitoring Report (FMR) CMS Reporting Regular Board Meeting: February 12th BIFC Meeting LPSS/Gallagher Meetings Preparing Market Checks (Wellness) Preparing Point Solution Analysis 	<p>March 2026</p> <ul style="list-style-type: none"> 2026 March Workshop Monthly Financial Monitoring Report (FMR) ACA Reporting and Filing Special Board Meeting: March 12th (4:30) Regular Board Meeting: March 12th Special Board Meeting: March 26th (4:30) BIFC Meeting ERIAP Meeting LPSS/Gallagher Meetings Point Solutions Analysis Initial Budget Rates presented to Administration
<p>April 2026</p> <ul style="list-style-type: none"> Wellbeing & Engagement Review Monthly Financial Monitoring Report (FMR) Regular Board Meeting: April 16th BIFC Meeting LPSS/Gallagher Meetings Communication Strategy execution if Needed (Prep for Summer New Hires) Finalize Point Solution Analysis 	<p>May 2026</p> <ul style="list-style-type: none"> Monthly Financial Monitoring Report (FMR) Review Benefits Benchmarking Special Board Meeting: May 14th (4:30) Regular Board Meeting: May 14th BIFC Meeting LPSS/Gallagher Meetings Final Budget Rates and Contributions set 	<p>June 2026</p> <ul style="list-style-type: none"> Monthly Financial Monitoring Report (FMR) Mid Year New Hire Orientation Support (if needed) Regular Board Meeting: June 11th BIFC Meeting – June 4th (Budget Meeting) ERIAP Meeting LPSS/Gallagher Meetings
<p>July 2026</p> <ul style="list-style-type: none"> Mid Year New Hire Orientation Support (if needed) Monthly Financial Monitoring Report (FMR) PCORI Fee Due GASB and RDS Reporting Regular Board Meeting: July 23rd BIFC Meeting LPSS/Gallagher Meetings 	<p>August 2026</p> <ul style="list-style-type: none"> Initial Open Enrollment Material Development (if needed) Stop Loss Review and Marketing Regular Board Meeting: August 13th BIFC Meeting LPSS/Gallagher Meetings Forensic Review of all Contracts Stop loss reconciliation Monthly Financial Monitoring Report (FMR) 	<p>September 2026</p> <ul style="list-style-type: none"> Monthly Financial Monitoring Report (FMR) Regular Board Meeting: September 10th BIFC Meeting LPSS/Gallagher Meetings
<p>October 2026</p> <ul style="list-style-type: none"> Open Enrollment Vendor Coordination Monthly Financial Monitoring Report (FMR) Finalize Stop Loss Marketing Disseminate Annual Notices Regular Board Meeting: October 8th BIFC Meeting ERIAP Meeting LPSS/Gallagher Meetings 	<p>November 2026</p> <ul style="list-style-type: none"> Open Enrollment Disseminate Annual Notices Monthly Financial Monitoring Report (FMR) Regular Board Meeting: November 12th BIFC Meeting LPSS/Gallagher Meetings 	<p>December 2026</p> <ul style="list-style-type: none"> Open Enrollment files to vendors Monitor Enrollment Submission Final Data Integration Monthly Financial Monitoring Report (FMR) Stop Loss Renewal Financial Review Gag Clause Attestation Due Regular Board Meeting: December 10th BIFC Meeting LPSS/Gallagher Meetings Update Annual Service Calendar for 2027

Appendix

3

2026 Market Check Strategy

Executive Summary of Wellness Initiatives and Next Steps

Market Check is Ongoing

Category

Details

Program Focus

- Performance & service guarantees within Vendor Options
- **ROI** within existing point solutions adopted by LPSS

Eligible Members

4,300 actives; 3,200 retirees; Medicare retirees under review

Member Outreach & Engagement

- Targeted approach for embedded programs with standardized, regular outreach
- Scheduled, LPSS approved, vendor communication campaigns for vendor programs
- Flexible vendor scheduling with employer and employee options

Reporting & Utilization

- Utilization and ROI reporting and updates for embedded programs
- Vendor, plan-coded participation reports to help with administration of incentives (i.e. premium credits, deductible credits, etc.)

Resources & Member Experiences

- Configurable health app that supports all smartphones; includes reminders
- Gamification, push notifications, SSO, ecosphere partners, biometric screenings & flu shots, health challenges, educational resources, on demand webinars and more
- Customizable platforms branded LPSS (logo, colors, etc)

Next Steps

- Market scan ongoing
- vendor selection anticipated by May
- cost estimates due by 2/28/26

2026 Market Check Strategy

Wellness Integration Within Your Health Plan

Focusing on ROI within Existing Point Solutions: Why It Matters

Direct wellness Integration means:

- **Targeted Care:** Point solutions focus on specific conditions (e.g. diabetes, MSK, mental health, pharmacy), providing personalized interventions that improve health outcomes.
- **Preventative Approach:** These solutions emphasize early intervention and prevention, reducing the progression of chronic conditions and improving long-term health
- **Cost Containment:** By offering alternatives to expensive treatments (e.g., Regenexx for non-invasive surgery or Quantify for infusion therapy), employers can significantly lower claims costs. Studies show targeted programs like diabetes management can save thousands per member annually.
- **High-Cost Claim Avoidance:** Point solutions help manage cost-driving conditions such as cancer, cardiovascular disease, and MSK disorders, benefitting the member and the plan

Lantern

FedLogic

Quantify

Tria Health

Regenexx



LPSS offers incentives for member participation within these programs, promoting healthier, more consumer-driven healthcare decisions.

AJG.com

Ecosphere Partners



	Meritain	Navigate	Vitality	WellRight
Biometric Screenings & Flu Shots	eHealth Quest	eHealth	eHealth Quest	eHealth
Caregiver Support		Home Thrive	Wellthy	
Chronic Condition Coaching	Teladoc		Dario Health HealthFitness ReThinkCare	
Emotional Wellbeing		talkspace	Headspace	
Family Forming	Maven Progyny		benefitbump	
Financial Wellbeing		Your Money Line	Brightdime	
Fitness	FitOn		Wellbeats	
Healthy Food & Nutrition			instacart	
Musculoskeletal	Hinge Health	movr	Simpletherapy	
Wellness Rewards Mall		All Digital Rewards		

Thank you!

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