

**District School Board of Indian River County, Florida
6500 - 57th Street, Vero Beach, FL 32967**

If a person decides to appeal any decision made by the Board with respect to any matter considered at these meetings, he will need to ensure that a verbatim record is made which includes the testimony and evidence upon which the appeal is to be made.

INVOCATION: Shortly before the opening gavel that officially begins a School Board meeting, the Chairman will introduce the Invocation Speaker. No person in attendance is or shall be required to participate in this observance and the personal decision of each person regarding participation will have no impact on his or her right to actively participate in the School Board's business meeting.

Date: July 2, 2019

Time: 10:00 a.m.

Room: Joe N. Idlette, Jr. Teacher Education Center (TEC)

Special Business Meeting Agenda

I. CALL MEETING TO ORDER

II. PLEDGE OF ALLEGIANCE TO THE FLAG

III. ADOPTION OF ORDERS OF THE DAY

IV. CITIZEN INPUT

V. CONSENT AGENDA

A. Approval of Personnel Recommendations – Dr. Moxley

Attached is a list of personnel recommendations that includes personnel additions, terminations, and/or changes. Superintendent recommends approval.

VI. ACTION AGENDA

A. Approval to Increase the Health Insurance Fund – Dr. Moxley

Health Insurance Fund increase by 6.2%, (\$1,159,000) for Benefits' plan year 2019-20, (Oct 1, 2019 to September 30, 2020) recommended by the employee benefits consultants, Aon and the Health Insurance Advisory Task Force (HIATF) as discussed at the Board Workshop held May 14, 2019. Please see attached documentation. Superintendent recommends approval.

V. SUPERINTENDENT'S REPORT

VII. DISCUSSION

No discussion items

VIII. SCHOOL BOARD MEMBER MATTERS

IX. INFORMATION AGENDA
No information items

X. SUPERINTENDENT'S CLOSING

XI. ADJOURNMENT

Any invocation that may be offered before the official start of the School Board business meeting is and shall be the voluntary offering of a private citizen to and for the benefit of the School Board pursuant to Resolution #2015-08. The views and beliefs expressed by the Invocation Speaker have not been previously reviewed or approved by the School Board and do not necessarily represent their individual religious beliefs, nor are the views or beliefs expressed intended to express allegiance to or preference for any particular religion, denomination, faith, creed, or belief by the School Board. No person in attendance at this meeting is or shall be required to participate in any invocation and such decision whether or not to participate will have no impact on his or her right to actively participate in the public meeting.

Anyone who needs a special accommodation to participate in these meetings may contact the School District's American Disabilities Act Coordinator at 564-3175 (TTY 564-2792) at least 48-hours in before the meeting. NOTE: Changes and amendments to the agenda can occur 72-hours prior to the meeting. All business meetings will be held in the Joe N. Idlette, Jr. Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 6500 – 57th Street, Vero Beach, FL 32967, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at www.indianriverschools.org. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

CONSENT AGENDA 7/2/19

Personnel Recommendations

1. Instructional Changes

Griffin, Justin – VBHS, from non-renew to annual contract 8/5/19

Henley, Lacey – Oslo Middle, from non-renew to annual contract 8/5/19

2. Instructional Transfers

Jaffe, Tiffany – from Fellsmere Elementary, 2nd Grade Teacher to Storm Grove Middle, ESE Autism Teacher 8/5/19

Lubin, Kimberry – from Vero Beach Elementary, Teacher to Sebastian River Middle, Teacher 8/5/19

Rolle, Nena – from Oslo Middle, Language Arts Teacher to Storm Grove Middle, Business Teacher 8/5/19

Stonom, Lea – from Sebastian Elementary, 4th Grade Teacher to Osceola Magnet, 3rd Grade Teacher 8/5/19

Bell, Heather – from VBHS, Spanish Teacher to Storm Grove Middle, Spanish Teacher 7/1/19

3. Instructional Employment

Williams, Chandra – Storm Grove Middle, ESE Teacher 8/5/19

4. Support Staff Promotions

Mendez, Elba – from Storm Grove Middle, Custodian to Rosewood Magnet, Head Custodian 7/1/19

