

MINUTES

CTA CBLT

CTA Office

February 27, 2020

In Attendance

Nicholas Anderson	CTA	Farrah Hawkins	CTA	Megan Oates	CTA
Robert Bixler	District	Matthew Hazel	CTA	James Preusser	District
LeighAnn Blackmore	District	Alex Heidelberg	District	Maribel Rigsby	CTA
Doreen Concolino	District	Myrlene Jackson-Kimble	District	Elizabeth Silva	District
Albert Davies	CTA	Daphne Lewis	CTA	Kenneth Simmons	CTA
Wendy Doromal	CTA	Clinton McCracken	CTA	Mary-Grace Surrena	CTA
Gloria Fernandez	District	John McHale	District	Stephanie Wyka	District
Ian Gesundheit	District				

Additional Attendees/Guests

Beth Curran	District	Kathleen Phillips	CTA	
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Minutes

Jim Preusser	Good Morning Wendy, Good Morning CTA.
Wendy Doromal	There is a survey being administered to students and we are requesting a copy.
LeighAnn Blackmore	Not a mental health curriculum survey but a survey on social and emotional learning related to OPCS Strategic Plan 2025 goals.
Megan Oates	Who is getting it?
Wendy Doromal	Who developed and copy of contract?
LeighAnn Blackmore	Panorama, yes.
Kathleen Phillips	To develop the curriculum?

LeighAnn Blackmore	No, to support the strategic plan objectives.
Kathleen Phillips	What is the purpose? What is the new one?
Jim Preusser	We can send it
Mary-Grace Surrena	Script says two surveys.
Jim Preusser	Please send that to me and I will look into it.
Wendy Doromal	We want copies of both surveys.
Beth Curran	Shared a presentation with plan year information that has been previously shared with the Benefits Trust Trustee meeting. See Appendix A.
Wendy Doromal	This would be her third time hearing the presentation.
Beth Curran	Over \$27,000,000 loss, medical expenses increased by over \$21,000,000. Shared membership by plan information. Shared financial overview.
Kathleen Phillips	What is included in administrative expenses?
Beth Curran	Anything we pay for administrative expenses like audits, etc.
Kathleen Phillips	Does this include investment revenue? Where is this broken out?
Beth Curran	Provided at trustee meeting in more detail.
Albert Davies	Plan B most expensive? Are the claims of a similar caliber that you can see that the OAPIN has more expensive claims?
Beth Curran	Different hospitals, doctors. etc.
Albert Davies	Local network is almost as expansive - could we save money by eliminating Plan C?
Beth Curran	That will be broken down at a deeper level but claims are normalized.
Jim Preusser	That was a very detailed question, please submit all questions so we can provide a detailed response.
Beth Curran	Shared expenses by plan.

	<p>Further reduction in administrative expenses in future due to contract negotiation with Cigna & CVS.</p> <p>Shared top diagnosis by plan.</p>
Nicholas Anderson	Is there demographic data on what type of people are in each plan?
Beth Curran	<p>Population study completed and available.</p> <p>Shared catastrophic total spend and claims.</p> <p>Why don't we buy stop loss?</p> <p>Two different types - aggregate: pay any claims over specified amount (i.e. 25%) or individual, if an individual claim goes over an amount. Gallagher did a study, at this time not viable. Could be in the future.</p>
Albert Davies	We would like a copy of report.
Beth Curran	<p>Continued sharing information on catastrophic loss.</p> <p>Gallagher looks at stop loss every year. Right now not viable.</p>
Nicholas Anderson	We would need to make decisions before enrollment?
Beth Curran	<p>Yes.</p> <p>Shared total spend by plan.</p> <p>Completing hospital study with providers.</p>
Nicholas Anderson	Average cost based on how to use that service or unique to claimant and issue on claim?
Beth Curran	<p>Some of it depends on the diagnosis, some of it is hospital cost.</p> <p>Shared outpatient diagnosis information.</p> <p>Steerable information - does not include tracking of the time of day, so the data may see it as steerable but the time may have dictated going to an emergency room.</p>
Albert Davies	Frequency of use of telehealth?
Beth Curran	Available, not in this presentation.
Megan Oates	Breakdown for steerable by spouse, dependents, staff?
Beth Curran	<p>Not sure, can look at it. I'm sure that it could be provided - they break everything else down like that.</p> <p>Shared pharmacy claims.</p>

Matthew Hazel	What criteria used to determine a specialty drug?
Beth Curran	Liquid, requires doctor to provide, etc.
Nicholas Anderson	Cost per prescription is for a 30 day supply?
Beth Curran	Yes, so costly they do not release in 90 days, need to be sure that people are taking their medicine. Prior authorization process required to get these specific drugs. Continued to share information on pharmacy claims and drug spending.
Albert Davies	Terrible increase on multiple sclerosis?
Beth Curran	Seeing other drugs, physicians motivated to sell specific drugs as well. Trying to educate providers through the Florida Alliance. Shared behavioral health information.
Albert Davies	Does switching from Orlando Behavioral to Cigna show why the costs are more according to per person?
Beth Curran	All information was just for Orlando Behavioral which was until 9/30/19; switch to Cigna was on 10/1/19. Shared annual expenses from 2009-2018 chart.
Jim Preusser	Please submit any questions for a comprehensive response.
Wendy Doromal	The Plan for Mental Health Curriculum next school year to spread it out throughout the year. Qualified mental health professionals? If teachers are required to do it, leave with the students on one Wednesday to reflect the additional time spent for planning.

