

HILLSBOROUGH ASSOCIATION OF SCHOOL ADMINISTRATORS

August 12, 2002

Minutes

In Attendance: John Miliziano, Nuri Ayres, Mark West, Charlotte Valenti, Ken Allen, Bill Person, Andi Ringer, Tom Rao, Judy Kennedy, Maria Singfield, Ernest Fernandez, Tee Solomon, Linda Denison, Connie Hayden-McPeak, Ina Helmick, Fred Andrews, Mike Phillips, Jean Leone, Ed Ballas, Bill Orr, Pat Smith, Mari McBryar.

Guest Speakers: **Richard Martinez, Dan Valdez**

Nuri Ayres called the meeting to order at 5:00 PM. She asked that everyone introduce themselves for the benefit for new members. Afterward, Mrs. Ayres introduced Richard Martinez to talk to the Board about upcoming changes in District's health insurance plans.

Mr. Martinez explained that he has been assisting the Insurance Department since the retirement of Gwen Shroeder. He talked about past plans whose companies no longer serve the District (Aetna, Physicians Health, HIP, and PruCare). Mr. Martinez explained how many companies do not want to participate in "slice" business, i.e., when a company divides their business between two or more insurance providers, as the District currently does with Cigna and Humana. For this reason, the insurance committee had decided to accept bids for renewal of our current plans with our two existing companies. He brought the following points to the Board's attention:

- The School Board and Insurance Committee were hoping for increases in rates of not more than 15%. Humana bid at a 27% increase, Cigna bid at a 46% increase.
- The two companies were given an option to bid for exclusive provider rights. Humana came back with 22% increase in rates, Cigna with 46%, and a proviso that the District set aside a five million dollar contingency for high cost claims.
- Humana has added a fifth plan for employees, EPO (Exclusive Provider Option) which is similar to the prior HMO "fee for service plan. Co-pays are slightly higher, but there is no primary care referral – patients are self-referred. Also, patients can utilize out-of-network doctors. EPO hopes to have 77% of area doctors participating. The insurance committee is cautiously excited about this new plan and have asked that employees research this, as well as the other four plan options very carefully.
- POS plans will cost more in the new year – this is to encourage employees to migrate to the less expensive options.
- One change is that dependent coverage will now be the same for all dependents across all plans.
- Enrollment will begin October 1, 2002.
- The district is spending \$13.6 million (2.2%) just in insurance increases.
- Now that we have eliminated the "slice" option and have accepted a bid from Humana as an exclusive service provider, some of the larger companies are approaching the District again, expressing interest.
- Dan Valdez told the Board that some districts are shopping for insurance and then offering employees the option of buying that insurance themselves with a predetermined amount allocated by the district. He said he would like some feedback regarding that option.
- Hillsborough County Schools has a hard time attracting insurance providers because we are (1) older, (2) have a greater percentage of female employees, who are greater users of medical services.

The current insurance costs are \$99 million a year. At the current rate of increase, in five years we will be paying \$250 million.

A. EXECUTIVE COMMITTEE REPORTS:

I. Secretary – Ken Allen:

Ken Allen presented the minutes from July. No corrections were made. A motion was made and seconded to accept the minutes as presented. The motion carried and the minutes were approved.

II. Treasurer – Nelson Luis

In the absence of the treasurer, Dr. Miliziano presented the treasurer's report and annual budget. The format was changed (information summarized) as requested by the Board at the July meeting. The report reflected the annual proposed expenditures and the balances of each line item, but did not reflect the total anticipated income or total anticipated expenditures for the coming year. A motion was made to accept the annual budget, but was withdrawn when it was pointed out that the budget report was not complete. Instead, the report was considered a normal monthly treasurer's report and approved to be filed for audit. The issue of the annual budget was tabled until the September meeting.

Dr. Miliziano informed the Board that a check for \$6,000 had been sent to FASA to fund the HASA-PAC. Also, it was clarified that the Legal Defense Fund will be funded for members from HASA savings.

III. Membership Report – Charlotte Valenti

Charlotte Valenti gave the membership report. It was noted that the report was a little confusing in that some members' names appear both in the "new member" section and in the "new appointments – non-member section". It was determined that the words "non-member" should be removed from the new appointee section.

