

MINUTES
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

Wednesday, July 27, 2016

5:30 p.m.

Roll Call: Members Present

Linda E. Young, President
Patrice Tew, Clerk
Kevin L. Child, Member
Erin Cranor, Member
Deanna L. Wright, Member

Members Absent

Chris Garvey, Vice President
Carolyn Edwards, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel; Kim Wooden, Deputy Superintendent, Educational and Operational Excellence Unit; Joe Caruso, Deputy Chief of Staff, Office of the Superintendent; Edward Goldman, Associate Superintendent, Employee-Management Relations; Steve Staggs, Acting Director II, Purchasing, Warehousing, Mail Service and Graphic Arts, Business and Finance Division; Elizabeth Carrero, Executive Manager, Office of the Superintendent; Cindy Krohn, Executive Assistant to the Board, Board Office; Lisa Chrapcynski, Administrative Secretary II, Board Office; Jim McIntosh, former CCSD Chief Financial Officer; and Tanna Prince, Senior Vice President, Employee Benefits Consultant, Lockton Company.

FLAG SALUTE

Trustee Wright led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda, except note reference material provided for Item 4.01 and note additional reference material provided for Item 4.02.

Motion: Tew Second: Child Vote: Unanimous

Trustees Cranors was not present for the vote.

PUBLIC COMMENT PERIOD

Victor Jorin asked that the Board consider how much of a priority support staff employees should be in meeting the Board's vision. He asked that the Board recognize support staff professionals by restoring step increases, increasing wages, and offsetting increased healthcare costs.

PUBLIC COMMENT PERIOD (continued)

Gisselle Saenz said CCSD has chosen to take away from its support staff employees' income rather than to take steps to increase it. She said after all her hard work she has encountered financial setbacks. She said she questioned whether or not continuing to work for CCSD was a good choice.

TELECONFERENCE CALL CONNECTED

Teleconference call with Trustee Cranor was connected at 5:40 p.m.

PUBLIC COMMENT PERIOD (continued)

Kristine Lombardo said she works hard every day, but it seems CCSD is willing to lose valuable employees. She said as a single mother, she cannot support her family on her current salary.

HEALTH INSURANCE REQUEST FOR PROPOSAL

Presentation and discussion regarding the health insurance request for proposal process for medical, dental, vision, life, and disability insurance for support staff and school police employees.

Mr. McIntosh, Mr. Staggs, and Ms. Prince gave a presentation on the process to secure health insurance for CCSD support staff and school police employees and the District's recommendations.

Trustee Cranor asked what safeguards are in place to ensure that the next cycle for procuring health insurance can go forward unencumbered in terms of the District having the freedom and ability to shop around.

Mr. Staggs said the District is always free to shop for the best option and would continue to do so.

Ms. Prince added that the District also always has the option of canceling the health insurance, vision, life and disability contracts with no penalty.

Public Hearing

Elena Rodriguez said there is no transparency regarding information for support staff employees, school police, or teachers. She said she would like to see the same information provided to those groups as is provided to the administrators.

Kristine Lombardo said she went from paying \$66 per month for insurance for her family to paying nearly \$500 per month for the same plan.

Autumn Tampa said there is an inequality between the employee groups. She said support staff does not feel appreciated or valued. She said also that support staff was not included in this process.

HEALTH INSURANCE REQUEST FOR PROPOSAL (continued)

Public Hearing

Guillermo Vazquez said there is an existing Joint Insurance Advisory Committee as part of the collective bargaining agreement procedures, but they have not been used in this process effectively or as stated in language in the contract for almost three years. He said the District circumvented the process. He asked that the Board postpone this decision so more information could be provided, especially with regard to cost.

Victor Jorin talked about the significant increase in the CCSD support staff health insurance plan. He asked that the Board find a solution that would help support staff. He said many CCSD support staff employees are considering taking a second job or finding employment elsewhere.

Gisselle Saenz said support staff employees cannot afford an increase in insurance benefits costs. She asked the Board to consider another solution.

Denice Bassett said she made more money working for the District 17 years ago than she does now. She said she has to quit her job because she cannot afford to take care of her family on what she makes.

TELECONFERENCE CALL DISCONNECTED

Teleconference call with Trustee Cranor was disconnected at 6:28 p.m.

HEALTH INSURANCE REQUEST FOR PROPOSAL (continued)

Public Hearing

Jeffrey K. Stephens agreed with comments made by the previous speaker. He said it would be easier for support staff employees to handle increases in health insurance if they had been given the raises and step increases they were supposed to receive. He said he is still making the same amount of money he did six years ago.

Brent Husson, representative for Employee Benefit Management Services, a respondent to the Request for Proposal (RFP) for medical coverage, talked about the reasons the District should consider the self-funded plan being proposed by Employee Benefit Management Services. He shared concerns he had with the RFP. He recommended that the Board table this discussion and allow the respondents to come give a full presentation to the Board.