Nicholas Anderson	My job is to teach a standard and how it meets the different needs of students. I feels I cannot assess their mental health capacity to meet each group. Number of issues from bargaining unit about student response. No survey data. Anecdotaly, student reaction is negative and impacts of how it's being rolled out. Worksheets are being viewed as busy work. Limit to how seriously we can control students take this. Students feeling stigmatized when their peers don't take it seriously. Curriculum making students feel responsible and intervene in peers. It is no place for children to be each others support. This gives students a false sense of needing to control this when it should be to get an adult in the room. This isn't to impugn the curriculum but feedback from members. Increase in visits to SAFE office, ideations or is it a 13 Reasons. Why effect where the way it is being presented is backfiring because we dig up old wounds. The way the curriculum was delivered stirred the pot and it boiled over. I have the statute, we know we need to do it, it's the way we are doing it. Number of things we could do differently. Students reporting it doesn't help them prepare for their mental health. We need teachers involved in this. Nobody here or at the ELC would see it as a problem with with it. Only teachers can see this and tell you things in how this translates. This is a major concern. People having a bad mental reaction to this. We are the soldiers in the field.
Jim Preusser	We are happy to work with CTA teachers on this. If the union can provide a proposal for us to consider, we are happy to hear this for next year. Happy to hear proposals on rolling it out. Separate conversations with Dr. Vazquez and Dr. Shuler possibly.
Wendy Doromal	By March, because each district has to send an annual report. Requested a copy of the annual report that is due July 1.
Daphne Lewis	Teachers do not feel qualified, and the planning time involved. Had to read lesson plans and prepare. There were videos to watch. Making copies. Not a program for teachers to just wing it, but probably some did. The importance of it for student engagement and idea that it is important, the planning time is also important for delivering such a module.
Nicholas Anderson	After the first module, it became clear that the information wasn't enough to fill an hour. This is what goes back to needing a seat at the table. It could take longer or shorter depending on students. Gave an example with ELL class vs. AP class. This is something that needs differentiation.
Jim Preusser	All good feedback, looking forward to a proposal from CTA.
Wendy Doromal	We want the number of students and teachers absent in comparison to days where this is not taught?
Kathleen Phillips	Do you plan to evaluate the efficacy of the program or impact of the program?
Jim Preusser	Not a content expert and will bring it back to Dr. Shuler and Mary Bridges. I also want to share a letter that relates to not being observed during the mental health curriculum. See Appendix B.

Wendy Doromal	I am ready to sign today.
Jim Preusser	I will get it to you at lunch.
Wendy Doromal	It expires because the mental health curriculum expires?
Jim Preusser	Explained the contract ratification expiration is used and that letters can be renewed with contract ratification.
Wendy Doromal	We object to responses - they dance around the issues and contract language.
Jim Preusser	I have a proposal that if we agree, can go to a board approval. See Appendix C. Provide during caucus?
Wendy Doromal	Send it and we may be able to sign today. MOUs needed. Want to see 2022 calendar after Tuesday. Would like to have a CTA member there.
Jim Preusser	Sure, send me a name.
Kenneth Simmons	Can they be observed the day the mental health curriculum is delivered? Teacher may have to be able to switch quickly.
Wendy Doromal	Contract language on being able to ask to reschedule observations already in place. We are requesting any communication sent regarding the non reappointment process. Believe in a District with permanent subs and vacancies all year not wise to non-reappoint qualified teachers. Shared an example of a music teacher that wasn't reappointed because they weren't a good fit that is successful in Lake County and was nominated as teacher of the year. The District has an elitist employment structure - administrators getting incentives by a 25% retirement statute. Teachers are being regarded as disposable.
Jim Preusser	Not going to comment due to ULP with PERC. Pending litigation around non reappointment?
Wendy Doromal	There is no statute, our lawyers say this is the District trying to throw teachers out. will be a publicity fallout.
Jim Preusser	Ok. Cannot discuss. Understand your position.
LeighAnn Blackmore	New legislation?
Wendy Doromal	Some new legislation brings back tenure and trying to raise reappointment of effective teachers.
Jim Preusser	Gave proposals on leave. Rewrote the bereavement leave. We will read and send it to you electronically. See Appendix D.

LeighAnn Blackmore	Read the district drafted contract language.
Jim Preusser	We will send it. It has been used in other organizations.
Nicholas Anderson	If all leave was gone, take unpaid?
LeighAnn Blackmore	Yes, not a different type of leave.
Albert Davies	What about out of country?
Nicholas Anderson	As a person this would impact, 5 duty days is realistic. Gave example of 24 hour flight needed to Korea.
LeighAnn Blackmore	Duty days, so weekends can also be used possibly for travel. etc.
Jim Preusser	Please strikethrough the language when you make changes.
Kathleen Phillips	Understand the bifurcation. What about if it's in the same city? It looks like all we are supposed to be doing is travelling to and from and attending a funeral. That was the issue.
Jim Preusser	Part 2 is the new paragraph you added. We don't see that as bereavement. There are business things added like estate. They likely won't happen during those 3-5 days. The employee can use other time for this. Paragraph 3 muddies the water.
Matthew Hazel	We discussed that this could be discussed with administrator
Jim Preusser	But that is case by case. We will take it under advisement.
Jim Preusser	Can you tell us more? Committee wants to have a dialogue?
Nicholas Anderson	Something may happen at end of semester. Extreme situations that are in the life of a teacher.
Rob Bixler	Give examples of a call that is hardship
Nicholas Anderson	Teacher gets sick or serious in family, and need to be closer.
Rob Bixler	Like a caregiver situation?
Nicholas Anderson	Yes, not a situation where you realize you don't like where you are.
Myrlene Jackson-Kimble	Not transportation?

