



## **Board of Trustees Meeting**

July Meeting

July 24, 2023

Chairperson Griggs called meeting to Order at 6:05<sup>1</sup>

### **Board Members present in Person:**

Chairperson Griggs  
Barney Bishop  
Anita Whitby Davis

### **Board Members present Remotely:**

Louis J. Baptiste  
Matt Mohler  
Andrew Martin

Motion to Pass the Full Agenda by **Louis J. Baptiste**  
Second By **Matt Mohler**. Unanimous Approval.

Motion by **Barney Bishop** to Approve Consent Agenda without June Minutes. Second by **Anita Whitby Davis**.  
Unanimous Approval.

### **Presentation of Insurance Options**

FMC – Employee Benefit Presentation (Power Point Presentation)

- Been Around 47 years, manages major districts and private clients.
- Looks at best plans and provides summaries and options.
- Data centered, provide client feedback.
- 54 people on medical plan at TCS
- Average monthly expense was \$34,000.
- Looked at other plans like Florida Blue than we came back and looked at CHP, last year there was a .5 increase, this year it was in the 5's.

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<sup>1</sup> Board Members names are in Bold; Motions are underlined.

- Monthly increase at CHP is looking like a \$36,000-increase next year.
- Florida Blue's plan that matches up CHP plan was \$46,000.00 would have been \$10,000
- Right now, we are sticking with fully funded plans, saves school money and keeps employee cost down.
- Also looking at adding EAP benefits.
- No increase in dental (rate pass)
- No increase on vision (rate pass)
- Barney Bishop asked several questions about rates.
- Andrew asked questions about life insurance rates and process for employees to purchase more options.
- A lot of people learned during COVID that most people didn't have life and/or disability insurance.
- Hospital indemnity - help cover deductible and out of pocket expenses. (Both plans Employee options)
- Accident plan - rates for three different plans in slides (presentation) (Both plans Employee options)
- Survey responses demonstrate employee feeling on plan.
- Benefit plan effective date is 9/1

#### Foundation Risk Partners – Employee Benefit Presentation – (Power point and Packet Provided)

- In house underwriting team is important – as you get bigger, in house assures honest evaluation.
- When you get over 50, wellness and disease management become important factors in determining weight.
- HR Tools and Resources – Biggest benefit
  - In House HR consultants to assist in HR Matters at school
- Foundation Risk Partners is parent company, but dozens of companies under FRP.
- Capability to aggregate TCS with other charter schools and/or classical schools to increase bargaining power.
- 3-5 year strategic approach to planning for future.
- Core Areas of focus:
  - Plan Management
  - Compliance
  - Advocacy
  - Education and Communication
  - Benefit Administration
- Dental rate was more competitive.
- EAP unlimited virtual visits, 3 in person.
- Because we are under 50, your rates are filed with the State, so this school's rate will be same as the rate as a school across the street where every employee runs marathons.
- Only realistic option for TCS is Capital Health Plan and Florida Blue.
- In house implementation and technology team.
- Employer-Paid Life Insurance (25K)

- Questions by **Matt Mohler** about in-network services vs out of network of services and options to have combined CHP with Florida Blue.
  - Options to accept cost and pass cost to employees.

Presentation by Jack with Foundation Risk Partners (Property and Casualty) No Power point.

- Wind Deductible Buy Back – Committee concluded that from cost perspective was not reasonable.
- Flood insurance is going to be \$2,144.00 for \$500,000 in content and \$500,000 building coverage.
  - \$1,250.00 deductible.
  - TCS is Flood zone X, relatively low risk.
  - Payment plan is not available. Single Payment.
- Student Accident Coverage – can go on payment plan. \$1,300.00 a year, and \$110.00 a month.
- Flood easement is on the north side of the building.

Motion by **Barney Bishop** that Board approves Flood Insurance at the rate \$2,144.00. Second by **Anita Whitby Davis**.

