

**Colonial School District**  
**Human Resources Committee**  
*Superintendent's Conference Room, District Office*  
**Meeting Minutes**  
*March 3, 2010, 5:00 pm*

Committee members present: Sue Moore, Hope Luken, Beth Suchsland, Tom Sigafoos

Other Board members present: Gary Johnson, Kathleen Oxberry, Bernie Brady

Administrators present: Dr. Vincent Cotter, Dr. MaryEllen Gorodetzer, Leticia Erickson, Richard Hartz

Mrs. Moore, Committee Chairperson, called the meeting to order at 5:05 p.m.

Self-Funded Prescription Plan Initiative

Mr. Hartz attended a recent meeting of the Montgomery County Schools Medical Insurance subcommittee and provided the Board with an update on this initiative. For background purposes, Mr. Hartz provided an overview of the district's involvement with the Montgomery County Medical Insurance Consortium along with the group's plan for moving the prescription plan from a fully insured basis to self insured. As of January 1, 2010, the consortium entered phase I of the transition by shifting to a cost-plus arrangement with Independence Blue Cross. Phase II of the transition involves distributing an RFP, soliciting quotes from several drug providers, and developing a trust agreement for the group. In reviewing the details of what needs to occur between now and July, the consortium subcommittee determined that the timeline for implementing a self funded plan may need to be pushed back a few months from the original target date of July 2010. Mr. Hartz shared a rough draft of the trust agreement currently under development with the board committee members. The consultant overseeing this project for the consortium, Bob Poore of The Elite Company, expects to have some RFP quotes results to share at the next subcommittee meeting as well as an update on the trust agreement. Mr. Hartz will continue to update the board on this initiative as information becomes available.

Delta Dental Contract Renewal

Mr. Hartz informed the committee that the dental plan agreement with Delta Dental is up for renewal. The contract renewal period is July 1, 2010 through June 30, 2012. There are no increases in the administration fees or prefunding levels in the renewal agreement. Mr. Hartz recommended that the board approve the renewal contract with Delta Dental. The committee supported the renewal request and plans to take action on this item at the next board meeting.

Staff Schedules/Early Dismissal Days

Dr. Gorodetzer spoke to the committee about the two early dismissal days in next year's staff schedule for teachers. The two early dismissal days will be September 3 and November 24. Since the early dismissals apply only to teaching staff members, the committee discussed ways in which to use the afternoon hours with support staff who will be working full days when the teachers are released. The committee recommended that the district provide professional development training for instructional aides during the afternoons on these dates and the secretarial staff could perform their normal work duties.

At 5:30 p.m., Mrs. Moore requested that the committee go into Executive Session to discuss confidential matters.

The meeting adjourned at 6:18 pm.

Respectfully submitted,

Richard Hartz  
Director of Human Resources