

MANCHESTER BOARD OF EDUCATION

Regular Meeting

July 10, 2017

Lincoln

PRESENT: Caldwell, Conyers, Hagenow, Leon, Pattacini, Scappaticci

ALSO PRESENT: Superintendent of Schools Geary, Deputy Superintendent Curriculum & Special Services Radikas

ABSENT: Jacobsen, Stefanovicz, Thames

A. OPENING

A.1. & 2. Meeting Called to Order

Chairperson Pattacini called the meeting to order at 7:00 p.m. All in attendance participated in the Pledge of Allegiance to the Flag, led by Mr. Pattacini.

A.3. Approval of Minutes of Previous Meeting

APPROVED – Minutes Regular Meeting of the Board of Education of June 26, 2017. Secretary Scappaticci moved and Mr. Leon seconded the motion.

6/0 – Voted in favor.

B. COMMITTEE REPORTS

None.

C. CONSENT CALENDAR

Mr. Geary presented one item on the Consent Calendar for Board approval.

C.1. Personnel Action

Details had already been provided to the Board members with their agenda.

The Chairman called for a motion.

Secretary Scappaticci moved and Mr. Leon seconded the recommendation to adopt the Consent Calendar as outlined in Section C of tonight's agenda.

6/0 - Voted in favor.

D. STUDENT REPRESENTATIVE REPORT

None.

E. PUBLIC COMMENTS

Mr. Tom Stringfellow, 183 Hillstown Road, recommended the movie *Dunn Kirk* about World War II. He also recommended the book *Who Was Sally Ride*, an astronaut who died five years ago. The book *Tyranny of Meritocracy* and an article in *History of War* magazine about World War I were also recommended by Mr. Stringfellow. Last, he spoke about cuts in preschool and an article in the *New York Times* on summer jobs for youth.

F. SUPERINTENDENT'S REPORT – PART I

F.1. Update on Town of Manchester Medical Insurance Fund (TOMMIF)

Mr. Geary introduced the General Manager, Scott Shanley, and the Director of Finance, Kim Lord. They gave a presentation explaining the TOMMIF account, which is available online.

Insurance in Manchester is self-funded, which means that all healthcare costs are paid through the TOMMIF account and all premiums are deposited in this account. The annual costs for all employees, past and present, is just over \$37 million. The number of people covered is just over 3,900.

CIGNA is a third party administrator and Milliman is an actuary, both paid for from the TOMMIF account. Stop Loss insurance is another cost of being self-insured, which caps individual payments at \$500,000.

Some time was spent explaining the OPEB (Other Post-Employment Benefits) portion of the TOMMIF account. This is a separate portion of the TOMMIF account that accounts for the medical benefits of retirees. It was noted that the OPEB portion of the account is underfunded, which the TOMMIF account absorbs. Overall, the TOMMIF account is healthy and the General Manager feels good about the balance. Although at times the balance of TOMMIF seems high, due to the need to have funds available for all claims, including those that may be processed after the fiscal year ends, there is a need for a certain amount of money to be in the fund. Ten years ago, this fund was not as healthy.

Mr. Leon asked why it is advantageous to use our own funds instead of purchasing regular healthcare. Mr. Shanley explained that because we take the risk and have low overhead, we are able to save a significant amount of money. We are also in control of the funds and can make decisions on how to invest those dollars. This type of insurance also keeps costs lower for employees. Ms. Lord also explained that we purchase Stop Loss insurance to cap the loss at \$500,000 per person, which is purchased through CREC.

Mr. Leon wondered how many of the nearly 4,000 people covered by our insurance are retirees. Mr. Shanley did not have a specific figure, but he explained that employees must work at least 15 years (plus other stipulations) in order to continue benefits after retirement.

Mr. Leon wondered how we might be affected if ACA is repealed. Ms. Lord felt that our administrative costs would be reduced due to a decline in paperwork that would be required.

Ms. Hagenow asked for clarification on the fact that OPEB account needs to be built up and the main TOMMIF account is used to cover those costs. Ms. Lord explained that we should be putting funds in OPEB to cover future costs, but currently we cannot even cover current costs without help from the main account. Mr. Shanley noted that the recession has made it difficult to pay in advance so we pay as we go.

Ms. Hagenow wondered if Milliman determines how much money to keep in the TOMMIF account. Ms. Lord noted that while the ultimate decision is ours, we do take their advice on the account.

Mr. Pattacini reviewed that we currently have approximately \$14 million in the TOMMIF account and Milliman suggests that figure. Mr. Shanley noted if it were up to him, he would up that number by a few million due to the unknown. He noted we are starting the 2017 fiscal year with about \$22 million in the account (many claims have yet to be billed for 2016).

G. UNFINISHED BUSINESS

G.1. Policy Recommendation

Mr. Geary noted this is the second reading of this policy and there have been no changes made since the initial reading. These updates are around new requirements related to expulsions based on state guidelines.

Secretary Scappaticci moved to adopt Policy 5144 - Discipline Policy. Mr. Leon seconded the motion.

DISCUSSION:

Ms. Hagenow asked if more revisions would be needed once the state completes their guidelines. Mr. Geary agreed we may need to rework the policy at that time.

The vote was called.

6/0 - Voted in favor.

Mr. Pattacini thanked the administration and Policy Committee for their hard work.

H. NEW BUSINESS

None.

I. PUBLIC COMMENTS (Limited to items on tonight's agenda)

Mr. Tom Stringfellow, 183 Hillstown Road, supports the Town in keeping an eye on the fund. It is not easy. Mr. Stringfellow hopes healthcare will be more affordable in the future. As for restorative justice, Mr. Stringfellow agrees with this and suggested a book on the topic, *Positive Discipline Tools for Teachers*. Mr. Stringfellow suggested an article in a UCONN magazine about where we come from and an article in *USA Today* about restorative justice. Youth need to realize crimes can haunt you.

J. COMMUNICATIONS

None.

K. ITEMS FOR FUTURE AGENDAS

None.

L. ADJOURNMENT

Mr. Pattacini called for a motion to adjourn.

Secretary Scappaticci moved and Mr. Leon seconded the motion to adjourn the meeting.

6/0 - Voted in favor.

Adjournment 7:46 p.m.

Respectfully submitted,

Jason Scappaticci
Board Secretary