

CENTRAL BUCKS SCHOOL DISTRICT  
Human Resource Committee Minutes  
October 9, 2013

Committee Members Present

Stephen Corr, Member

Committee Members Absent

James Duffy, Chairperson

Geryl McMullin, Member

Other Board Members and Administrators Present

Paul Faulkner

John Gamble

Joe Jagelka

Tyler Tomlinson

Kathleen Walsh HR Manager

Gilbert Martini, HR Director/Admin. Liaison

The Human Resources Committee meeting was called to order at 6:00 p.m. by Stephen Corr.

Public Comment

There were no members of the public present for public comment.

Discussion/Information/Action Items

- a. Delta Dental Contract 2013-2016  
The Committee was briefed on an RFP resulting in a five (5) year contract renewal with Delta Dental saving \$114,720 during the term of the agreement.
- b. Life Insurance Contract 2013-2017  
The Committee was briefed on a new four (4) year contract with Assurant Life which will save \$140,000 during the term of the agreement.
- c. Grandfathering Health Care  
The Affordable Care Act requires health plans that are not “grandfathered” to offer preventative care and care for woman’s health like pap smears, mammograms, gynecological exams etc. at no cost to the employee. Because plan design has not changed for support staff and administrators those plans are considered “grandfathered” under ACA. As a result, support staff and administrators continue to pay for preventative care. Administering a grandfathered and non-grandfathered plan can be time consuming and more costly in the long run. The district is recommending that we offer preventative care to all employee groups to simplify plan administration and reduce more costly claims later. The cost for preventative care is estimated at \$27,500 per year. The Committee recommended approval. This item will be placed on the Board Agenda for consideration.
- d. Health Care Dependents – Same Sex Marriage  
The Supreme Court recently ruled that marriage for federal purposes between a one man and one woman is unconstitutional. While other states recognize same sex marriage Pennsylvania does not. The district has received a request to provide insurance benefits to a dependent under a same sex marriage performed in the state of Delaware. The Committee recommended not allowing this practice until Same Sex Marriage becomes legal in Pennsylvania.

e. Auxiliary Pay Rates – Substitute Teachers

Last year, the pay rate for Long-Term-Per-Diem substitute teachers was \$23.70 per hour. This year the rate was lowered to \$17.50 per hour. This reduction may have been too drastic. After discussion it was recommended that the pay rate be increased to \$19.75 per hour beginning November 1, 2013. A LTPD substitute works 10 consecutive days in the same assignment and must develop lesson plans, understand district curriculum and complete student grades. The Committee also supported a recommendation to reduce the number of days a per-diem substitute works before a wage increase occurs. Currently, substitutes who work 1 – 39 days earn \$11.85 per hour and \$13.85 per hour at 40+ days. The district is not recommending a change in this pay rate but is recommending an increase after 20 days. Auxiliary pay rate modifications will be placed on the Board Agenda for consideration.

f. Executive Session – Grievances, Employment Actions

g. Adjournment

The meeting adjourned at 7:25 p.m. The next meeting is scheduled for November 13, 2013.

Minutes submitted by Gilbert R. Martini, Jr., Human Resources Director and Administrative Liaison to the Human Resources Committee.