



*Pam Smith*  
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December 10, 2020

**RE: Self-Funded Account HSA Request**

School Board Members,

The Insurance Committee met on November 30, 2020 at a regularly scheduled meeting. A request was presented to the committee on behalf of the school district to request financial assistance with the School Board HSA Employer Contribution for plan year 2021. This assistance would maintain the current monthly contributions by the School Board of \$191.67 per family plan and \$95.83 per single plan for plan year 2021. The total requested non-reoccurring assistance would be \$1,300,000.00. This is approximately 50% of the estimated cost of the 2021 HSA disbursement. The Insurance Committee approved this request for submission to the School Board for review.

In the 2015 plan year, the School District transitioned from Fully Funded to Self-Funded for our health insurance financial management. This transition was challenging the first year with claims exceeding 100% of revenues. However, with the assistance of the School Board, the fund was state approved in plan year 2016. At that time, the School Board put an additional \$2,000,000 in non-reoccurring dollars into the fund to cover our Safe Harbor Reserve state requirement. Our Self-Funded plan has recovered from the initial challenging years and we currently have a healthy reserve of non-reoccurring funds to assist during difficult years. Jay Miniati, our account Actuary for state reporting, has confirmed our account surplus ratio as of November 17, 2020 is 58%. The state requirement for Safe Harbor is 17%.

Please accept this letter as a recommendation for approval of a transfer of \$1,300,000.00 from the Self-Funded Insurance Account to the District Operating Account.

Sincerely,

*Pam Smith*  
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Risk Manager