Nicholas Anderson	That language would cover that. It needs to be a life changing event, illness that the teacher doesn't control.
Myrlene Jackson-Kimble	Would require an opening?
Nicholas Anderson	Yes, and a conversation between teacher, principal, and Area Superintendents
Jim Preusser	Will draft and send a counter during caucus.
Mary-Grace Surrena	We handed a proposal across?
Jim Preusser	Still working a response.
Clinton McCracken	What is the District's plan for coronavirus? The CDC told parents to call schools.
Jim Preusser	There is a meeting on Monday. Maybe have that team come out and share? Could share in writing or someone come out.
Wendy Doromal	Should a CTA member be a part of it?
Jim Preusser	District Incident Management Team meeting, LeighAnn will be attending, can give an update.
Clinton McCracken	Is there a plan for school closures?
Jim Preusser	We will know more after Monday.
Megan Oates	Refreshers and reminders of general health guidelines?
Jim Preusser	Superintendent referenced this at the Board meeting. Will have more information after Monday's meeting
Wendy Doromal	We are requesting a presentation after Monday.
Wendy Doromal	Megan wants to share about changes at Orange Technical College.
Jim Preusser	I spoke with Dr. Armbruster, ready to meet and share.
Megan Oates	Something about a survey around CTE?
Jim Preusser	That is my understanding, I haven't seen it.
Megan Oates	We are asking for survey and data to be available.

Jim Preusser	We can discuss it during the meeting, will try to get it in advance.
Megan Oates	I've been in CTE awhile and don't recall it.
LeighAnn Blackmore	Evaluation Manual loaded on the District website, Labor page. Will send it over for publication on CTA website. Supplement handbook pretty well done. Nearly done with the Contract.
Wendy Doromal	The other thing is page numbers.
LeighAnn Blackmore	Absolutely. First, it's cleaning it up. Then will send a complete a PDF document. We can do the signature pages today.
Wendy Doromal	Then this one, can you make it an MOU?
LeighAnn Blackmore	Yes, then make it an MOU.
Wendy Doromal	Draft language on bereavement?
Jim Preusser	Want to share some hopefully good news.
Elizabeth Silva	March 4 - recruitment bonus March 18 - recognition bonus 7,976 receiving \$982 with FICA, etc., \$912 is the gross amount.
Jim Preusser	Will send you a spreadsheet with all of the information by teacher. We signed a settlement agreement.
Megan Oates	About what?
Wendy Doromal	Teachers at high schools being reclassified as CTE to cost saving and were excluded.
Jim Preusser	We have settled this and signed it. Dates?
Wendy Doromal	End of March, after Spring Break and after the budget comes out.
Jim Preusser	Doreen? What do you think
Doreen Concolino	Thinking tentatively the second to third week of March.
Jim Preusser	March 26?
Wendy Doromal /	Offered multiple other dates including that.

Kathleen Phillips	
Jim Preusser	Confirmed March 26.

Appendix A

Employee Benefits Trust Trustee Meeting February 2020



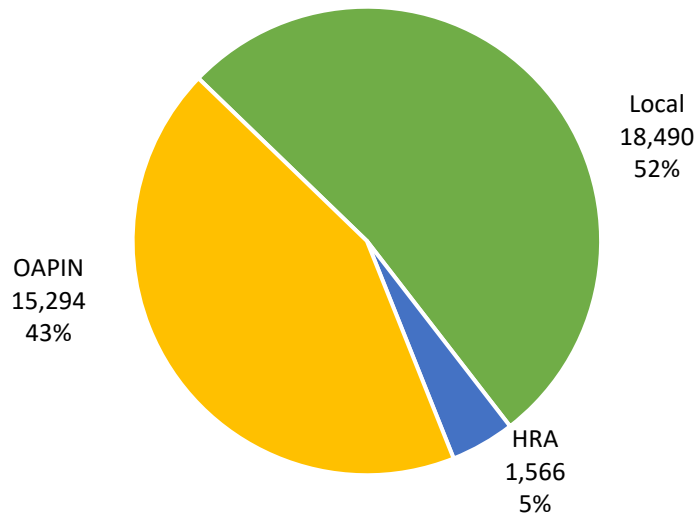
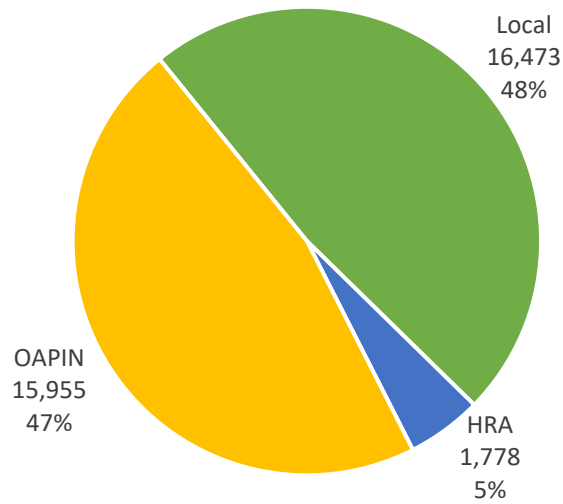
Orange County
Public Schools

TRUST SUMMARY:

- Total Earned Revenue increased to \$216,223,088 (+1.48% compared to the prior plan period). Overall employee membership increased by 1,144 members.
- Total Expenses increased by \$21,784,993 (+9.82% compared to the prior plan period).
- The Trust experienced an overall loss of (\$27,350,497) (compared to a loss of \$8,724,099 in the prior plan period).
- Overall Medical costs increased by \$21,624,884 (+10.24% compared to the prior plan period). The increase was driven primarily by outpatient professional services.

