



BUTTE SCHOOLS

SELF-FUNDED PROGRAMS

*Supporting Butte County-Area
educational agencies in employee
wellness and school safety*

Strategic Action Plan

Mission Statement

BSSP provides comprehensive, high-quality, and well-managed wellness, safety and risk management programs.

Strategic Action Plan 2021 – 2024

The following strategic action items were discussed at the Board’s October 28, 2020 (property and liability) and October 25, 2021 (employee benefits) strategic planning sessions:

Strategic Initiative 1. EMPLOYEE BENEFITS: CORE PROGRAMS

Description: The purpose of BSSP’s employee benefit programs is providing employer-sponsored core benefits to the employees and retirees (and their eligible family members) of BSSP’s member districts.

Objective: Continuing to provide a broad menu of well-managed and competitively priced employer-sponsored employee benefits which meet the needs of member districts and districts employees, retirees and covered family members.

Recommended Actions:	Responsibility	Deadlines	Status
1.1 Explore options to enhance collaboration and partnership with SISC	Administration	Ongoing	Ongoing
1.2 Evaluate and fill benefit gaps	Consultants and Administration	Ongoing	Ongoing
1.3 Evaluate membership growth opportunities	Administration and Board	Ongoing	Ongoing
1.4 Evaluate use of excess rate stabilization funds for <ul style="list-style-type: none"> • Investment in owned facility for HWC • Behavioral health benefits 	Consultants and Administration	1/31/2022	1/18/22: Board indicated support for facility. Search continues. 5/11/22: Launched BSSP mental health services video
1.5 Evaluate onsite dental and vision programs	Consultants and Administration	Fall, 2022	
1.6 Evaluate current benefit partners	Consultants and Administration	Fall, 2022	Report on Delta Dental 10/11/22

Strategic Initiative 2. HEALTH AND WELLNESS CENTERS

Description: The Health and Wellness Centers provide a unique BSSP membership benefit.

Objective: To maintain and enhance the benefits of BSSP's Health and Wellness Centers.

Recommended Actions:	Responsibility	Deadlines	Status
2.1 Monitor need for additional mid-level and/or MD FTE	Administration	Ongoing	Ongoing
2.2 Increase utilization for disease management	Administration	Ongoing	Ongoing
2.3 Monitor need for specialist providers	Administration	Ongoing	Ongoing
2.4 Evaluate value of expanded services <ul style="list-style-type: none"> • Nutrition • Patient advocacy 	Administration	Spring, 2022	Ongoing
2.5 Evaluate administration/vendor alternatives for Health and Wellness Centers	Administration	58	5/13/22: Authorization to go independent

Strategic Initiative 3. SUPPLEMENTARY AND VOLUNTARY EMPLOYEE BENEFITS

Description: Supplementary and voluntary benefits can maintain and improve employee loyalty, health and wellness.

Objective: To compliment core employee benefit programs.

Recommended Actions:	Responsibility	Deadlines	Status
5.1 Evaluate additional supplementary benefits for behavioral health and stress management (<i>see also item 1.4</i>)	Consultants and Administration	1/31/2022 (for 4/1/2022 effective date)	5/11/22: Launched BSSP mental health services video
5.2 Evaluate supplementary or voluntary financial wellness and planning benefits	Consultants and Administration	3/1/2022	1/28/22: BSSP will be scheduling webinar series
5.3 Evaluate voluntary long-term care insurance	Consultants and Administration	3/1/2022	3/8/22: Delayed to 2023
5.4 Evaluate voluntary insurance	Consultants and Administration	3/1/2022	10/1/22: Voluntary pet insurance available

Strategic Initiative 4. EMPLOYEE BENEFIT ENGAGEMENT

Description: Member engagement is critical to maximizing the value of employee benefits provided and available.

Objective: To improve member engagement in all aspects of employee benefits.

Recommended Actions:	Responsibility	Deadlines	Status
4.1 Produce brief, comprehensive and educational videos on a variety of topics	Administration	Ongoing	Ongoing
4.2 Utilize CSUC Public Health interns: promotion of existing benefits, wellness challenges, etc.	Administration	Ongoing	Starting 1/24/2022
4.3 Measure member satisfaction and needs	Administration	Ongoing	Ongoing
4.4 Produce retirement planning workshop	Administration	2/28/2022	Completed 2/23/2022
4.5 Evaluate member texting service as a supplement to email and telephone communications	Administration	8/31/2022	
4.6 Consider 40 th anniversary event	Administration and Board	9/30/2022	Ongoing

Strategic Initiative 5. DISTRICT RISK MANAGEMENT PROGRAMS

Description: The Property and Liability program action plan for coverage changes and innovations is an ongoing initiative.

Objective: To continue to improve and streamline the existing Property and Liability Program for the benefit of the members.

Recommended Actions:	Responsibility	Deadlines	Status
5.1 Evaluate need for additional risk management services, including on-staff or contracted risk management consultant	Administration and Board	Ongoing	10/11/22: Discussing costs with NBSIA
5.2 Evaluate the coverage for exclusions and limits <ul style="list-style-type: none"> • High risk activities and related deductible amount • Additional exclusions beyond BASIC Memorandum of Excess Liability Coverage 	Administration and Board	Ongoing	5/24/22: MOLC updated
5.3 Consider risk management incentives / penalties <ul style="list-style-type: none"> • Deductibles scaled by size • Deductibles scaled by type of event • Remediation of items identified in safety inspections 	Administration and Board	Ongoing	Ongoing
5.4 Develop additional standardized risk management forms: <ul style="list-style-type: none"> • Volunteer and parent driver forms • Facility use agreements • Hold harmless contract provisions 	Administration	6/30/2022	In progress
5.5 Provide school site trainings by job classification, i.e. principals, etc.	Administration	7/1/2022	10/11/22: Launched for WC member districts
5.6 Evaluate expansion of safety inspection services	Administration and Board	7/1/2022	10/11/22: Discussing costs with NBSIA
5.7 Evaluate providing crisis prevention and intervention resources for district students	Administration	5/31/2021	11/2021: Carriers will accept use of programs similar to StopIt! without impact to rates