

SCHOOL BOARD WORKSHOP

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

March 22, 2022

4:30 P.M.

The workshop was open to the public and electronically recorded.

The following Board members were present: Mr. Leroy McMillan, Chairman; Mr. Steve Scott; Ms. Cathy S. Johnson; Mrs. Karema D. Dudley; and Mr. Charlie D. Frost. Also present were Mr. Elijah Key, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others.

1. Call To Order

The workshop was called to order by the Chairman, Mr. Leroy McMillan, at 4:32 p.m.

Mr. McMillan stated that he met with staff of Pat Thomas & Associates Insurance Agency and asked them to give a presentation on how they assist the district employees with insurance. He introduced Mr. John Pat Thomas who shared with the Board the following power-point presentation: History of Pat Thomas & Associates Partnership with the Gadsden County School Board - in the late 90's, Pat Thomas & Associates introduced Capital Health Plan and Blue Cross Blue Shield for School Board Employees as a dual option in place of Mass Mutual's health coverage; the health insurance industry was going toward HMO Plans; leaving high employee premiums; reducing out of pocket costs for employees; ease of claims; providing co-pays for services instead of coinsurance and deductibles; and overall premium saving in excess of \$200,000 per year; In the 2013 – 2014 school term the district moved from the Capital Health Plan/Blue Cross Shield dual option to the stand alone Capital Health Capital Selection Plan. Services provided to the district's finance department – Annually Pat Thomas & Associates review and negotiate the health, dental and life insurance coverages and premiums to ensure the district's greatest Return On Investment. Blue Cross Blue Shield/Florida Blue verbally declined to quote coverage for active employees for the district. Pat Thomas & Associates help facilitate Insurance Committee meetings as the district's designated risk manager; coordinate the annual open enrollment meetings with all vendors; establish dates, times, and conduct meetings at the district office and designated school sites for all employees; daily make changes and additions to all new hires and active employees in American Fidelity (employee benefits management system); coordinate with all vendors for product changes throughout the year; in order to better serve the district and all active employees, Pat Thomas & Associates partnered with the district's finance department to update all insurance coverages and premiums in the School Board's Skyward database once received from HR/Finance departments; Pat Thomas & Associates are available 24/7 for all employees with changes, claims, and coverage issues. History of Retiree's Insurance Services – In the early 2000's the district former Finance Director Jay Corbett requested Pat Thomas & Associates services to administer the district's retiree insurance benefits; at the time of this request the district had two full-time employees designated to handle the retiree's benefits; retirees were required to pay six months premiums twice a year; Pat Thomas & Associates began working with the retiree's basically becoming an extension of the district's finance department. Services provided to retired employees – the district currently has 484 retirees; Pat Thomas & Associates works directly with the retirees handling their premiums, benefits and claims processing; a monthly transaction is setup for each retiree's selected benefit (Health, Life and Dental); monthly invoice, collect, and remit payments to each company and reconcile all statements; and the retirees are given the option to choose if their premiums are to be paid in full, directly from the Division of Retirement or ACH automatically from their bank account monthly.

Board members asked questions, shared their concerns and made comments during the insurance power-point presentation. They thanked Mr. John Pat Thomas and the staff of Pat Thomas Associates for the presentation.

2. Financial Information

None.

3. Facilities Update

None.

4. Educational Items by the Superintendent

Mr. Key stated that the district must find a way to bring down the cost of health insurance especially for family coverage. He stated that severe weather was scheduled for tomorrow (Wednesday, March 23rd). He requested the Board shared their thoughts on whether to close school. He stated that the students would be safer at school if the severe weather was during the school hours, but that he was concerned about getting students back home.

Mr. McMillan stated that the weather cannot be controlled. He stated that he want everyone to be safe.

5. School Board Requests and Concerns

None.

6. The workshop adjourned at 5:35 p.m.