

# THE MAIN STREET ACADEMY

## GOVERNING BOARD

# SPECIAL CALLED BOARD MEETING AGENDA

## MONDAY JULY 15TH, 2019 @6:30 PM

1608 W. CLEVELAND AVE. EAST POINT, GA 30344

PROJECTED DURATION: 0 HOURS AND 46 MINUTES

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### WELCOME AND CALL TO ORDER 1 MIN

The meeting will be called to the order.

### PUBLIC COMMENT 10 MIN

Our Public Comment period is for members of the public to address the board. Each member of the public may sign up to comment at the meeting, and will be allotted two minutes. The board will listen, but may not directly respond to any comments. Our meetings are open to the public and public record. As such, if your comment is about a private matter, please contact the board via email, or speak to the board chair privately.

### APPROVAL OF AGENDA 5 MIN

So that there is agreement between board members on the agenda, and the amount of time spent on the meeting, the board shall vote to approve an agenda for the meeting. To the best of its ability, it will follow that agenda, and allow for the chair to move the board through the agenda as specified.

### ACTIONS:

1. *Approve the agenda as submitted*

### HEALTH INSURANCE AND PAYROLL PROVIDERS 30 MIN

Current health insurance coverage background and need to re-evaluate service provider.

TMSA evaluated benefit costs for the upcoming school year and was presented with two proposals:

1. TriNet via our current insurance broker, Joey Costa, who has serviced our school for the past three years. We trusted his advisement and guidance with TriNet, though not wanting to make the required payroll switch, which was the requirement to gain the medical benefits advantage. After he confirmed that our UHC rate would increase by 38%, the change appeared necessary.

2. USI – due to short timing and not having TMSA detailed medical history, could only guarantee a match to our then United Healthcare (UHC) rates without taking TMSA out to market.

Since implementation with TriNet, the following has been discovered:

1. Required setup up of two TMSA payroll companies – one for full timers and the other for part timers – requiring two bi-weekly payroll processing
2. Past employees cannot be transferred into TriNet's system, requiring me to go to storage to pull files to verify employment.
3. TriNet still have not setup outside supplemental insurance plans until employees return from summer break causing catchup payments later.
4. Limited system and not as user friendly
5. Part time employees can no longer enter their hours. I'm required to enter their hours.
6. Paycor \$2,200 verses TriNet \$10,000 monthly fees for less services
7. TriNet does not have a recruiting platform. They suggest we keep using Paycor's, and they will pay for this year's use. New-hires automatically feed into Paycor. With Trinet, it requires data entry.

Due to these challenges, USI was provided coverage details and was able to send TMSA to market. They are presenting Cigna Medical coverage as TMSA's best option with a \$43k annual premium savings and keeping our payroll with Paycor, which is preferred by TMSA's VP of Operations. This setup would be effective August 1<sup>st</sup>, if approved. Our employees will also save and spend less on premiums.

USI currently services: Drew Charter School, Centennial, Atlanta Neighborhood Charter School, and Purpose Built Schools.

- Cigna Medical – Cigna is also providing a \$3,000 admin credit and a \$3,000 wellness fund credit to Main Street Academy.
- Ancillary Option 1 – Place all coverage with Cigna – dental, vision, group life, STD and LTD. Total Annual Savings is estimated to be just over \$39,000.
- Ancillary Option 2 – Place medical and dental with Cigna then place life, vision, STD and LTD with Met Life. Total Annual Savings is estimated to be just under \$44,000.

VP of Operations is asking for the Board's review and vote of this change to USI and back to Paycor.

This savings will also help with our recent 1% retirement increase (TRS) which was not planned for.

## ACTIONS:

1. *To approve terminating current coverage services and programs through TriNet/JC&A and to authorize an agreement with USI to provide medical and ancillary coverage through Cigna and to move all payroll functions back to Paycor.*