

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

August 3, 2021

6:00 P.M.

The meeting was open to the public and electronically recorded.

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

1. CALL TO ORDER

The meeting was called to order by the Chairman, Mr. Leroy McMillan, at 6:08 p.m.

2. OPENING PRAYER

The opening prayer was led by Mr. Charlie D. Frost.

3. PLEDGE OF ALLEGIANCE

Recited in unison.

4. HEALTH INSURANCE SELECTION FOR THE 2021 – 2022 PLAN YEAR

a. Capital Health Plan / FloridaBlue

Mr. Mays stated that the Board's approval was needed to select a health insurance provider for the 2021 – 2022 plan year. He stated that vendors were invited to the Board meeting to answer questions and concerns of the Board.

Mr. Tom Glemon, Vice President of Marketing for Capital Health Plan addressed the Board to share information on Capital Health Plan/FloridaBlue Insurance. He introduced other members of Capital Health Plan, Mr. Mark Hicks and Ms. Debbie Sisk. He stated that Capital Health Plan is in its 39th year of business. He stated that Capital Health Plan is nationally recognized, and there are three locations in Tallahassee. He stated that Capital Health Plan have health care plans designed to meet the needs of the community, community rates. He stated that all groups are included in the community rating based on demographics. He stated that salaries are not a factor in community rating. He stated that all insurance rates are approved by the State of Florida. He stated that the proposed rates will be effective October 1, 2021 for the Capital Selection include \$15/\$30/\$50 RX; Employee \$694.12, Employee + Spouse \$1,388.79, Employee + Child(ren) \$1,280.12, and Family \$2,013.16; Rates effected October 1, 2021 for the Value Selection include \$15/\$50/\$100 RX; Employee \$512.29, Employee + Spouse \$1,024.98, Employee + Child(ren) \$870.98, and Family \$1,485.80; Rates effective October 1, 2021 for the Retiree Advantage include \$15/\$30/\$50 RX; One Medicare \$260.74, Two Medicare \$521.48, Medicare + Spouse \$954.86, and Medicare + Family \$1,579.78. He stated that Capital Health Plan is the parent company to Florida/Blue. He stated that there is a 5.9% increase and 3% administrative fee. He stated that monies were returned to the district last year.

b. BXS Insurance

Mr. Reginald Thompson, Chief Operating Officer South Group, addressed the Board to share information on BXS Insurance. He stated that he was not provided information from Capital Health Plan to compare rates. He stated that it is the responsibility of the broker/agent to get utilization rates decreased. He stated that the broker/agent should have quarterly meetings to discuss ways to control the utilization rate and cost of insurance. He stated that the broker's job is to get the utilization rates down and find ways to help drive the cost of insurance down over the next 3 to 5 years. He stated that conversations are needed for better health outcomes. He stated that he and BXS Company was interested in becoming a part of the Gadsden district. He stated that he is looking forward to having a relationship with the Board.

Mrs. Minnis stated that the RFP was for the actual insurance carrier and not a broker.

Mr. John Pat Thomas with Pat Thomas Insurance Agency addressed the Board to appreciate them for allowing Pat Thomas Insurance Agency to work with them for 25+ years. He stated that many governmental agencies are covered by Capital health Plan. He stated that many providers have realized that they cannot compete against Capital Health Plan. He stated that there is an advantage for community rating. He stated that the market has been searched for other insurance carriers. He reassured the Board that who they are doing business with is working. He stated that he works closely with the finance department. He stated that he supports the employees and works with nearly 500 retirees for the district. He stated that he appreciates the Board's business.

Dr. Stallworth addressed the Board to ask if a decision on the selection of the health insurance had to be made at this meeting. He stated that others needed an opportunity to provide information.

Mr. Key stated that the request to bid for health insurance was sent out, the committee met and reviewed the bid information, and the information was gathered and presented to the Board. He stated that this special meeting was scheduled for Board action on the health insurance carrier. He stated that the employee's current health insurance coverage ends September 30th.

Mr. Mays stated that all of the individuals had ample time to request information from the finance office. He stated that open enrollment is scheduled to begin Monday, August 9th.

Mr. McMillan stated that the Board needed to take action at this meeting on the selection of the health insurance carrier for the 2021 – 2022 plan year.

Following discussion, Mr. Charlie D. Frost made a motion to approve Capital Health Plan/FloridaBlue as the health insurance carrier for the 2021 – 2022 plan year. The motion was seconded by Mrs. Karema D. Dudley and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

5. TSSSA PLAN 2021- 2022 – WEST GADSDEN MIDDLE SCHOOL

Fund Source: TSSSA
Amount: \$168,550.00

Following discussion, Mr. Charlie D. Frost made a motion to accept the Superintendent's recommendation to approve agenda item #5. The motion was seconded by Mrs. Karema D. Dudley and carried unanimously.

ACTION REQUESTED: The Superintendent recommended approval.

6. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Key stated that the health insurance information presented was very informative. He stated that staff followed the process for bidding. He stated that the district will follow CDC guidelines with wearing mask. He recommended that staff and students wear masks inside buildings. He stated that the coronavirus is real. He stated that everyone need to do what is necessary to protect themselves and the community. He stated that he has raw data to calculate school grades. He stated that there was a drop in school grades for the exception of one school, Chattahoochee Elementary School. He stated that districts have 30 days to accept school grades. He stated that overall the district is losing people because of salaries. He stated that the district need reading and math coaches. He stated that quality people are needed in the classroom. He stated that district administrators are assigned to schools. He stated that the district is working to get schools ready to receive staff and students.

7. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Frost stated that he appreciated Mr. Reginald Thompson for sharing informative insurance information. He stated that the RFP was for an insurance carrier and not a broker. He stated that an 11-year old had recently been tested positive for COVID-19. He stated that he believes in vaccination. He stated that he appreciates the Superintendent for moving the schools in the right direction.

In response to Dr. Stallworth's concern regarding the district being prepared to handle students and staff if there is an outbreak in the schools, Mr. McMillan stated that the district will be prepared if and when needed.

8. The meeting adjourned at 7:18 p.m.