

Community Innovation Partners/Dallas Community School Board Minutes

Date: September 5, 2017

Location: Dallas Community School
788 SW Birch Street, Dallas, Oregon

Facilitator: Teresa Crossley, Vice President (via tele-conference)

Secretary: Becki Gann, Secretary (via tele-conference)

Present

Scott Burwash, Treasurer
Aaron Kumnick, Board Member (via tele-conference)
Vicki Nutt, Board Member
Holly Watkins, Board Member (via tele-conference)

Staff

Bill Conlon, DCS Director
Shayla Ordonez, Staff
Dawn Adams, Staff

Public

Wendy Sparks
Dr. Chris Edwardson

SPECIAL SESSION

1. Special Session entered at 7:04 pm

Note: While open to the public, this meeting is not open for public comment.

2. Group Health Insurance for Full-Time DCS Staff

Bill provided the Board with a Memorandum of Possible Group Health Insurance, which included three options he recommended as possibilities for Staff. He also provided a pricing sheet offered by Hagan Hamilton Insurance Services with 2017 Medical Benefits and Rate Comparisons for plans within our price range from three insurance companies.

Option 1: Retain the current benefit of providing a \$500 stipend to all full-time employees.

Option 2: DCS contributes \$500 toward a group health insurance policy through Hagan Hamilton Insurance for each registered employee. If the employee wishes a higher cost insurance plan or to add additional family members, the employee will cover all costs that exceed the \$500 cap paid by the school. Employees who elect not to participate receive a \$250 stipend.

When surveyed, all nine eligible employees approved of this plan.

Option 3: Provide group health insurance for all full time DCS employees with the school paying 50% of the monthly individual premium and the employee paying 50%. Employees who opt out of a group health insurance plan will forfeit all current health insurance benefit dollars.

When surveyed seven employees voted no and two abstained from voting.

Because providing healthcare improves employee morale, which encourages an increase in production, and increases recruitment potential for future employees, Bill fully supports health insurance for all eligible employees. Bill recommends Option 2. He added that, while it is common practice to have choices for employees, we are small. We may offer two plans, maybe only one.

When contacted, OSBA cautioned us to seek multiple brokers or contact other providers and be wary of all contractors. They also opined that, based on charter school with similar models, sticking with the current stipend will significantly reduce administrative costs. While Andrea would have the responsibility of handling open enrollment, the savings on PERS may make up the additional administrative costs.

If acted upon immediately, enrollment would be effective October 1 and we will lock into these rates for one year. However, if rates significantly increase when the one year from signing expires and new qualifications for health plans are enacted into law, Staff may no longer be able to afford any kind of coverage.

With only three months left in the year, another enrollment period begins and, as new customers, we should be able to enroll whenever we want. Temporarily postponing any changes to the current health benefit may allow us to investigate other avenues that may more directly benefit the Staff. However, high rates may apply if we wait until the new year.

As it stands, we have 10 days to decide on the current options offered by Hagan Hamilton.

Scott motions that a five-person Healthcare Committee comprised of the Director and members of both the Board and the Staff, form to investigate this issue, to the Board's full content, with results presented prior to an implementation date of January 1, 2018. Aaron seconds. Holly and Becki vote aye. Teresa and Vicki vote nay. Motion carries with a 4-to-2 vote.

3. Adjourned at 7:53 pm. Next Board Meeting scheduled for September 21, 2017 at 7:00 pm.