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Grievance Hearing 11 17 2009

Call to Meeting to Order

Acceptance of Agenda

1. [Accept Agenda of November 17, 2009 Grievance Hearings #254, #255, & #256](#)

Motions:

Motion to accept the agenda of the November 17, 2009 Grievance Hearings Nos. 254, 255, and 256. - PASS

Vote Results

Motion: Frank O'Reilly

Second: Dick Mullenax

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Grievance

2. [PEA Grievances #254, #255, and #256 - Health Insurance](#)

Attachment: [11-17 Step III Insurance Grievance Supts Summary \(2\).pdf](#)

Minutes:

Lee Littlefield, PEA Representative, stated the grievances question if the provisions of the Collective Bargaining Agreement have been violated.

Under Teacher CBA - 23.4

- The Board agrees to provide, at no cost to full-time employees, a health insurance program through the Polk County Public Schools Employee Benefit Trust comparable to the current CCP (Coordinated Care Plan) health insurance program.

PEA agrees that while certain details of the health insurance plan have changed over the years, School Board employees have at all times been covered by comparable health insurance since 2002. The current plan for employees who stayed with the former CCP has a monthly premium of \$100. Therefore, PEA feels the plans are not comparable.

They asked that the Board vote in favor of the grievance.

Don Wilson, attorney with Boswell and Dunlap, representing the Superintendent, stated that the health insurance plan adopted in January is comparable to the last year's plan. PEA is saying that comparable is equal to or better than.

Under the old plan, employees had a co-pay and a minimum out-of-pocket expenses before the insurance plan took over. The new plan offers an HRA of \$1000 to help off set the first out-of-pocket expenses for those employees who completed a few simple steps.

Last year, 70% of our employees did not experience a \$1000 out-of-pocket expense. The new plan is far better for the majority of the employees.

Mr. Wilson requested the Board uphold the Superintendent's recommendation to deny the grievance.

Mr. Littlefield responded that there is no plan to continue the HRA (\$1000) in the following years. In fact, next year the amount will decrease.

Mrs. Cunningham stated that initially Risk Management presented one plan to the School Board. The School Board preferred that employees have a choice. District staff returned with three plans; one of which is free.

Mrs. Sellers reported the district continues to make the \$440 monthly premium plus the \$1000 HRA per employee per year. If you look at the amount of money the district is

putting toward the plan than last year, the plan is more than comparable.

Mr. Harris asked what other areas are objectionable (other than HRA)? Mr. Littlefield identified changes in co-pay, prescription plan, and deductibles.

Motions:

Uphold Superintendent's recommendaton to deny Grievances #254, 255, 256. - PASS

Vote Results

Motion: Frank O'Reilly

Second: Lori Cunningham

Lori Cunningham - Aye

Kay Fields - Aye

Tim Harris - Aye

Margaret Lofton - Aye

Dick Mullenax - Aye

Frank O'Reilly - Aye

Hazel Sellers - Aye

Adjournment

Meeting adjourned at 3:11 PM. Minutes were approved and attested this 8th day of December, 2009.

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Kay Fields, Board Chair

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Gail F. McKinzie, Ph. D., Superintendent