

**District School Board of Indian River County, Florida
6500 - 57th Street, Vero Beach, FL 32967**

It is hereby advised that if a person decides to appeal any decision made by the Board with respect to any matter considered at this meeting, he/she will need to ensure that a verbatim record is made that includes the testimony and evidence upon which the appeal is to be made.

INVOCATION: Shortly before the opening gavel that officially begins a School Board meeting, the Chairman will introduce the Invocation Speaker. No person in attendance is or shall be required to participate in this observance and the personal decision of each person regarding participation will have no impact on his or her right to actively participate in the School Board's business meeting.

Date: December 21, 2016

Time: 5:30 p.m.

Room: Teacher Education Center (TEC)

Special Business Meeting Agenda

I. CALL MEETING TO ORDER

II. PLEDGE OF ALLEGIANCE TO THE FLAG

III. CITIZEN INPUT

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 will align insurance rates with those imposed by the School Board for IRCEA on December 5, 2016. This includes an increase to the Board's contribution from \$489 per employee, per month to \$540 per employee, per month (PEPM); starting on December 1, 2016. The details of the agreement are contained in the backup materials. This agreement is designed to align rates with the cost of insurance within the self-insured plan. The CWA represented employees are not being charged for the cost of replenishing the insurance fund deficit nor the "safe harbor" reserve account. To implement the recommended rates, staff will 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 is approximately \$588,730 per year that will be funded, primarily, by fund balance reserves. CWA is recommending ratification to their members and plans to vote on December 20, 2016. Superintendent recommends approval, contingent on CWA Local 3180 Ratification.

V. ADJOURNMENT

Any invocation that may be offered before the official start of the School Board business meeting is and shall be the voluntary offering of a private citizen to and for the benefit of the School Board pursuant to Resolution #2015-08. The views and beliefs expressed by the Invocation Speaker have not been previously reviewed or approved by the School Board and do not necessarily represent their individual religious beliefs, nor are the views or beliefs expressed intended to express allegiance to or preference for any religion, denomination, faith, creed, or belief by the School Board. No person in attendance at this meeting is or shall be required to participate in any invocation and such decision whether to participate will have no impact on his or her right to actively participate in the public meeting.

Anyone who needs a special accommodation may contact the School District's American Disabilities Act Coordinator at 564-3175 (TTY 564-2792) at least 48-hours in advance of the meeting. NOTE: Changes and amendments to the agenda can occur prior to the meeting. All business meetings will be held in the Teacher Education Center (TEC) located in the J.A. Thompson Administrative Center at 6500 – 57th Street, Vero Beach, FL 32967, unless otherwise specified. Meetings may broadcast live on Comcast/Xfinity Ch. 28, AT&T Uverse Ch. 99, and the School District's website stream; and may be replayed on Tuesdays and Thursdays at the time of the original meeting. For a schedule, please visit the District's website at www.indianriverschools.org/iretv. The agenda can be accessed by Internet at <http://www.indianriverschools.org>.

Memorandum of Understanding
between
CWA, Local 3180 and School District of Indian River County
regarding
2016-17 Medical Insurance Premiums

WHEREAS, the School District of Indian River County is Self-Insured,

WHEREAS, the 2015-16 insurance premiums collected for all employees was insufficient to cover the cost of claims for same year,

WHEREAS, to balance the revenues and expenditures an increase in premiums in the amount of 32% has been determined as the needed amount to balance the fund,

WHEREAS, the School Board has made a \$6,900,000.00 commitment over three or four years to eliminate the deficit to the insurance fund and cover the "safe harbor" savings obligation to remain self-insured,

WHEREAS, this \$6,900,000.00 cost is not being requested of employees through their premiums,

WHEREAS, the School Board is also committing to an increase in the CWA Board contribution from \$489 to \$540 per employee per month, and waiving the repayment of lost premiums paybacks from the 2015-16 premium year, costing the District an additional \$588,730.00 for CWA employees.

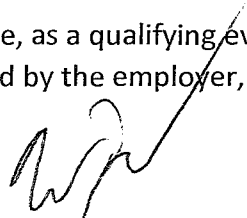
WHEREAS, a delay in collection of premiums for CWA reduces the number of months in which the 2015-16 premiums may be collected, and

WHEREAS, a lower number of months to collect would result in higher premiums to collect the same revenue,

THEREFORE, the parties agree to implement the attached rates (Exhibit A), effective December 1, 2016, contingent on ratification or approval by both parties,

All applicable portions of the contract and rates shall be amended accordingly, including replacing the Board contribution in Article XX.D.7 with the rate of \$540,

CWA bargaining unit employees will be eligible, as a qualifying event, to amend tiers or plans of coverage within a ten (10) day period specified by the employer, and



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CWA bargaining unit employees may remove themselves or their dependents from coverage during that same qualifying event period in accordance with CFR, Title 26, Chapter I, Subchapter A, Part 1 Section 1.125-4(f)(2)(ii)

This MOU shall be in full force and effect as the status quo contract until such time as the parties negotiate and have ratified/approved replacement rates.

For the Union

Michael Messing

12/14/16

Date

For the District

V. F. B. TA

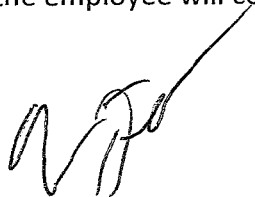
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Date

Exhibit A - Contributions to Health Insurance Plans

Blue Options 5774	Total Per Pay
Board Contribution	\$270.00
Employee Only	\$12.00
Employee Spouse	\$208.50
Employee Child(ren)	\$199.00
Employee Family	\$266.00
Blue Options 5772	Total Per Pay
Board Contribution	\$270.00
Employee Only	\$56.50
Employee Spouse	\$278.50
Employee Child(ren)	\$267.50
Employee Family	\$344.00
Blue Options 5770	Total Per Pay
Board Contribution	\$270.00
Employee Only	\$106.00
Employee Spouse	\$360.50
Employee Child(ren)	\$347.50
Employee Family	\$435.50

By way of example only, for an employee who has enrolled their whole family (spouse and children) in the Blue Options 5772, the Board will contribute \$270.00 per pay period from the Board towards health insurance, and the employee will contribute \$344.00 per pay period toward health insurance.



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