

The District School Board of Indian River County met on December 21, 2016, at 5:30 p.m. The special meeting was held in the Teacher Education Center located in the School District Office at the J.A. Thompson Administrative Center located at 6500 – 57th Street, Vero Beach, Florida 32967. District School Board Members attending were: Chairman Charles G. Searcy, Vice Chairman Shawn R. Frost, and Board Members: Dale Simchick, Laura Zorc, and Tiffany M. Justice. Dr. Mark J. Rendell, Superintendent of Schools; and Suzanne D’Agresta, School Board Attorney, were also present.

Special Meeting Minutes
MOU with CWA regarding Employee Insurance Rates

- I. Meeting was called to order by Chairman Searcy.
- II. Pledge of Allegiance to the Flag was lead by Vice Chairman Frost.
- III. CITIZEN INPUT
Lourdes Penagos requested to speak on healthcare insurance premiums.
Becky Cook requested to speak on CWA healthcare premiums.
- IV. ACTION AGENDA
A. Approval of Memorandum of Understanding with Communication Workers of America (CWA), Local 3180 – Dr. Fritz
On December 14, 2016, the District Bargaining Team and CWA Local 3180 reached a tentative agreement regarding employee insurance rates. The agreement would align insurance rates with those imposed by the School Board for IRCEA on December 5, 2016. This included an increase to the Board’s contribution from \$489 per employee, per month to \$540 per employee, per month (PEPM); starting December 1, 2016. The details of the agreement were contained in the backup materials. This agreement was designed to align rates with the cost of insurance within the self-insured plan. The CWA represented employees were not being charged for the cost of replenishing the insurance fund deficit nor the “safe harbor” reserve account. To implement the recommended rates, staff would recommend a separate transfer to the insurance fund from the general fund in the amount of \$27 PEPM for each month of the 2016-2017 budget year, prospectively. The cost to the District was approximately \$588,730 per year that would be funded, primarily, by fund balance reserves. CWA recommended ratification to their members and planned to vote on December 20, 2016. Superintendent recommended approval, contingent on CWA Local 3180 Ratification.

Chairman Searcy called for a motion. Mrs. Simchick moved approval of the Memorandum of Understanding with Communication Workers of American (CWA), Local 3180. Mr. Frost seconded the motion. Board Member spoke to the motion and asked about the transition process and timeline. Dr. Fritz described the transition process and employee options. He said that CWA employees had until January 5, 2017, to make changes to their health insurance coverage. Board Member asked staff to give employees a written receipt for their insurance coverage changes, when they drop off their insurance form, here, at the main office. He said that they would. Dr. Fritz said that at this point, CWA employees had four weeks of back payments to make up.

Chairman Searcy called for a vote. The Board voted unanimously in favor of the motion, with a 5-0 vote.

- V. ADJOURNMENT – Chairman Searcy
Meeting adjourned at approximately 5:49 p.m.