

**Hardee School District
Insurance Committee
Meeting Minutes
September 14, 2022**

Present:

RJ Decoteau	Gina Neuhofer
Jim Demchak	Sharon Ussery
Heather Lane	Derren Bryan, Avail Benefits
Angela Spornraft	Nicole Leal, Avail Benefits
Paul Samuels	Michael Watkins, Acentria
Stuart Durastanti	
Todd Durden	
Greg Harrelson	
Michele Polk	

Location: District Training Center at 230 S. Florida Avenue in Wauchula.

Meeting Called to Order: 4:00 p.m.

I. Approval of Minutes. Dr. Michele Polk, Committee Chair, passed out minutes from the August 22, 2022 meeting with clarification that the year should be 2022 not 2023. Dr. Polk asked if the committee wanted to post meeting minutes to the School District website after the committee reviewed and approved the minutes. Committee members were in favor. No vote.

II. Wellness Captain and Champions. Dr. Polk asked if the Committee was in favor of advertising for one Wellness Captain and multiple Wellness Champions to talk to and assist employees with wellness initiatives including Motion. Committee members discussed if certain Champions were performing such duties or were just forwarding emails. It was decided that Angela Spornraft, Heather Lane, Dr. Michele Polk and any other interested person would form a committee to interview applicants for the Captain position. On a motion by Mr. Samuels and a second by Mrs. Lane, the Committee unanimously approved advertising for a Wellness Captain and Wellness Champions with the supplement for the Captain increasing to \$1,000 and the supplement for the Champions remaining at \$500 per Champion.

III. Sept. 1 Deadline for New Hires to get the \$40 Incentive. At the August 22, 2022 meeting, it was approved that "new hire" employees who attended the insurance informational meetings in August and who enrolled in the District's United Healthcare medical insurance on or before September 1, 2022 would receive a \$40 bonus (gross pay) in their payroll. Also on August 22, it was mentioned that the Committee may need to adjust the September 1 deadline at a future meeting. On a motion by Mrs. Lane and a second by Mr. Harrelson, the Committee unanimously approved extending the deadline from September 1 to October 1, 2022 to accommodate the larger number of "new hires".

IV. Wellness Incentive Committee. Mrs. Spornraft and Mr. Harrelson discussed that the Wellness Incentive Committee approved using approximately \$40,000 of remaining wellness incentive funds from United Healthcare to give bonuses of approximately \$219 to employees who earned at least

\$300 in Motion from October 1, 2021 to July 31, 2022. The bonuses will be paid through payroll on September 30, 2022. No vote.

V. Avail Presentation. Derren Bryan from Avail Benefits gave a presentation on Avail Benefits and how Avail fits in with the School District's insurance plans, Albritton Insurance, Acentria, wellness, etc. Avail is a piece of the program. Avail's four core principles are strategy, analytics, oversight and transparency. Avail will be paid by clients, not by brokers or by insurance carriers. Avail's base fee is \$25,000 per year. There was discussion as to how United Healthcare would reduce Acentria's commission by \$25,000 so that there would be no net cost to the School District to contract with Avail. No vote.

VI. Discussion. After Avail's presentation, Dr. Polk asked Mr. Bryan, Mrs. Leal and Mr. Watkins to leave the Training Center (at 5:50 PM) so that Committee members could freely discuss Avail's presentation and possible Committee recommendation. After discussion, on a motion by Mrs. Spornraft and a second by Mr. Durastanti, the Committee unanimously approved making the following recommendation to Superintendent Bob Shayman: *The Insurance Committee recommends to the Superintendent that we contract with Avail Benefits at a net zero cost to the District for one year (October 2022 to September 2023) with two one-year renewal options. The contract shall have a 180 day termination notice clause. The contract's basic rate of \$25,000 per year will be guaranteed for the first year and two subsequent years, if the renewal options are taken.*

Next Meeting. Not set.

VII. Adjourn. 6:03 PM.