

The Indian River County District School Board met on Tuesday, November 8, 2011, at 1:00 p.m. The workshop was held in the Teacher Education Center located at the Central Administrative Offices, 1990 25th Street, Vero Beach, Florida. School Board Members attending were: Chairman Matthew McCain, Vice Chairman Carol Johnson, and Board Members: Karen Disney-Brombach, Claudia Jiménez, and Jeffrey Pegler. Dr. Frances J. Adams, Superintendent of Schools was also present. Mrs. D'Agresta was not present.

Guests:

Barbara Melanson, Assistant Superintendent of HR and Employee Relationships at Charlotte School District
David Stephens, Director of Risk Management at Citrus School District

EMPLOYEE HEALTH CLINIC WORKSHOP

- I. Called Workshop to Order – Chairman McCain
- II. Purpose of the Workshop – Dr. Adams
Dr. Adams said that it was the District School Board Members who brought this idea forward. She said that the purpose of the workshop was to bring solid information for the Board from guest speakers: Mr. Stephens from Citrus and Mrs. Melanson from Charlotte.
- III. Presentation – Ms. Roberts
Mrs. Lannon said that this would be an informative session. She introduced Mr. Stephens and Mrs. Melanson who both have clinics for their employees. Ms. Roberts began with a PowerPoint presentation on who, what, where, and why.

Mrs. Melanson started by saying that they began from conversations with their Employee Benefits Committee. She said that they were facing a 26% increase in health insurance costs. Mrs. Melanson said that they were fortunate to have an existing lab that was converted, with the expertise of their existing staff, into a clinic. She said that it was so successful that they were building another clinic. Mrs. Melanson shared clinic data. This year the increase was only .3%, which the District absorbed. She recommended that the District hire a Wellness manager, paid by the health insurance provider. Mrs. Melanson recommended that the District involve their unions, talk to people who have clinics to find out what their missteps were, and to communicate. She said that they chose Nurse Practitioners over Doctors because the Nurses were more into wellness and it was less expensive. Their District was able to provide the Clinic for all employees at no out-of-pocket expense and with some free medications distributed on site. She said that not all medications were free and not all tests were free. An incentive for employees was they could receive a \$50.00 voucher every month towards the cost of their health insurance, if they sign up for the Health Risk Assessment with scheduled follow-up visits. Mrs. Melanson said that

their clinic was located at a school facility with access from the parking lot. She said that the next clinic would be at their Facilities Department.

Mr. Stephens said that pressure from Blue Cross won out over the other providers. He said that they were not a partner, at this time, with Citrus but would consider it in the future. Mr. Stephens stated that Citrus family medical plan was \$1,100.00 and they were looking at a 33% increase. They knew that they had to do something. He said that currently they had a 4% increase in premiums, with another 4% increase for reserves. Mr. Stephens said that their biggest savings of -23.5% was in prescription costs. He said that studies showed that for every dollar you spend, you save \$4 by having Wellness Programs. Mr. Stephens explained how quickly the employees were able make an appointment, return to work, and have their prescriptions in hand, with no waiting time at the site, and with no deductibles to meet. Their clinic was located in a store front because of the Jessica Lunsford Act.

IV. Questions – Chairman McCain

Board Members were given an opportunity to ask questions. It was explained that their Benefits Committee was comprised of both Unions, Confidential Managerial, Administrative, and a Board Member liaison. No retirees were on the committee. It was also stated that they encouraged retirees to switch over to Medicare early because it would cost them less than if they switched later. Medicare was less expensive for them. Mrs. Melanson stated that it would probably take ten months to get started unless there were issues such as the location.

V. ADJOURNMENT – Chairman McCain

With no further discussion, the workshop adjourned at approximately 2:43 p.m.