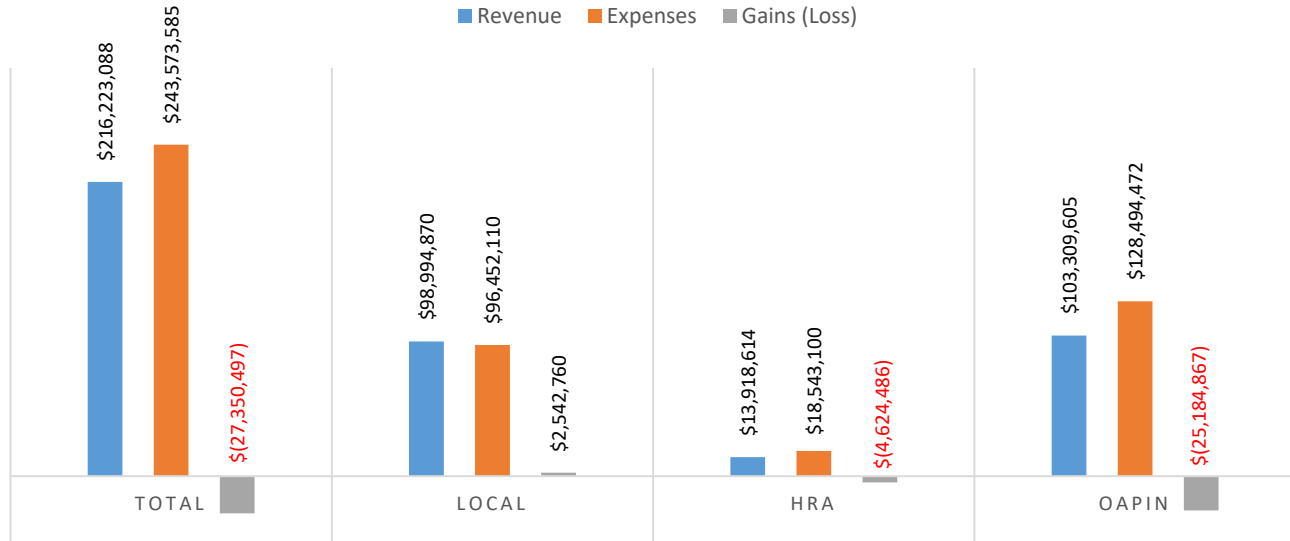
Membership Changes

October 2017 – September 2018 compared to October 2018 – September 2019 - Overall employee membership increased by 1,144 (+3.34%). The family size has increased slightly to 1.64 from 1.63 in the prior year.

2018 - 2019 MEMBERSHIP BY PLAN**2017 - 2018 MEMBERSHIP BY PLAN**

FINANCIAL OVERVIEW

■ Revenue ■ Expenses ■ Gains (Loss)



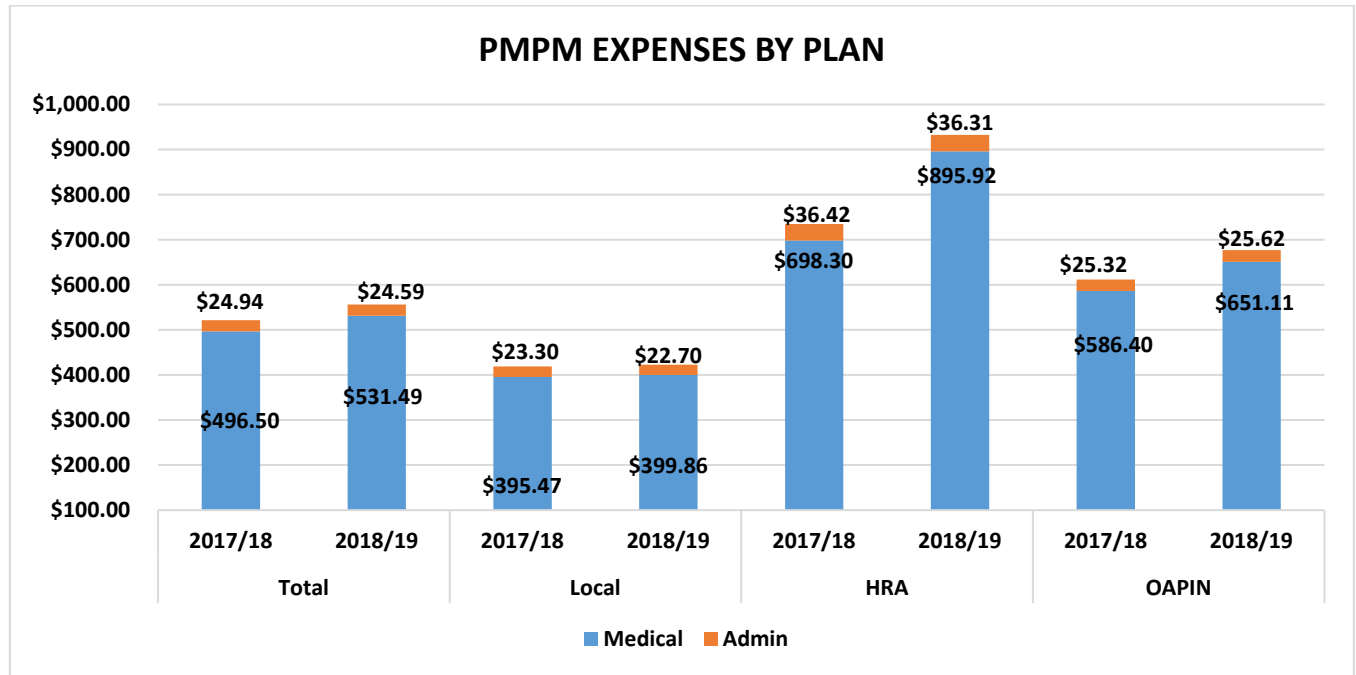
	All Plans	PMPM
Average Membership	35,350	
Revenue	\$216,223,088	\$493.63
Medical Expenses	\$232,804,078	\$531.49
Admin Expenses	\$10,769,507	\$24.59
Total Expenses	\$243,573,585	\$556.08
Gain/(Loss)	\$(27,350,497)	(\$62.45)
% Gain/ (Loss)	-12.6%	