5. Support Staff Transfers

Anthony, Gina – from Curriculum and Instruction, Program Specialist to Curriculum and Instruction, Behavior Intervention Specialist 8/1/19

Goodger, Laura – from Treasure Coast Elementary, ESE Teacher Assistant to Storm Grove Middle, ESE Teacher Assistant 7/1/19

Nelson, Karen – from Curriculum and Instruction, Executive Assistant to Alternative Center for Education, Administrative Assistant (Sunset Position) 7/8/19

Taylor, Valerie – from Treasure Coast Elementary, ESE Teacher Assistant to Storm Grove Middle, ESE Teacher Assistant 7/1/19

6. Support Staff Separations

Klippel, Roger – Print Shop, resignation 6/28/19

7. Support Staff Employment

Relford, Shauntwanette – Indian River Academy, Custodian 6/24/19

8. Approval of Placement in Support Staff Substitute Pool

Alers Sandau, Anaid – Student Services, Substitute Health Assistant 8/5/19

Benton, Barbara – Student Services, Substitute Health Assistant 8/5/19

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Health Insurance Fund - Total amount by percentage	6.2%	5.0%	4.6%	3.1%	2.0%	1.5%
	Projected Total Cost	\$19,909,000	\$19,909,000	\$19,909,000	\$19,909,000	\$19,909,000
Current Premiums	\$18,750,000	\$18,750,000	\$18,750,000	\$18,750,000	\$18,750,000	\$18,750,000
Difference	\$1,159,000	\$937,500	\$869,250	\$579,500	\$375,000	\$281,250
Percent	6.2%	5.0%	4.6%	3.1%	2.0%	1.5%

2019-2020 Fund Projections

	10/1/2019-9/30/2020
Projected Enrollment	1,861
Projected Claims	\$17,398,000
Projected Fixed Fees	\$2,584,000
Stop Loss Fee Savings	<u>(\$73,000)</u>
Projected Total Cost	\$19,909,000
Current Premiums	\$18,750,000
Difference (\$)	\$1,159,000
Difference (%)	6.2%

- Current premiums are estimated from the financials provided by SDIRC.
- Projected enrollment is the average enrollment of the current plan year YTD (10/18-1/19) reported by Florida Blue.
- Projections rely on medical claim data reported by Florida Blue, and pharmacy claim data reported by AMWINS and SDIRC.
- Annual trend assumptions are 6.1% for medical and 6.4% for Rx for actives/pre-65 retirees and 5.2% for medical and 6.1% for Rx for post-65 retirees, based on Aon's trend study.
- Fixed fees also include pharmacy rebates and Medicare Pharmacy (EGWP) subsidies
- Fee increases are assumed as follows: 0% increase to FL Blue, ESI, and AMWINS administrative fees, 3% increase to CareHere health center costs, EAP, Chard-Snyder, Explain My Benefits, Fiscal and Staff services, and PCORI fee. Stop Loss fees assumed to decrease 8.5% for 10/19-6/20 based on \$225K level and QBE quote and assumed to increase 20% for 7/20-9/20.
- Pharmacy rebates are estimated to be \$1,350,000, based on recent ESI and AMWINS data.
- Medicare pharmacy (EGWP) subsidies are estimated to be \$500,000, based on Aon's EGWP model.

Health Insurance Fund and Safe Harbor Numbers

Projected Total HIF Cost:	\$19,909,000	
60 days = current	\$2,900,000	
Plus 6.2% = projected	\$2,912,343	
Current reserves	\$4,233,432	reserve fund
Minus projected reserves	\$ 2,912,343	60 days requirement
Balance	\$ 1,321,088	difference
? Expensive Claim		Unknown amount below or above required reserve amount

Health Insurance Fund and Safe Harbor

- The recommended 6.2% increase to the Health Insurance fund is based on projected increased expenses.
- The Safe Harbor requirement, equates to 60 days of claim cost, which is approximately \$2,900,000. as required by F.S. 112.08 for self-funded plans.
- Current fund balance as of 4/2019 is \$4,233,432. Therefore, an increase for the purpose of meeting Safe Harbor was not projected as part of the 6.2% increase recommendation.