Mike Murphy, president of Anthem BlueCross BlueShield, also asked that the Board consider postponing any decision and take the time to evaluate the two different options of a self-funded plan versus a fully insured plan and allow them to present to the Board.

TELECONFERENCE CALL RECONNECTED

Teleconference call with Trustee Cranor was reconnected at 6:45 p.m.

HEALTH INSURANCE REQUEST FOR PROPOSAL (continued)

Trustee Cranor asked for a response to Mr. Vazquez's comment regarding the process put forth in the collective bargaining agreement.

Dr. Goldman explained that the contract requires that there be a Joint Insurance Advisory Committee to allow both sides to present a proposal if they wish. He said Education Support Employees Association (ESEA) has never presented a proposal at any of the Joint Insurance Advisory Committee meetings held this past year. He said if there are two proposals and the parties do not agree, the District's Chief Financial Officer is to decide between the two plans. He said the District presented ESEA on July 18 with the proposal that the District was going to recommend to the Board, which is the proposal before the Board tonight.

Trustee Wright expressed concern that the Board would be making a decision based on minimal information. She also agreed that it is concerning that the administrators have a better plan for a smaller group of people. She said she was also concerned that the rate was tied to UnitedHealthcare also being the chosen dental provider. She said there are several unanswered questions.

TELECONFERENCE CALL DISCONNECTED

Teleconference call with Trustee Cranor was connected at 6:52 p.m.

HEALTH INSURANCE REQUEST FOR PROPOSAL (continued)

Trustee Tew asked that legal counsel comment on the presentations not given by respondents, whether that is circumventing the RFP process.

Mr. McDade stated that the RFP process was chosen by the Board and set out by statute, and the District followed that process precisely. He said allowing companies to come back and make presentations would violate the bidding process. He stated that the Board would have to accept none of the bids and begin a new RFP process.

Mr. McIntosh offered a brief history on this process beginning two years ago and said the District involved the associations from the very beginning of this process. He stated that respondents did have the opportunity to provide additional relevant information in this RFP, and they also had the opportunity to ask questions.

Trustee Child agreed that employees should have quality healthcare but worried about costs.

Trustee Young said her concern is how the Board and District can move forward in this when people are not able to provide for their families. She asked if there was any way to cut costs within the framework of the current RFP.

Ms. Prince said the recommended plan is the lowest cost option. She said employers may offer their employees different plans within the provider to choose from.

HEALTH INSURANCE REQUEST FOR PROPOSAL (continued)

Trustee Tew asked if this decision could be postponed and if the calculations of what the costs would be to employees could be provided.

Mr. McIntosh said that information could be provided for the group that is being recommended.

Ms. Prince explained that the cost to employees is calculated after the insurance company cost to the District is established.

APPROVE PURCHASING AWARDS

Approval to purchase goods or services in the estimated total amount of \$119,100,000.00, in compliance with NRS 332, as listed, as recommended in Reference 4.02.

Motion to table this item until there is further information provided.

Motion: Tew Second: Wright

Superintendent Skorkowsky asked for clarification of the information the Board is requesting.

Mr. McIntosh suggested that based on the discussion, the Trustees were requesting the plan designs and what the out-of-pocket contribution would be for each employee tier.

Trustee Tew agreed.

Ms. Miller advised that the motion should be to "hold" this item.

Trustee Tew agreed and said her motion would be to hold this item for a future date.

Trustee Wright concurred.

Public Hearing

Denice Bassett asked whether the District could absorb some of the cost to employees. She asked if employees would be getting a wage increase to be able to pay the increase in medical insurance. She said the Board needs to discuss how they are going to help the employees handle this increase.

Vote on Trustee Tew's motion: Yeses – 3 (Tew, Young, Wright); No – 1 (Child)

The motion failed.

Trustee Cranor was not present for the vote.

RECESS: 7:35 p.m.

RECONVENE: 7:50 p.m.

APPROVE PURCHASING AWARDS (continued)

Motion to hold this item until the August 3, 2016, work session.

Motion: Tew Second: Wright

Trustee Young said this is such an important topic, they would like to have all Trustees present for the discussion.

Vote on Trustee Tew's motion was unanimous.

Trustee Cranor was not present for the vote.

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS

None.

DISCUSSION AND REQUEST FOR SPECIAL MEETINGS

None.

PUBLIC COMMENT PERIOD

Autumn Tampa said she believes the Board has the authority to make changes and find a way to fund the 15 percent increase in health insurance.

Elena Rodriguez thanked the Board for holding this item. She said she would like to see the information that is shown for administrators for the support staff employees. She said perhaps the Board could find a way to hear the other organizations' options.

Guillermo Vazquez responded to Dr. Goldman's comment regarding the Joint Insurance Advisory Committee, stating that they were not given enough time to properly review the plans and respond. He said that was in violation of the intent of the Joint Insurance Advisory Committee. He further stated that the District does have a reserve fund for health insurance and can choose to use some of those funds to offset the increase.

ADJOURN: 8:01 p.m.

Motion: Wright Second: Child Vote: Unanimous

Trustee Cranor was not present for the vote.