

**BUTTE SCHOOLS SELF-FUNDED PROGRAMS**

**BOARD OF DIRECTORS – Employee Benefits and JPA Administration, only**

**December 16, 2025**

**Butte Schools Self-Funded Programs  
500 Cohasset Road, Suite 24  
Chico, California**

**MINUTES**

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*This meeting was conducted via Zoom.*

Directors:

<b>Member</b>	<b>Director – Management</b>	<b>Director - Labor</b>
Biggs Unified	Absent	Vacant
Butte County Office of Education	Mikeial Williamson	Becca Leahey
Butte Glenn Community College District	Corinne Carter, Alternate	Kenneth Bearden
Chico Unified School District	Marie Hartman	Charlie Snyder
Durham Unified	Jess Knox	Yolanda Prentice
Gridley Unified	Heather Naylor	Anne Sisney
Manzanita Elementary	Absent	Absent
Oroville City Elementary	Andrew James	Carla Held
Oroville Union High	Dale Carey	Absent
Palermo Union	Absent	Jonathan Mattern
Paradise Unified	David McCready	Cynthia Smith

Staff: Christy Patterson.....Executive Director  
Nicole Strauch.....Senior Benefits/Administrative Assistant

Consultants: Christine Kerns .....Alliant Employee Benefits  
Leah Ledda.....Alliant Employee Benefits  
Theresa Vu.....Alliant Employee Benefits

**A. CALL TO ORDER**

President Andrew James called the meeting to order at 2:02 p.m.

**B. INTRODUCTIONS**

Ms. Becca Leahey was introduced as BCOE’s new director representing labor.

**C. ROLL CALL AND DECLARATION OF A QUORUM**

Executive Director Christy Patterson conducted a roll call and declared that a quorum of directors and votes was present with 14 of 21 directors and 68 of 77 weighted votes.

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D. AGENDA

Motion: Approve as presented.		Directors	Votes
	Yes	14	68
Made by: Carla Held	No	0	0
Seconded by: David McCready	Absent	7	9
Motion passed by voice vote of the directors present.			

E. PUBLIC COMMENTS

There were none.

F. CONSENT AGENDA

1. Approve Minutes: Board of Directors, October 21, 2025
2. Receive and File:
  - a. Check Register from October 1 to November 30, 2025
  - b. Interim Financial Statements as of and for the Five Months Ended November 30, 2025
3. Approve Contracts
  - a. Contract for Services, Evans Appraisal Service Inc.
  - b. Services Agreement, Omni & TSACG Compliance Services
  - c. Statement of Work, Life Balance
  - d. LegaleASE
4. Adopt Revised:
  - a. Job Description, Advanced Practice Provider
  - b. Policy 3.3, Salary and Benefits for Employees Not Subject to an Employment Contract
  - c. Policy 1.5, Negotiations

Mrs. Patterson asked to strike item 2.c. from the consent agenda, as the final copy had not yet been received.

Motion: Approve, excepting item F.2.c., as presented.		Directors	Votes
	Yes	14	68
Made by: Heather Naylor	No	0	0
Seconded by: David McCready	Absent	7	9
Motion passed by voice vote of the directors present.			

G. REPORTS

1. Consultant’s Report: There was no separate report.
2. Staff Report: There were no questions from the directors.

H. DISCUSSION/ACTION ITEMS

1. Dental Benefits effective October 1, 2026: Mrs. Patterson reviewed the to-date results of the survey. Nicole Strauch and Leah Ledda reviewed Delta’s option for benefit design changes. It was noted that final plan design and rates will be set in March. Some directors indicated they were not ready to go forward with an HWC dental practice just yet.

*Ruthie Anaya joined the meeting at 2:15 p.m.*

Motion: Approve hiring a dental practice consultant for evaluation of an HWC dental practice at a contract not to exceed \$30,000.		Directors	Votes
	Yes	15	70
Made by:	No	0	0
Seconded by:	Absent	6	7
Motion passed by voice vote of the directors present.			

Mrs. Patterson was directed to send a poll for availability to schedule the special meeting.

2. Vision Benefits effective October 1, 2026: Nicole Strauch reviewed the vision benefit changes for consideration. It was noted that final plan design and rates will be set in March. Ms. Strauch will include a summary of benefit enhancements in recent years.
3. Policy 1.26, Individual Choice Mandate for Medical, Dental and Vision Benefits: Ms. Carter reported that Butte College was prepared to comply with the proposed policy as of October 1, 2026, and Andrew James indicated that OCESD would prefer an October 1, 2027.

Motion: Adopt Policy 1.26, Individual Choice Mandate for Medical, Dental and Vision Benefits, as presented, effective October 1, 2027.		Directors	Votes
	Yes	15	70
Made by: Corrine Carter	No	0	0
Seconded by: Kenneth Bearden	Absent	6	7
Motion passed by voice vote of the directors present.			

4. Other Strategic Action Plan Items:
  - a. Additional HWC Services: Mrs. Patterson reported on other services being explored per the Strategic Action Plan. Some expressed concerns that provider time be utilized for nutritional counseling and others indicated that the appointments could be tracked and the impact on the patient population evaluated.
  - b. Retiree and COBRA Billing Services: There was general support for these services and comments that a part-time position may not be sufficient to meet the needs. Administration was directed to bring back a model that would bill districts for the retiree services rather than include that fee as an add-on to the overall administration fees charged to the core benefit plans.

5. Amendment to Contract between the Board of Administration, California Public Employees' Retirement System and Board of Directors, Butte Schools Self-Funded Programs:

Motion: Approve as presented.		Directors	Votes
	Yes	15	70
Made by: Corinne Carter	No	0	0
Seconded by: Mikeial Williamson	Absent	6	7
Motion passed by voice vote of the directors present.			

I. CLOSED SESSION

President James adjourned the meeting to closed session at 3:23 p.m. to discuss real property negotiations pursuant to Government Code Section 54956.8 with agency representative Christy Patterson, Executive Director and Nicole Strauch, Employee Benefits Manager.

President James returned the meeting to open session at 3:44 p.m. and reported that Treasurer David McCready had been directed to negotiate the purchase as Mrs. Patterson believes she has a conflict of interest with the property owner.

J. ITEMS FROM THE DIRECTORS

Heather Naylor asked for clarification on the effective date of the LegalEase voluntary benefit. Mrs. Strauch reported that it was March 1, 2026, with the open enrollment period being the last two weeks of January.

K. ADJOURNMENT

The meeting adjourned at 3:46 p.m.

Respectfully submitted,



Christy R. Patterson  
Executive Director