**Matt Mohler** – School is not likely to flood, in our financial situation flood insurance does not make sense.

**Barney Bishop** – I agree that it is not likely, but so cheap it make sense.

**Andrew Martin** – At the cost it makes sense

**Barney Bishop** - Called the Question

**Matt Mohler** – We are still in discussion, does not make sense to call the questions.

Motion failed. (Supporters: **Barney Bishop, Anita Whitby Davis, Andrew Martin**. Opposed: **Matt Mohler, Chairperson Griggs, Louis J. Baptiste**)

Motion by **Barney Bishop** that Board approve Accident Insurance at \$1,300.00 a year. Second by **Matt Mohler**.

Motion by **Barney Bishop** to approve wind mitigation report. Second by **Matt Mohler**. After discussion, Motion withdrawn by **Barney Bishop**.

### **Discussion of Employee Benefits Package**

Questions by **Andrew Martin** to Headmaster Cara Wynn.

Motion by **Matt Mohler** to have either provider guarantee that they will stick with CHP. Matt Mohler withdraws.

**Matt Mohler**, it seems like there is a ginormous difference between the presentations between the two companies.

Motion by **Barney Bishop** that Board request Foundation Risk Partners to present same price information on all categories including supplemental by close of business Wednesday and Board to hold meeting on Thursday July 27<sup>th</sup> at 3:00.

Second by **Anita Whitby Davis**.

Unanimous approval.

**Treasurer Report; Andrew Martin:**

Financial are available upon on request.

Motion by **Matt Mohler** that every board member receives detail printout of all vendors and how much is owed to each vendor including age of debt monthly. Second by **Barney Bishop**

Unanimous approval.

Motion to accept Treasurer Report: **Barney Bishop**. Second by **Matt Mohler**. Unanimous Approval.

**Chairperson Griggs Report:**

Retreat went great. Thank you for those who came. (Everyone except Louis J. Baptiste)  
If you have not taken the strengths exercise, please do so.

Chairperson has formed New Committees: Finance committee must continue to meet monthly.

**Governance**

Tim Qualls Chair

Louis Baptiste

Andrew Martin

Chairperson Griggs

**Development**

Matt Mohler - Chair

Anita Whitby Davis

Cara Wynn

Mark Athletic Director

Hannah Pitts

Chairperson Griggs

**Finance**

Andrew Martin Chair

Barney Bishop

Cara Wynn

Kelly

Chairperson Griggs

**Academic Excellence** (College Prep, Analytics, Development for Academic Enrichment)

Louis Baptiste – Chair  
April Finney  
Tim Qualls  
Cara Wynn  
Chairperson Griggs

**Headmaster Report**

Anita Davis Whitby  
Tim Qualls  
Louis Baptiste  
Andrews Martin  
Chairperson Griggs

**Strategic Partnerships**

Barney Bishop  
Anita Whitby Davis  
Matt Mohler  
Cara Wynn  
Chairperson Griggs

**Safety**

Matt Mohler  
Charlie  
Barney Bishop  
Cara Wynn  
Michelle  
Chairperson Griggs

**Parent Liaison:**

Matt Mohler  
Anita Whitby Davis

Motion by **Barney Bishop** approve committee appointments, Second by **Anita Davis Whitby**.  
Unanimous Approval

**Legal Update:**

Nothing from liability claim since lawyer since 627 letter.  
Governance training  
Louis Baptiste: Discovery motions in Public Records Dispute

**Handbook: (Items addressed)**

Employee Reference  
TikTok  
Jury Duty

Dress code, person appearance and hygiene  
Social Media

Motion by **Barney Bishop** that our scholars are not allowed use Chat GPT or any artificial intelligence for an assignment from a teacher, any such use will be a violation. Second by Andrew Martin.

Unanimous Approval

Motion by **Matt Mohler** to approve employee handbook changes, Second by **Chairperson Griggs**. Unanimous approval.

**Family Handbook: (Items addressed)**

Drugs  
Vaping  
Smoking  
Ammunition  
Donations  
Hair

Motion by **Barney Bishop** to approve changes to family handbook and Second by **Louis J. Baptiste**. Unanimous Approval (**Matt Mohler** absent for motion)

**Land Use**

**Matt Mohler** – invitation of realtors to the property to explore selling the 4-acre parcel next to TCS.

Matt Mohler- if any board members come to school, they still must check in with front office.  
Motion to Adjourn by **Barney Bishop** and Second by **Louis Baptiste**

**Meeting adjoined at 9:37**