

Special Meeting
South Orange-Maplewood
Board of Education
October 24, 2016

A Special Meeting of the Board of Education of South Orange-Maplewood was held in the Auditorium at Columbia High School, 17 Parker Avenue, Maplewood, New Jersey, on October 24, 2016.

Board President Elizabeth Baker called the meeting to order at 7:40 p.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, the Libraries, The Star Ledger, the News Record and all schools.

ROLL CALL: Present: Ms. Baker, Mrs. Daugherty, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Sandor, Ms. Smith, Mrs. Wright

Absent: Ms. Jones, Mrs. Lawson-Muhammad

7 BOARD MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>NAME</u>	<u>TOPIC</u>
Kathleen Kargoll South Orange	Spoke on behalf of four students in AP Calculus who are displeased with their final grade.
Jenny Lindstrom SEPAC	Spoke on behalf of Special Education Parent Advisory Committee) SEPAC. SEPAC supports hiring a consultant to help fill the Director of Special Services position.

DISCUSSION

District Employee Health Plan - Dr. Ramos

The Board called a Special Meeting to discuss Healthcare. Dr. Ramos reported that based on a price quote from our current provider Horizon, the cost of Health Insurance will increase by 29%. The reason for Horizon's 29% increase was due to the District's loss ratio. The loss ratio is a measure of how much the total claims cost as compared to the total premiums received. The price quote from School Employees Health Benefit Program (SEHBP) proposes a 15% increase in cost for coverage.

With the increase of Horizon's rates, the recommendation is for the district to re-enter the SEHBP as of February 1, 2017. The approved budget for the 2016-2017 school year included funding for a 15% increase. The District will remain within budget by moving to the SEHBP.

DIRECTOR OF SPECIAL SERVICES SEARCH

The Board discussed contracting with a search firm for the Director of Special Services position. The Board received three quotes. The lowest quote was provided by Atlantic Research Partners, of Chicago IL in the amount of \$7,500. The search firm will conduct a nationwide search and will seek input from the community to fill the position.

A brief discussion among Board members included the following:

- Special Education is governed mostly by the federal regulations and a national search is appropriate.
- Why hire a consultant before exploring the applicants who have applied to the local job posting?

Dr. Ramos commented that the Director of Special Services position is essentially vacant at the end of December. This is an important position and the need is great and it is recommended that the Board moves forward with the appointment of Atlantic Research Partners.

ITEM FOR ACTION

MOTION made by Ms. Pai, seconded by Mrs. Daugherty, that the Board of Education approves the following:

3474A. WHEREAS, The Board of Education has been advised that its current provider of Health Insurance Coverage is raising its premiums by approximately 29% rendering the premium costs for 2017 higher than the premiums charged by the New Jersey School Employees Health Benefits Plan and

WHEREAS, The Board of Education has determined that it cannot continue with such Health Insurance Provide, Effective February 1, 2017,

NOW THEREFORE BE IT RESOLVED THAT:

1. The South Orange and Maplewood Board of Education hereby elects to participate in the Health Program provided by the New Jersey State Health Benefits Act of the State of New Jersey (N.J.S.A. 52:14-17.26 and N.J.S.A. 52:14-17.46.2) and to authorize coverage for all the employees and their dependents thereunder in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.
2. We elect to participate in the Employee Prescription Drug Plan defined by N.J.S.A. 52:14-17.25 et seq. and authorize coverage for all employees and their dependents in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.
3. We will be maintaining Delta Dental as our dental plan.

4. We elect 25 hours per week (average) as the minimum requirement for full time status in accordance with N.J.A.C. 17:9-4.6.
5. As a participating employer we will remit to the State Treasury all charges due on account of employee and dependent coverage and periodic charges in accordance with the requirements of the statute and the rules and regulations duly promulgated thereunder.
6. We hereby appoint Paul Roth, Business Administrator/Board Secretary to act as Certifying Officer in the administration of this program.
7. This resolution shall take effect immediately and coverage shall be effective as of 2/1/2017 or as soon thereafter as it may be effectuated pursuant to the statutes and regulations (can be no less than 75 or 90 days pursuant to the provisions of N.J.S.A. 17:9-1.4).

3474B. WHEREAS, the Board of Education agrees to continue chapter 88 coverage until the Board of Education determines to discontinue chapter 88,

BE IT RESOLVED THAT:

1. The South Orange and Maplewood Board of Education hereby elects to adopt the provisions of Chapter 88, P.L. 1974 and adhere to the rules and regulations promulgated by the State Health Benefits Commission to implement the provisions of the law. We hereby acknowledge that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does:
 - a. Apply to all eligible current and future pensioners of the employer and their dependents;
 - b. Continue as long as the State is paying the cost of its eligible pensioners and their dependents in accordance with the provision of Chapter 75, P.L. 1972;
 - c. Provide for local employer reimbursement of Federal Medicare Part B premiums for eligible pensioners and/or their spouses as well as the payment of health insurance premiums required by the program on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with the provisions of Chapter 75, P.L. 1972; and
 - d. Require the local employer to pay the full cost of such premiums up to the cost of Traditional Plan coverage.
2. We do elect to adopt Chapter 436, P.L. 1981, which extends the provisions of Chapter 88 to surviving spouses of eligible retirees.
3. We hereby agree to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, including surviving spouses if we also adopted Chapter 436, P.L. 1981, if such

employees retired from a State-or locally-administered retirement system on a benefit based on 25 years or more of service credited in such retirement system, excepting the employees who elected deferred retirement but including the employees who retired on disability pensions based on fewer years of service credited in such retirement system. We also agree to reimburse such retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and spouses in accordance with the regulations of the State Health Benefits Commission.

4. This resolution shall provide for an effective date not earlier than the first day of the month at least 90 days following the receipt of such resolution by the Health Benefits Bureau in the State Division of Pensions and Benefits.

3474C. BE IT RESOLVED THAT the Board of Education extends an agreement with Horizon Blue Cross Blue Shield of NJ to provide medical and prescription drug benefits for a period of one month effective January 1, 2017 through January 31, 2017.

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

3475. BE IT RESOLVED THAT the Board of Education approve the firm of Atlantic Research Partners, of Chicago, IL to conduct the search for the Director of Special Services position at a rate of \$7,000 plus related travel expenses not to exceed \$500.

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

ROLL CALL: Motion 3474A-C passed; 6 yes, 0 no, 1 abstain (Mrs. Wright)
Motion 3475 passed; 6 yes, 1 no (Mrs. Wright)

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>NAME</u>	<u>TOPIC</u>
Paula Bethea SOMEA	Concerned about continued coverage under chapter 88 if the District returns to SEHBP.

NEW BUSINESS

NONE.

FUTURE MEETINGS

The Board of Education will meet in Closed Session on Monday, November 21, 2016, at 6:30 pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the

District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made by Mrs. Daugherty, seconded by Ms. Pai, that the Board of Education meet in Executive Session prior to the November 21, 2016 Public Meeting to discuss personnel, legal and Special Education matters, negotiations, and security, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Mrs. Daugherty, seconded by Mrs. Pai, that the Board of Education adjourn. Motion unanimously approved at 8:12 p.m.

Paul Roth, Board Secretary