Charlotte Valenti outlined the upcoming membership drive. She explained proposed guidelines for recruitment incentive awards. Ken Allen moved to accept the membership drive proposal and Connie Hayden-McPeak seconded the motion. Some discussion ensued from the Board and the point was made that the whole drive depends on each component representative getting involved. The motion carried to approve the membership drive.

IV. President's Report – Nuri Ayres

Nuri Ayres asked for issues of concern to be discussed at the Superintendent's Roundtable. Many wanted to offer thanks to the Superintendent for the days added to the Elementary Assistant Principals' calendar year (start five days early, work 2 days later). Also, it was mentioned that HASA should thank the Superintendent for giving time at the Joint Principal's meeting. Dr. Miliziano mentioned two issues, (1) the new policy that allows districts to accept prior out-of-county years' experience in excess of seven years for teachers (but not administrators) and, (2) inequities in the pay scale. It was mentioned that with the year being so tight money-wise, it is unlikely that the Superintendent will be able to do much about issues relating to dollars. Unless other issues come up, it was suggested that the Superintendent's Roundtable be canceled.

V. Executive Director's Report – John Miliziano

Dr. Miliziano asked if the Board would agree that an email tree of personal home Internet addresses would be helpful to develop. The Board did agree, and the members will be contacted for their addresses.

Jean Leone asked about longevity as a determiner in the amount the Legal Defense Fund would provide a member. She said that's how some organizations determine benefits. Dr. Miliziano reported that the Legislative and Benefits Committee discussed that aspect and decided against it for now. This and other changes to the plan will be considered once the plan is up and running.

Dr. Miliziano discussed endorsement and support of the legislators who supported our bills last year. Names mentioned were Mark Flanagan, Nancy Deter, Ken Pruitt, Heather Fiorentino, and Sarah Romeo. It was decided that Sarah Romeo was most in need of the funds, as well as volunteers. Mark West moved to accept the Legislative and Benefits Committee's recommendation to endorse and support, and also moved to allocate an amount of \$500 for Bill McBride and others to be considered later. The

motion was seconded by Tom Rao and passed. Pat Smith suggested that we also offer up our thanks to them for their support and provide them with the *Ten Southeastern States* survey for their information.

Dr. Miliziano also presented a recommendation of the Legislative and Benefits Committee to support Bill McBride. The motion was seconded and passed to support Mr. McBride. Dr. Miliziano agreed to take a check for \$500 to a McBride fundraising event that he was attending the same week. It was noted that CTA's fundraiser for Mr. McBride never came to pass; however, this could possibly occur during the general election.

B. OLD BUSINESS

HAPE is still planning a Forum after the general election. HASA will participate but no money will be involved.

Dr. Miliziano reviewed the Legislative Agenda being recommended by the Legislative and Benefits Committee. It is the same agenda as last year, and it was agreed to continue with those initiatives. Pat Smith asked about the issue of being allowed to return to work one month after retirement instead of one year. Dr. Miliziano agreed to bring that up and the next Legislative and Benefits Committee meeting.

Dr. Miliziano distributed the HASA Board and Alternates contact list for corrections. He also distributed a list of possible newsletter articles – he asked Board members to contact him if they had newsletter articles to contribute.

Dr. Miliziano reviewed with the Board the draft of the Legal Defense Fund proposal, modeled after HASA's. Once approval is obtained, a brochure will be printed for distribution to the membership.

Dr. Miliziano gave a report on the progress of the web page. He reported that modifications are being made, but that Cathy Davis recently sustained injuries in a fall and may be delayed in finishing as quickly as she had hoped.

Linda Denison gave an update on the Fall Social. Events are right on course. Dr. Miliziano promised that speakers would keep their presentations short.

C. NEW BUSINESS/ROUNDTABLE

Tee Solomon suggested the possibility of having a HASA scrapbook like many organizations have. It would be a nice item to put on display at FASA conferences.

With no further business, the meeting was adjourned at 6:55 PM.

Respectfully submitted,

Kenneth R. Allen

Kenneth R. Allen
Secretary

**Minutes are not official until approval at the September 4th Board meeting.*