

THE SCHOOL BOARD OF  
ESCAMBIA COUNTY, FLORIDA

MINUTES, SEPTEMBER 21, 2009

The School Board of Escambia County, Florida, convened in Special Meeting at 5:30 p.m., in Room 160, at the J.E. Hall Educational Services Center, 30 East Texar Drive, Pensacola, Florida, with the following present:

Chair: Mrs. Patricia Hightower Vice Chair: Mr. Gerald Boone

Board Members: Mr. Jeff Bergosh  
Mrs. Linda Moultrie  
Mr. Bill Slayton

School Board General Counsel: Mrs. Donna Sessions Waters

Superintendent of Schools: Mr. Malcolm Thomas

*Meeting was advertised in the Pensacola News Journal on September 16, 2009 – Legal No. 1424445*

I. CALL TO ORDER/ADOPTION OF AGENDA

Mrs. Hightower called the Special Meeting to order at 5:30 p.m. It was noted that the purpose of this meeting was to resolve disputed insurance issues pursuant to Master Contract Provisions: Escambia Education Association, *Article XIV.1.1* and Union of Escambia Education Staff Professionals, *Article VI.1.1*. On motion by Mr. Boone, seconded by Mr. Bergosh, adoption of the agenda was approved unanimously. Mrs. Hightower briefly outlined the procedures that would be followed for this meeting.

II. PRESENTATIONS & DISCUSSION

A. PRESENTATION OF PROPOSALS

(Supplementary Minute Book, Exhibit “A”)

1. Superintendent

*The Superintendent’s proposal for medical insurance changes (2010) was presented by Mr. Kevin Windham, Director of Risk Management.*

“Final Proposal” approved by the Employee Benefits Committee

Estimated Funding Deficit 12/31/10 (Without Plan Changes-Updated With Participation Adjustments)	(\$6,370,578)
Proposed Plan Design Changes #5 (Est. Annual Savings)*	\$3,526,802
Proposed Plan Design Changes #6 (Est. Annual Costs)**	(\$326,340)
Proposed Wellness Incentive for HRA***	(\$350,000)
Proposed Funding from Board Funding	<u>\$1,000,000</u>
Updated Estimated Funding Deficit 12/31/10 (Absorbed by EBTF Reserves)	\$2,520,116

\*Plan Design 5-(Results in estimated plan savings of \$3,526,802). Change Coinsurance on the Choice Plan from 100% to 80%. All current covered medical services covered at 100% coinsurance after co-pays would now be covered at 80% coinsurance, after co-pays. Exceptions Listed in Plan Design Change #6.

\*\*Plan Design 6-(Results in estimated plan cost of \$326,340). Change Choice Plan to provide 100% coverage and waiver of physician co-pays for “preventatives care visits/screens” to encourage preventative care and employee wellness initiatives.

\*\*\*Wellness Incentive for HRA-(Results in estimated plan cost of \$350,000). Provide all permanent employees a \$100 incentive bonus for participation in all eligible phases of the Health Risk Assessment offered through

Baptist Healthcare. This incentive is recommended to encourage wellness activities and to identify potential high cost/high risk employees.

2. Association and Union

*The Association and Union's options for the 2010 insurance proposal were presented by Mr. Bill Vincent, Escambia FEA-Service Unit Director.*

Options for 2010 Insurance Proposal

- Option 1 – Leave the Health Insurance Plan as is for one year to see the actual effects of the changes implemented for the second half of the 2009 plan year, using reserves (\$13 million) to cover any shortfall. .
- Option 2 – Return the proposal to the committee to look at other options, such as lowering the co-pays to offset the recommended added co-insurance.
- Option 3 – Impose committee recommendations.
- Option 4 – Table the proposals and include them in the salary negotiations for the 2009-2010 school year.

It was noted that the Escambia Education Association and the Union of Escambia ESP supported Option 1.

B. REBUTTAL

- 1. Superintendent  
*Rebuttal was given by Mr. Kevin Windham, Director of Risk Management*
- 2. Association and Union  
*Rebuttal was given by Mr. Bill Vincent, Escambia FEA-Service Unit Director*

C. BOARD QUESTIONS & COMMENTS

*Board Members posed general questions regarding the information provided by the Superintendent's staff and information provided by the Association & Union.*

D. PUBLIC FORUM

(Supplementary Minute Book, Exhibit "B")

The following individuals requested to address the Board regarding the issue of insurance changes:

Judith Jarman	Linda Giannotti	Ellen Lawrence
Nancy Reece	Mable Holmes	Bonita Hall
David Pittman	Kathy Fellgren	Linda Harris
Cathy Boehme	Ellen Crow	David Bryant
Glen Thompson	Liz Davis	Lillian Robertson
Terry Green	Kathy Breakall	

E. CLOSING REMARKS

- 1. Superintendent  
*Closing remarks provided the Superintendent.*
- 2. Association and Union  
*Closing remarks provided by Mr. Bill Vincent, Escambia FEA-Service Unit Director*

III. BOARD ACTION

The Board took the necessary time to determine their best course of action in resolving the disputed insurance issue. They discussed the proposal presented by the Superintendent (as recommended by the Employee Benefits Committee) and the options presented by the Association and Union.

Mr. Bergosh offered a motion to accept the proposal for medical insurance changes as recommended by the Employee Benefits Committee, with a caveat that for the Choice Plan only, the co-pay for doctor's office visits be reduced from \$30 to \$20 with the additional cost to be absorbed by the Employee Benefit Trust Fund. Motion was seconded by Mrs. Hightower. There was brief discussion as to exactly what motion had been made. Motion was approved unanimously.

IV. ADJOURNMENT

There being no further business, the Special Meeting adjourned at 8:02 p.m.

Attest:

Approved:

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Chair