

**INSURANCE COMMITTEE MEETING MINUTES
YULEE MIDDLE SCHOOL – 4:30PM
TUESDAY APRIL 26, 2016**

Attendees: Beverly Kurak – Teacher, Yulee Middle School
Marian Phillips – Supervisor’s Secretary, Adult Education & Dropout Prevention
Jamie Vienneau – Teacher, Yulee Primary School
Joshua Bozeman – Teacher, Fernandina Beach Middle School
Rhonda Campbell – Paraprofessional, Yulee Middle School
Nikki Szwedzinski – Paraprofessional, Yulee Primary School
Susan Farmer – Executive Director of Business Services
Suzanne Davis – Director of Personnel Services

Guests: Jackie Tyson – Agent, Miller Health Group
Mark Bailey – The Bailey Group
Johnny Bragg – Director of Growth & Operations, Liberty National
Mallory Shumaker – Representative, Liberty National

Meeting Called to Order

The meeting was called to order by Suzanne Davis at 4:30 PM.

Adoption of Agenda

The agenda was reviewed. Beverly Kurak made a motion to accept the agenda and Rhonda Campbell seconded the motion. The motion carried unanimously.

Review of the Minutes from March 17, 2016

The minutes from the March 17, 2016 meeting were reviewed. Beverly Kurak made a motion to accept the minutes and Joshua Bozeman seconded the motion. The motion carried unanimously.

Liberty National

Johnny Bragg, Director of Growth and Operations for Liberty National Life Insurance Company, presented his products to the Insurance Committee.

Accidental Death

- Over 60 million United States individuals are either under insured or not insured at all.
- Provides \$3,000 in no-cost coverage benefits to employees.
- Provides \$3,000 in no-cost coverage benefits to employees’ spouse.
- Provides \$2,000 in no-cost coverage benefits to employees’ dependent children.
- An estimated total of \$7,975,000 in coverage at no cost to employees or to the district.
- Once employment terminates, coverage may be continued for \$4.00/year.
- Covers ages 18 through 68.
- No limit to the number of children covered.
- Employees must enroll for this benefit, coverage is free but is not automatic.

Discount Card

- Another no-cost benefit for employees.
- Provides discounts of services including vision, hearing, prescription drug and chiropractic care.
- Cannot be used in conjunction with insurance, therefore it is recommended that services are run both with insurance and without to see which offers the least expensive route for employees.
- If cards are lost, members simply call for a replacement.
- Ms. Farmer asked how employees obtain cards. Mr. Bragg advised that the discount cards would be offered annually at Open Enrollment. If an employee wishes to obtain a discount card, they would need to meet with a representative during Open Enrollment.

**INSURANCE COMMITTEE MEETING MINUTES
YULEE MIDDLE SCHOOL – 4:30PM
TUESDAY APRIL 26, 2016**

Group Term 65

- Group term life insurance that is paid in full at age 65.
- Coverage continues through age 100.
- Coverage is portable at the same rates as group members pay.
- Issue age 0-55, other age options are available.
- Questionnaire is straight-forward with age and medical condition questions.
- Nikki Szwedzinski asked how the medical questions are addressed. Mr. Bragg advised that there are 13 lenient medical questions for applicants.
- Marian Phillips asked if this policy builds cash value. Mr. Bragg advised that it does not in compliance with Section 125 guidelines.

Modified Life

- Covers individuals with pre-existing medical conditions.
- Coverage available up to \$30,000.

Accident Protector Max

- On and off-the-job protection.
- Covers emergency room, daily hospital confinement, specified injuries, ambulance, etc.

Cancer Endurance Plan

- Covers first occurrence benefits, hospital confinement, private nurse, etc.

Lump Sum Payment

- Purchase between \$10,000 and \$50,000 of coverage.
- May be purchased alongside the Cancer Endurance Plan, or stand-alone.

Critical Illness

- Purchase between \$10,000 and \$50,000 of coverage.
- As low as \$0.67/week for \$10,000 in coverage.

