

May 1, 2007

INSURANCE TASK FORCE COMMITTEE MEETING

Members Present

Dr. Greg Adkins
Pat Arner
Steve Bowman
Leo Burt
Ron Frazer
Dr. Ruthie Lohmeyer
Jamie Michael
Donna Mutzenard
Tommy O'Connell
Suzan Rudd
Bob Rushlow
Susan Strong
Vicky Tisdale

Members Absent

Mark Castellano
Ami Desamours
Shayne Murphy

Others

Dr. Jane Kuckel, Liaison
Board Member
Joe Pescatrice,
Retiree Liaison
Lisa Brown
Karen Cooley
Barbara Crowe
Debbie Durieux
Robin MacDonald
Charmaine McQueen
Cecilia Rucker
Janie Rushing
Debbie Strong
Karen Toro
Glen Volk

The meeting was called to order at 3:35 PM.

Approve Minutes

Ms. Strong asked if there were any additions, deletions, or corrections to the Minutes from the March 22, 2007, meeting. With no changes, Ms. Pat Arner made a motion to approve the Minutes; Ms. Jamie Michael seconded the motion; and the motion passed unanimously.

Employee Wellness Program

Ms. Susan Strong took a moment to commend Ms. Lisa Brown for doing a great job she has done with the Employee Wellness Program.

Ms. Lisa Brown updated the group on all the projects she has implemented this school year:

- On-Site Flu & Pneumonia Vaccines
- On-Site Exercise Classes
- On-Site Weight Management Classes
- Walking Challenge
- Fit with Five Challenge (Transportation Dept.)
- Site-Specific Programs by Request
- Newsletters
- On-Site Health Risk Appraisals & Screenings
- Employee Basketball League

She reviewed her plan to continue and expand most existing programs and to add additional challenges and programs for the new school year to include the following:

- On-Site Flu & Pneumonia Vaccines: increase from 9 to 14 sites

- On-Site Exercise Classes: add more locations
- Surveys to determine employee preferences in areas such as weight loss and exercise
- Walking Challenges: work with the IS Department to automate the registration
- Site specific programs: continue to facilitate additional programs
- Newsletters: quarterly hard-copy newsletters and monthly email newsletters
- On-Site Health Risk Appraisals: plan to add 5 additional sites.
- Basketball League: continue and expand participation
- EAP: continue to promote EAP to increase employee utilization
- Health Challenges: offer four during the school year
- Alliance for a Healthier Generation project: continue participation to help fight childhood obesity

Ms. Brown discussed offering incentives for program participants: T-Shirts, cash or gift cards. These types of expenditures, however, require Board approval. She asked the ITF for their approval to allocate a maximum of \$20,000 of the \$75,000 donated by Blue Cross Blue Shield to spend on incentives/awards.

Mr. Tommy O'Connell made a motion to approve spending up to \$20,000 of the \$75,000 donated by Blue Cross Blue Shield for incentives/awards for Employee Wellness Program participants; Dr. Ruthie Lohmeyer seconded the motion; and motion passed. Ms. Jamie Michael abstained from voting.

Ms. Brown then reviewed her budget for the upcoming year.

Prime Mail-Order Drug Service

Ms. Susan Strong indicated that, although the transition from Walgreens to Prime Mail had been relatively smooth, there had been a few problems. Mr. Robin McDonald brought Charmaine McQueen to the meeting to explain how these problems were being addressed and to explain Prime Mail's processes and customer service.

Health Coverage for Same-Sex Partners

Ms. Strong indicated she had received a letter from an employee requesting she be allowed to cover her same-sex partner under the District's health plan. Since this is not a currently eligible class, the plan document would have to be amended to permit same-sex partners to be covered under the District's health plan.

The point was raised that Florida does not recognize civil unions and it would, therefore, be difficult to administer same-sex coverage since there would be no legal document to verify the relationship. Another concern raised was heterosexuals living together are not permitted to cover their partners. We would create an inequity for that group if we permitted same-sex partners to purchase health coverage. Currently, to be eligible for coverage, you must be legally married to a School District employee.

Mr. Bob Rushlow made a motion not to discuss allowing same-sex partners to be covered under the health plan. There was no second to the motion.

Mr. Tommy O'Connell made a motion employees not be allowed to cover same-sex partners under the District's health plan since Florida does not recognize same-sex unions; Ms. Vicky Tisdale seconded the motion; and the motion passed unanimously.

Health Insurance Claim Experience

Mr. Glen Volk reviewed February's health plan claim experience with the group. The only notable change from the prior month was in the 118 Plan. In February, the loss ratio jumped to 112.4%. The year-to-date loss ratio on the 118 Plan is 50.7%.

Mr. Volk felt the funding rates set for the self-insured plans were still holding valid.

Good of the Order

Ms. Strong indicated that this would be the last meeting for this school year. When school resumes in August, she will schedule another ITF Meeting.

Ms. Donna Mutzenard thanked Ms. Pat Arner for all the years she has served on the Insurance Task Force Committee. Ms. Arner is retiring at the end of this school year. She has been a member of the ITF since its inception. Ms. Strong expressed her thanks to Ms. Arner for being such a valuable member of the ITF.

The meeting was adjourned at 4:55 PM.