

## SCHOOL BOARD WORKSHOP

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

October 6, 2020

6:00 P.M.

The workshop was open to the public and electronically recorded.

The following Board members were present: Mr. Leroy McMillan, Vice Chairman; Mr. Steve Scott; and Mr. Roger P. Milton, Superintendent and Secretary to the Board. Mrs. Audrey D. Lewis, Chairwoman; Mr. Charlie D. Frost; Mr. Tyrone D. Smith; Mrs. Deborah Minnis, Attorney for the Board; and others were present via telephone conference.

1. Call To Order

The workshop was called to order by the Vice Chairman, Mr. Leroy McMillan, at 6:00 p.m.

2. Florida School Boards Insurance Trust

Mr. Milton acknowledged Mrs. Andrea Messina and members of the Florida School Boards Insurance Trust.

Mrs. Messina introduced Mr. Dave Stevens and Mr. Scott Blazer with the Florida School Boards Insurance Trust. Mr. Stevens stated that the Florida School Boards Insurance Trust (FSBIT) is a trust of Florida school districts; self-insurance for property/casualty and worker's compensation. He stated that FSBIT was founded in 1981 for the sole purpose of saving Florida School Districts money by providing the best Risk Management Services at the lowest cost. He stated that FSBIT is a non-profit self-insured pooling trust. He stated that FSBIT is owned and governed by the member districts, and only work with Florida public school districts. He stated that FSBIT insures 11 school districts (Alachua, Charlotte, Citrus, Lafayette, Madison, Okaloosa, Okeechobee, St. Johns, Santa Rosa, Suwannee, and Taylor). He stated that 5.5 billion dollars of school districts property is insured, covers 21,000 school districts employees and 185,000 school district students. He stated that districts can expect FSBIT to meet with all stake holders, review all the data together, develop goals and implement safety and cost control strategies together, and review, revise and improve all strategies together to meet the specific needs of the district. He stated that FSBIT will meet with stake holders as directed by the district, district administrative team, site leaders (principals, assistant principals, and staff), board members, risk management support staff, medical providers, and vendors. He stated that the ultimate goal is to create a pervasive culture of safety for students, staff, volunteers and community members. He stated that while educating elected officials and staff on how to avoid other types of evolving liability issues. He stated that the strategies may be different, and the goals may vary from school site to school site, from department to department. He stated that FSBIT will develop goals and implement cost control strategies together by bringing people together to set goals. He stated that great suggestions often come from unexpected sources. He stated that FSBIT Risk Managers meet 3 to 4 times a year to discuss issues, to direct training sessions and confer with the board of trustees. He stated that all levels of an organization must understand and see value

in a goal for it to truly reach its potential. He stated that the FSBIT model includes Risk Managers, Board Members, Superintendents, and CFOs from all of the member districts working together to solve common problems. He stated that collaboration with health program providers – health employees get hurt less and recover faster; employees with untreated or ineffectively treated health issues suffer far more complications when injured at work, costing you more dollars; employees over 40 need more attention when promoting wellness programs; and absent employees due to illness and injury have related costs such as sub costs for teachers and support personnel, loss of quality instructional time which may result in a loss of reward dollars and other hidden costs. He stated that FSBIT believe that each member district should use the principals of a continuous improvement model when it comes to Risk Management. He stated that the date should be used to develop strategies and implemented to achieve goals. He stated that regularly evaluate how the strategies are working and inspect often for expectations. He stated that strategies should be revised and changed as needed to keep improving. He stated that FSBIT safety personnel and claims adjusters’ review claims data as directed by members to make sure everything is done to prevent or close claims. He stated that after an event has occurred, or after a claim has been filed the game changes from prevention to mitigation. He stated that the FSBIT team will assist with bringing whatever resources are needed to minimize the damages. He stated that it then is about cost control. He stated that managing the damage to the affected parties. He stated that the district, school and sometimes the injured or allegedly injured party. He stated that FSBIT has standing agreements with multiple firms to include catastrophic claims management firms, legal firms throughout the state and public relations firm. He stated that FSBIT adjusters on average have 16 years of experience. He stated that FSBIT has its own certified internal bill review staff. He stated that FSBIT members have some of the lowest mod rates in the state. He stated that FSBIT members are less than 1/5 of the state school districts but 6 of the 12 best mod rates in the state were awarded to FSBIT members. He stated that 80% of FSBIT members have mod rates of less than 1.0. He stated that as a trust FSBIT has beaten the national and state trends for the past 3 years. He stated that FSBIT programs work if implemented with fidelity. He stated that FSBIT has strong relationships with other Educational Associations, FADSS, FSBA and FASA all working to better public education. He stated that FSBIT offers reduced cost access to SafeSchools.com online training with hundreds of School Safety Trainings for every aspect of school system functions. He stated that FSBIT has certified school safety trainers to provide trainings on a wide variety of safety topics for schools and district departments, including emergency management table top exercises.

Mr. Scott Blazer shared with the Board a brief synopsis of services provided by FSBIT. He stated that FSBIT will provide a blueprint and service plan for the district. He stated that there is no cost for all FSBIT trainings.

The Board members thanked Mr. Dave Stevens and Mr. Scott Blaze for their presentation of the Florida School Boards Insurance Trust. The Board members nominated Mr. Leroy McMillan to serve as the Board’s Trustee on the Florida School Boards Insurance Trust.

### 3. The Integrity Group

Mr. Tim Moore and Mr. Gary Yates, Senior Partners with the Integrity Group, address the Board to share information on the Integrity Group. Mr. Yates stated that the Integrity Group has a great relationship with FSBIT. He stated that the Integrity Group provide services to support and insure the maximize recovery and mitigation benefits through the U. S. Department of Housing and Urban Development, Community Development Block Grant program and other federal and state funding sources related to Hurricane Michael and future disaster events. He stated that the grant funding is a competitive process. He stated that the Integrity Group will assist the district with securing possible funding to relocate the high school to a central location. He stated that the linkage will be for housing and a new school. He stated that payment of services will be contingent upon the School Board receipt of grant funding. He stated that professional fees are capped at a total of 5% of grants received.

Mr. Milton stated that the previously proposed consolidation plan included relocation of the high school. He stated if it was ever a time to have creative thinking, the time is now. He stated that the Board needed to continue to build on a relationship to make some things happen.

In response to Mr. McMillan's request for a special meeting, it was the consensus of the Board to schedule a special meeting on Thursday, October 8<sup>th</sup> at 6:00 p.m. to continue the discussion of an agreement with The Integrity Group.

4. Educational Items by the Superintendent

Mr. Milton thanked Mr. Moore and Mr. Yates with the Integrity Group for their presentation. He stated that the district is looking forward to building a long term relationship with them.

5. School Board Requests and Concerns

None.

6. The workshop adjourned at 7:36 p.m.