Employees that wish to elect any of these benefits, including the no-cost benefits, must meet with a representative during Open Enrollment. Typically the meetings last between 7-10 minutes.

Mrs. Davis asked if we would be required to cease offering any of our AFLAC products, given the similarities between the product lines. Mr. Bragg responded that we would not be required to stop any AFLAC products, both companies could work side-by-side.

Ms. Farmer asked how the cafeteria plan would work. Mr. Bragg advised that Liberty National would attach to the existing plan.

Mr. Bragg and Ms. Shumaker exited the meeting and Mrs. Davis asked the Insurance Committee for a motion to bring Liberty National to the Nassau County School District. Nikki Szwedzinski made a motion to approve Liberty National. Joshua Bozeman asked if Liberty National would be required to obtain a minimum of 25 employees before being permitted to sell their product. Ms. Farmer advised that the 25 employee rule only applies to tax shelters, not insurance companies. Marian Phillips seconded the motion. The motion carried unanimously.

INSURANCE COMMITTEE MEETING MINUTES
YULEE MIDDLE SCHOOL – 4:30PM
TUESDAY APRIL 26, 2016

Florida Blue Update *Susan Farmer*

Ms. Susan Farmer advised the Insurance Committee that Mark Bailey and Jackie Tyson had been hard at work with Florida Blue and our rate renewal. Two options were presented by Florida Blue:

- (1) A flat rate increase and \$200,000 in wellness dollars, or
- (2) A 1% rate reduction and \$100,000 in wellness dollars.

Ms. Farmer added that her preference was the first option which included the \$200,000 in wellness dollars. This would keep the Wellness Program in place for another two years. The district's wellness initiatives have made a significant dent in premiums.

Marian Phillips asked for a status update on Borland-Groover. The contract issue between Borland-Groover and Florida Blue has had a significant impact on members. Mark Bailey advised that they are now the agent for Borland-Groover and he could attest that both entities are experiencing difficulties during this rift.

Marian Phillips asked what costs were covered by the Wellness dollars. Joshua Bozeman asked for utilization statistics. Jackie Tyson interjected that one great example of the Wellness program was the impact on the Transportation Department. Bus Drivers were required to bring their Body Mass Index (BMI) within certain limits in order to maintain their employment. Through the various wellness initiatives, all bus drivers were able to retain their positions.

Ms. Farmer advised that the wellness dollars fund the coordinator's salary, stipends to site coordinators, incentives, exercise instructors, smoking cessation tools, cooking classes, etc. A comment was made that many employees cannot participate in the various wellness activities due to their start times. Jackie advised that she would encourage staggered start times for the activities. Rhonda Campbell added, that in some instances, employees didn't know who the site coordinators were. Jackie advised that a suggestion could be made to post those names on the wellness site.

Joshua Bozeman made a motion to accept Florida Blue's offer of a flat rate increase with \$200,000 in Wellness dollars. Rhonda Campbell seconded the motion. The motion carried unanimously.

General Discussion

Jackie Tyson advised that Humana's renewal for Dental and Vision were flat, no increases. The trailing 12 month's Medical Loss Ratio was at 65.3%. March 2016 alone yielded a ratio of 72.1%.

Mark Bailey advised that he had emailed Florida Blue regarding the contract issue with Borland-Groover, encouraging continued discussion to bring a resolution in the contract negotiations.

Next Meeting Date

Ms. Farmer notated that the next meeting is scheduled for May 19, 2016, however since the Insurance Committee had elected one of Florida Blue's renewal options, the meeting was not necessary. The next meeting is scheduled for Thursday, September 15, 2016 at Yulee Middle School.

Marian Phillips indicated that there would be new noninstructional members to serve on the Insurance Committee.

Meeting Adjourned: Marian Phillips made a motion to adjourn the meeting and Beverly Kurak seconded the motion. The meeting adjourned at 5:33 pm.

Minutes Prepared By: Laurie Robert, Instructional Personnel Specialist, Personnel Department