Employee Benefit Plans & Self Insurance

Presented to NJSBA 2016 Workshop

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Program Goal

The goal of this program is to familiarize school leaders – Board members, Superintendents, Business Administrators, and others – with the advantages and disadvantages associated with the authority New Jersey school districts have had since 2007 to meet their employee benefit obligations via self insurance.

Special attention will be paid to establishing and maintaining the appropriate reserve levels required to minimize risk and maximize reward. The inclusion of Board-sponsored Health Centers will also be discussed.

A BA from a district currently self insuring its $18 million benefits budget will co-present.
Discussion Items

- Brown & Brown Benefit Advisors
- Statutory Authority
- Self Insurance Basics
- Stop-loss Insurance: Aggregate
- Stop-loss Insurance: Specific
- Self Insuring Medical Plan: Potential Risks
- Self Insuring Medical Plan: Potential Rewards
- Building & Maintaining Reserves
- Board-sponsored Health Centers
- Crawl, Walk, Run
- Three Scenarios
- Recommendations