	Local Plus	PMPM	HRA*	PMPM	OAPIN	PMPM
Average Membership	18,490 (52%)		1,566 (5%)		15,294 (43%)	
Revenue	\$98,994,870	\$433.70	\$13,918,614	\$699.74	\$103,309,605	\$544.09
Medical Expenses	\$91,270,107	\$399.86	\$17,820,779	\$895.92	\$123,629,288	\$651.11
Admin Expenses	\$ 5,182,003	\$ 22.70	\$ 722,321	\$ 36.31	\$ 4,865,184	\$ 25.62
Total Expenses	\$96,452,110	\$422.56	\$18,543,100	\$932.23	\$128,494,472	\$676.73
Gain/(Loss)	\$ 2,542,760	\$ 11.14	\$(4,624,486)	(\$232.49)	\$(25,184,867)	(\$132.64)
% Gain/ (Loss)	2.6%		-33.2%		-24.4%	

* Excludes HRA Contribution (\$250 per employee per year)

Employee Benefits Trust

Reporting Timeframe – October 2018 – September 2019

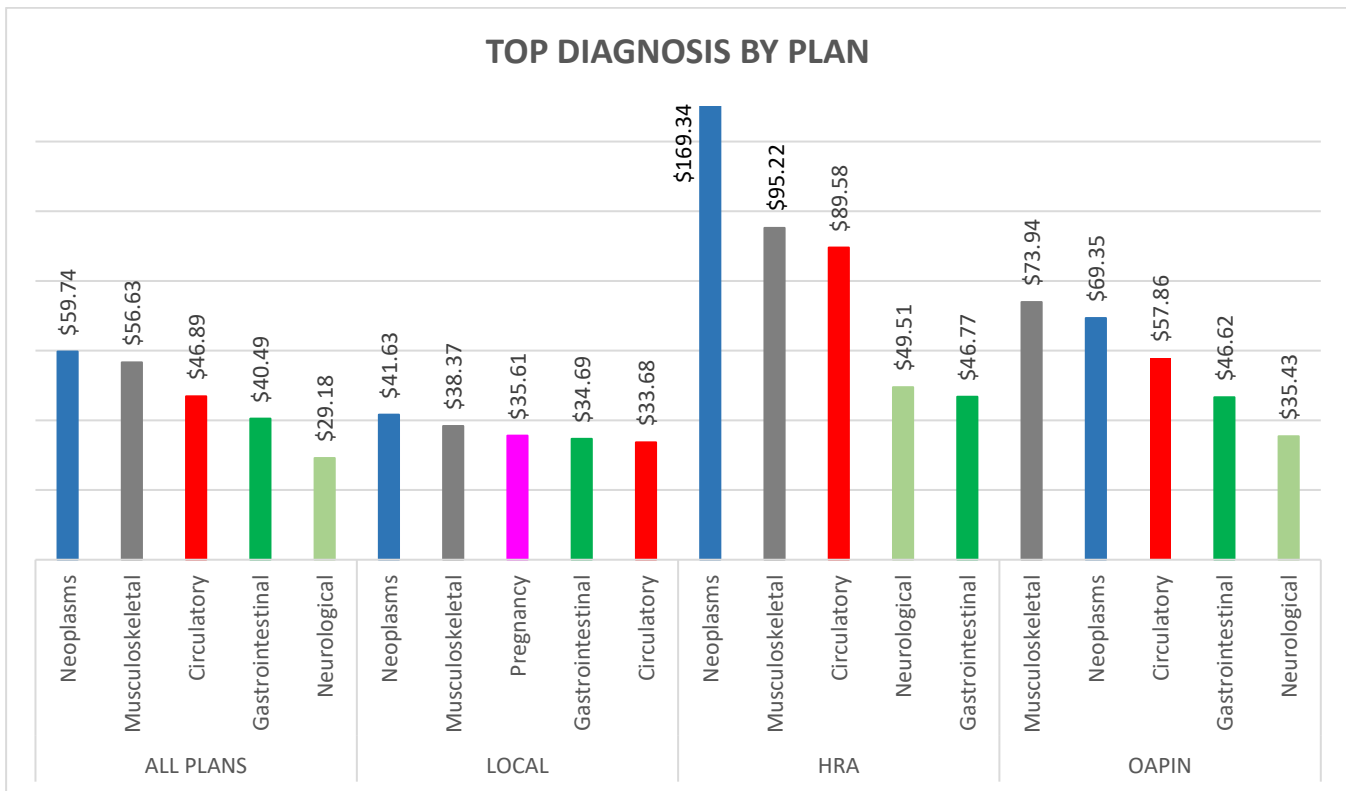


	All Plans		Change
	2017/18	2018/19	
Medical Expenses	\$496.50	/ \$531.49	\$ 34.99
Admin Expenses	\$ 24.94	/ \$24.59	(\$ 0.35)
Total Expenses	\$521.44	/ \$556.08	\$ 34.64

	Local Plus		Change	HRA*		Change	OAPIN		Change
	2017/18	2018/19		2017/18	2018/19		2017/18	2018/19	
Medical Expenses	\$395.47	/ \$399.86	\$ 4.38	\$698.30	/ \$895.92	\$197.62	\$586.40	/ \$651.11	\$ 64.70
Admin Expenses	\$ 23.30	/ \$ 22.70	(\$ 0.60)	\$ 36.42	/ \$ 36.31	(\$ 0.11)	\$ 25.32	/ \$ 25.62	\$ 0.31
Total Expenses	\$418.77	/ \$422.56	\$ 3.78	\$734.72	/ \$932.23	\$197.51	\$611.72	/ \$676.73	\$ 65.01

