

**INSURANCE COMMITTEE MEETING MINUTES**  
**YULEE MIDDLE SCHOOL – 4:30PM**  
**TUESDAY OCTOBER 22, 2019**

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Attendees:

Suzanne Davis – Director of Human Resources  
Christopher Lacambra – Executive Director of Financial Services  
Ruth Duncan – Teacher, Callahan Middle School  
Kathy Lyle-Purvis – Teacher, Information Technology  
Marian Phillips – Supervisor’s Secretary, Management Information Systems  
Kim Bernhart – Accountant, Business Services  
Kellie Sweat – Secretary/Bookkeeper, Yulee High School  
Leanne Peacock – Personnel Specialist, Human Resources

**Meeting Called to Order**

The meeting was called to order by Suzanne Davis at 4:39 PM.

**Adoption of Agenda**

The agenda was reviewed. Kim Bernhart made a motion to accept the agenda and Ruth Duncan seconded the motion. The motion carried unanimously.

**Review of the Minutes**

The minutes from the March 27, 2019 meeting were reviewed. Marian Phillips made a motion to accept the minutes and Ruth Duncan seconded the motion. The motion carried unanimously.

**Sick Leave Bank Committee** *Christopher Lacambra*

Mr. Lacambra stated that he was searching for members to serve on the Sick Leave Bank Committee. Mr. Lacambra, along with himself, needs one additional administrator, two NESPA members, and two NTA members to serve on the committee. Suzanne Davis volunteered to serve as the second administrator. Kathy Lyle-Purvis and Ruth Duncan volunteered to serve as the NTA members. Marian Phillips and Kellie Sweat volunteered to serve as the NESPA members. Mr. Lacambra thanked everyone who volunteered.

**Survey** *Christopher Lacambra*

Mr. Lacambra presented to the committee a draft of a survey that would be sent to all employees. The purpose of the survey is to see how employees feel about our current health insurance and to see how employees feel about going out to bid the insurance. The insurance committee will be assessing the results and looking into the issues and complaints.

**Health Insurance Bid (RFP)** *Christopher Lacambra*

Mr. Lacambra stated that the Board wants to go to bid. It has been several years since the insurance has been competitively bid. As part of the discussion, Suzanne Davis stated that the rates have not increased. Kim Bernhart stated that the rates may not have changed, but the benefits have. Ruth Duncan asked if going out to bid would affect our current providers. Suzanne Davis stated that it may affect our current providers. Christopher Lacambra stated that the committee would be reviewing the bid, not the brokers. Marian Phillips stated that some committee members in the past have expressed concerns with the brokers being bias. Christopher Lacambra stated that the insurance company pays the brokers, not the School Board. The general discussion continued regarding the impact of going to bid.

**AIG Valic**

Marian Phillips shared her concern about AIG Valic. AIG Valic broke a legal contract with Creative Benefits. Creative Benefits is a company that supports the union. Marian Phillips does not want AIG Valic to be able to promote their services. Christopher Lacambra stated that this would need to be discussed and talked about in another meeting.

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**General Question & Answer Session**

Kim Bernhart has issues with Humana Dental and would like to discuss options.

**Next Meeting Date**

November 21, 2019 at 4:30pm.

**Meeting Adjourned**

Kim Bernhart made a motion to adjourn the meeting and Ruth Duncan seconded the motion. The meeting adjourned at 5:44PM.

*Minutes Prepared By:      Leanne Peacock, Human Resources*