

## SPECIAL BOARD MEETING

GADSDEN COUNTY SCHOOL BOARD  
MAX D. WALKER ADMINISTRATION BUILDING  
35 MARTIN LUTHER KING, JR. BLVD.  
QUINCY, FLORIDA

July 6, 2010

6:00 P.M.

This meeting was open to the public and electronically recorded.

The following Board members were present: Mr. Isaac Simmons, Chairman; Mr. Roger P. Milton; Mr. Charlie D. Frost; and Mr. Judge B. Helms. Also present were Mr. Reginald C. James, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others. Mr. Eric F. Hinson was absent.

1. CALL TO ORDER

The meeting was called to order by the Chairman, Mr. Isaac Simmons, at 6:05 p.m.

Mr. Simmons stated that the district is committed to providing the best quality insurance for all employees. He thanked everyone for attending this meeting and on Friday.

Mr. James thanked the insurance committee for their hard work.

2. AGREEMENTS/CONTRACTS

a. Life Insurance for 2010 – 2011

Fund Source: All Funds with Payroll

Amount: See the attached rate sheet – both employees and Board parts of premiums decrease

Mrs. Wood stated that as of to date the district had not received any protests to the insurance bids. She stated that the district was in compliance with the State. She stated that the insurance committee was established by the collective bargaining union. She introduced the following insurance committee members that were present: 1) Mr. Tony Britt; 2) Mr. Dwayne Ivory; 3) Mrs. Amy Howell; 4) Mrs. Diana Engling; 5) Ms. Regina Munroe; and 6) herself. She shared with the Board a brief power-point presentation. She stated that the following benefits were paid by the Board for 2009 – 2010: a) Social Security – 6.2% of salary; b) Medicare – 1.45% of salary; c) Retirement – 9.85% of salary; d) Health Insurance – set \$/selected plan; e) Dental Insurance - \$18.6 /month; and e) Life Insurance - \$.63 / \$1,000 of

salary. She that the employee pays the following: a) Social Security – 6.2% of salary; b) Medicare – 1.45% of salary; c) Health Insurance – selection; d) Dental Insurance – selection; e) Vol. Life Insurance – selection; and f) other including disability, unreimbursed medical, cancer, retirement supplement. She stated that Assurant is the current life insurance provider through Bob Butler Agency, the Board premium pays for 1 times salary, and additional life insurance is available through the provider at the employee cost. She stated that life insurance rates /\$1,000 of salary were by the following years: a) 2005 – 06 - \$.50; b) 2006-07 - \$.50; c) 2007-08 - \$.50; d) 2008-09 - \$.55; e) 2009 – 10 - \$.63; and f) recommended for 2010 – 11 \$.33. She stated that the bidding process consists of the disseminated requests for proposals, received 15 proposals from vendors; analyzed proposals, requested best and final offer from vendors with local agents, interviewed five finalists, and selected one vendor for recommendation. She stated that the recommended vendor for life insurance was Florida Combined Life with \$.33 per \$1,000 of salary, \$2.53 per \$1,000 coverage for retirees, voluntary life – (age banded), spouse = \$3.95/\$10,000, and child = \$.68/\$5,000. She stated that other factors supporting recommendation were local agent with staff of 9 and office in Quincy, credit for health insurance of \$125,000 for 2010 – 2011, 5% credit for dental insurance renewal for 2010 – 2011, and total savings affecting all stakeholders approximately \$315,000.

Mr. Helms asked questions and shared his concern regarding the life insurance. He stated that he was concerned about the top two vendors and the comparison between AETNA and Florida Combined Life.

Mrs. Wood stated that secret ballots were used for voting. She stated that Florida Combined Life include the following: a) reductions in premiums for the Board, employees, and retirees; b) local agent with staff and physical address in Gadsden County; c) credit for health insurance premiums of \$125,000 for 2010 – 2011; and d) 5% credit for dental insurance renewal for 2010 – 2011.

In response to Mr. Helms’ concern regarding any restrictions for use of the 5% credit from Florida Combined Life, Mrs. Wood stated that savings could be applied to any budgetary concerns, there are no restrictions for use.

Following discussion, Mr. Charlie D. Frost made a motion to accept the Superintendent’s recommendation to approve agenda item #2a. The motion was seconded by Mr. Roger P. Milton and carried unanimously.

**ACTION REQUESTED:** The Superintendent recommended approval.

b. Dental Insurance for 2010 – 2011

Fund Source: All Funds with Payroll

Amount: See the attached rate sheet – both employees and Board parts of premiums decrease

Mr. Judge B. Helms made a motion to accept the Superintendent's recommendation to approve agenda item #2b. The motion was seconded by Mr. Charlie D. Frost and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

3. ITEMS BY THE SUPERINTENDENT

Mr. James and the Board thanked Mrs. Wood, staff and the insurance committee for their hard work.

Mr. Craig McMillan, Pat Thomas Insurance Agency, thanked the Superintendent and Board for an outstanding working relationship with the insurance committee and the district.

Mr. Tony Britt stated that he credits the Superintendent and Mrs. Wood for a smooth process. He stated that the district has saved a lot of money by voting for Florida Combined Life. He stated that he is thankful for being a part of the insurance committee. He thanked the district and staff for their hard work.

4. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Simmons thanked Mr. Frost for planting the seed for the district to bid insurance.

5. The meeting adjourned at 6:47 p.m.

Mr. Simmons reconvened the meeting at 6:49 p.m.

Mr. James informed the Board that the district's 24 new school buses were scheduled to arrive by the end of the week. He stated that he needed direction from the Board on how to dispose of the old buses.

Mr. Simmons stated that he wanted the old buses bid out in order to receive the best price. He stated that the local community needed to be informed of the opportunity to bid on the buses.

In response to Mr. James concerned about where to house the old buses until they were bidded, the Board agreed to house the old buses at the lot next to Gadsden Technical Institute.

Mr. James stated that there were approximately 30 post-drop employees and 19 teachers that were recently laid off due to district's budget.

The meeting adjourned at 7:00 p.m.