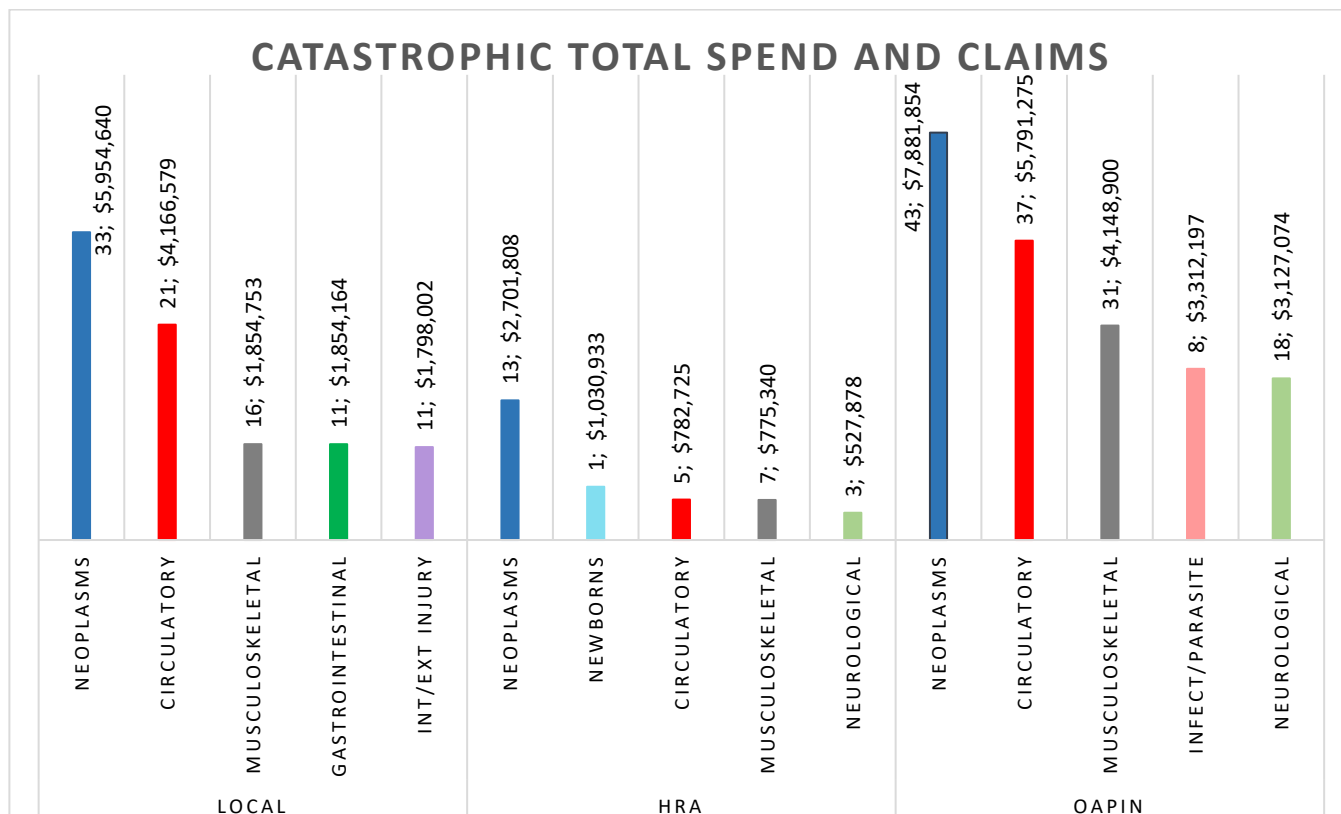
* Excludes HRA Contribution (\$250 per employee per year)

TOP DIAGNOSIS BY PLAN



Top Diagnosis			
All Plans	Local	HRA	OAPIN
Top Diagnosis by Plan			
Neoplasms	Neoplasms	Neoplasms	Musculoskeletal
Top Three Contributors to Top Diagnosis			
Care and Treatment	Benign	Care and Treatment	Joint
Benign	Care and Treatment	Female Breast	Back
Digestive/ Peritoneum	Digestive/ Peritoneum	Benign	Fractures/ Dislocations
Total Cost of Plan Top Spends			
25.6%	22.6%	37.6%	26.1%

Reporting Timeframe – October 2018 – September 2019



* Catastrophic Claims = > \$75,000

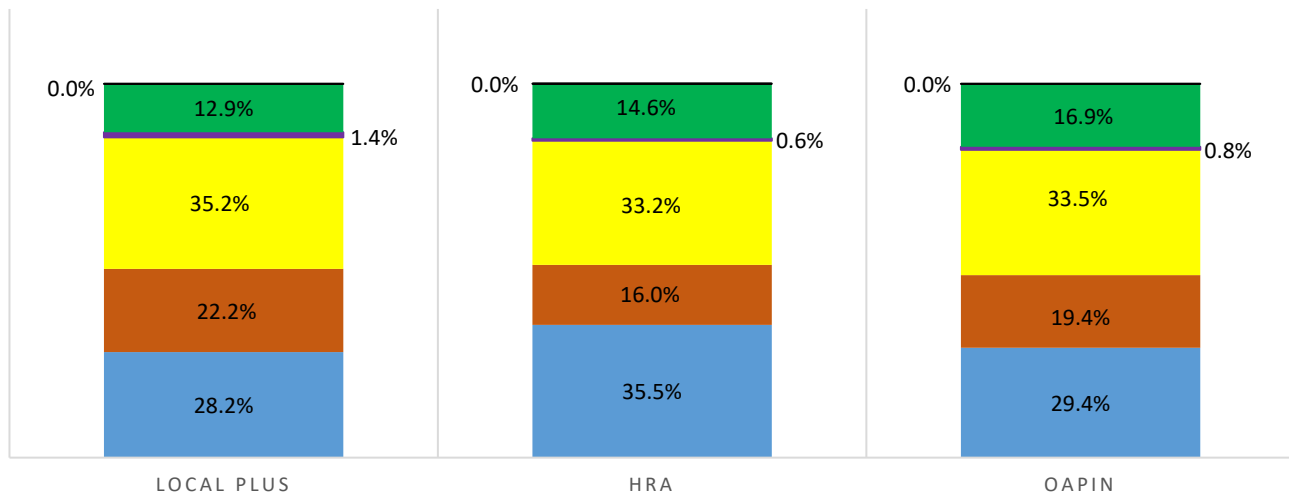
Catastrophic Claims			
	Local	HRA	OAPIN
Top Catastrophic Diagnosis by Plan			
Employees	60.9%	89.5%	72.2%
Spouses	20.3%	2.6%	18.7%
Dependents	18.8%	7.9%	9.1%
Over \$500K	3	2	9
\$300K - \$499K	11	4	16
\$ 75K - \$299K	114	32	184

Catastrophic Claims				
	All Plans	Local	HRA	OAPIN
Top Catastrophic Diagnosis by Plan				
# of Claimants for Period (PY)	376 (290)	133* (83)	40* (30)	217* (185)
Spend for Period (PY)	\$67,519,073 (\$54,083,493)	\$22,020,591 (\$15,725,274)	\$7,540,259 (\$5,075,279)	\$37,958,223 (\$33,282,940)
Increase in Cost	24.8%	40.0%	48.6%	14.0%
Average cost / claim (PY)	\$179,842 (\$186,757)	\$165,824 (\$189,697)	\$188,931 (\$169,557)	\$175,155 (\$180,152)

*A member may be counted in two different plan offerings in one period (e.g. if they changed plan offerings during the reporting period). For this reason, the sum of “# of claimants” for the plan offerings may not be equal to the “All Plans # of claimants”. The “All Plans # of claimants” indicates the total number of unique catastrophic claimants in the period.

TOTAL PLAN SPEND BY PLAN

■ Inpatient ■ Outpatient ■ Professional Services ■ Behavioral Health ■ Pharmacy ■ PPACA



Inpatient		
Local	HRA	OAPIN
Top Categories Inpatient by Cost		
Pregnancy	Circulatory	Musculoskeletal
Newborn	Musculoskeletal	Circulatory
Digestive	Infections	Pregnancy
Circulatory	Newborn	Digestive
Musculoskeletal	Female Reproductive	Newborn
Average Cost per Admit (PY)		
\$21,767 (\$19,888)	\$32,913 (\$25,234)	\$30,424 (\$28,124)
Average Cost per Bed Day (PY)		
\$6,166 (\$5,590)	\$6,165 (\$5,370)	\$7,094 (\$6,542)

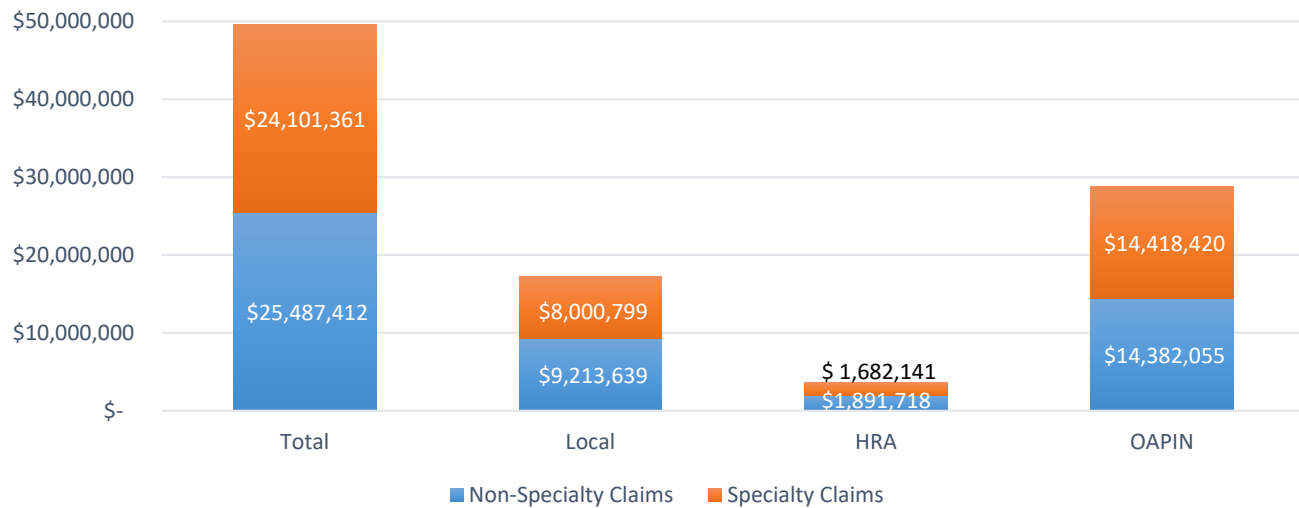
Name	Admissions	Bed Days	Inpatient Spend	Estimated Average Spend per Bed Day
ADVENTHEALTH	901	3,753	\$29,507,445	\$ 7,862.36
ORLANDO HEALTH	1,330	4,436	\$29,712,124	\$ 6,697.95
HCA NORTH FLORIDA	66	313	\$ 1,732,082	\$ 5,533.81
NEMOURS CHILDRENS HOSPITAL	13	106	\$ 706,372	\$ 6,663.88
MAYO CLINIC FLORIDA	8	47	\$ 635,449	\$13,520.20*
ORLANDO VAMC	10	48	\$ 236,124	\$ 4,919.24
SHANDS AT THE UNIVERSITY OF FLORIDA	6	15	\$ 222,781	\$14,852.07*
TAMPA GENERAL HOSPITAL	8	24	\$ 281,393	\$11,724.69*
JACKSON MEMORIAL HOSPITAL	2	30	\$ 247,452	\$ 8,248.40
H LEE MOFFITT CANCER CENTER & RESEARCH	3	25	\$ 64,288	\$ 2,571.50

* The patient's diagnosis may skew this calculation depending on the type of care the claimant may have required.

Outpatient			
	Local	HRA	OAPIN
Top Outpatient Diagnosis by Utilization			
	Gastrointestinal	Neoplasms	Neoplasms
	Neoplasms	Musculoskeletal	Gastrointestinal
	Musculoskeletal	Circulatory	Musculoskeletal
Average Cost for PCP Visit (PY)			
	\$139 (\$135)	\$119 (\$115)	\$124 (\$121)
Average Cost for Specialist Visit			
	\$185 (\$182)	\$198 (\$166)	\$179 (\$184)
Top Urgent Care Diagnosis by Utilization			
	Ear/Nose & Throat	Ear/Nose & Throat	Ear/Nose & Throat
	Musculoskeletal	Musculoskeletal	Musculoskeletal
	Lower Respiratory	Lower Respiratory	Lower Respiratory
Top Emergency Room Diagnosis by Utilization			
	Gastrointestinal	Gastrointestinal	Gastrointestinal
	Neuro/Cerebrovascular	Neuro/Cerebrovascular	Musculoskeletal
	Musculoskeletal	Renal and Urologic	Neuro/Cerebrovascular
Steerable Emergency Room (PY)			
# of Visits	634 (577)	37 (42)	453 (445)
Potential Savings @ 25%	\$121,113 (\$68,169)	\$7,962 (\$3,672)	\$78,462 (\$43,971)
UC within 10 miles	92%	81%	91%

Reporting Timeframe – October 2018 – September 2019

Pharmacy Claims



All Drugs			
All Plans	Local	HRA	OAPIN
Total Prescriptions by Plan			
305,636 (307,530)	120,139 (107,839)	21,031 (24,605)	164,466 (175,086)
Pharmacy Generic Dispensing Rate (PY)			
92.1% (91.4%)	92.5% (91.7%)	91.4% (91.1%)	92.0% (91.3%)

Specialty Drugs			
All Plans	Local	HRA	OAPIN
% of Total Prescriptions			
1.9% (1.7%)	1.3% (1.2%)	3.1% (2.6%)	2.4% (2.2%)
% of Total Net Rx Cost			
48.6% (46.0%)	46.5% (44.6%)	47.1% (41.6%)	50.1% (47.2%)

All Drugs			
All Plans	Local	HRA	OAPIN
Top Therapeutic Classes by Cost			
Analgesics - Anti-Inflammatory	Analgesics - Anti-Inflammatory	Antidiabetics	Antidiabetics
Antidiabetics	Antidiabetics	Analgesics - Anti-Inflammatory	Analgesics - Anti-Inflammatory
Antivirals	Antivirals	Antivirals	Dermatologics

Specialty Drugs			
All Plans	Local	HRA	OAPIN
Top Specialty Classes by Cost			
Rheumatoid Arthritis	Rheumatoid Arthritis	Rheumatoid Arthritis	Rheumatoid Arthritis
Human Immuno-deficiency	Human Immuno-deficiency	Human Immuno-deficiency	Multiple Sclerosis
Psoriasis	Growth Hormone and Related Disorders	Psoriasis	Human Immuno-deficiency

Employee Benefits Trust

Reporting Timeframe – October 2018 – September 2019

Therapeutic/Specialty Class with Drug Name						
Therapeutic (Specialty) Class	Drug Name	Gross Cost	Utilizers	% of Class Gross Cost	% of Class Utilizers	Cost per RX
Analgesics - Anti-Inflammatory (Rheumatoid Arthritis)	Class Total	\$ 7,202,811	6,499			
	Humira	\$ 4,099,223	82			\$ 7,883.12
	Enbrel	\$ 1,178,040	29			\$ 8,013.88
	Xeljanz	\$ 299,671	7			\$ 8,562.03
	Enbrel Mini	\$ 282,436	6			\$ 6,419.00
	Orencia	\$ 276,659	11			\$ 4,689.14
	Top Drugs Total	\$ 6,136,029	135	85%	2%	
Antivirals	Class Total	\$ 4,137,033	3,116			
(Human Immunodeficiency)	Truvada	\$ 619,913	52			\$ 2,792.40
	Biktarvy	\$ 581,022	34			\$ 4,504.05
	Genvoya	\$ 547,846	20			\$ 4,565.38
	Odefsey	\$ 333,270	13			\$ 4,901.03
	Descovy	\$ 254,190	20			\$ 2,567.58
	Top Drugs Total	\$ 2,336,241	139	56%	4%	
Dermatologics	Class Total	\$ 4,087,931	6,352			
(Psoriasis)	Stelara	\$ 1,335,822	21			\$ 18,298.93
	Taltz	\$ 436,147	12			\$ 7,788.34
	Otezla	\$ 382,143	18			\$ 4,199.37
	Cosentyx	\$ 366,180	9			\$ 8,137.34
	Dupixent	\$ 245,650	11			\$ 3,109.49
	Top Drugs Total	\$ 2,765,942	71	68%	1%	
Endo/Meta Agents (Growth Hormone, Related Disorders)	Class Total	\$ 3,122,010	480			
	Humatrope	\$ 2,632,934	39			\$ 10,574.03
	Top Drugs Total	\$ 2,632,934	39	84%	8%	
Neuro Agents	Class Total	\$ 2,740,110	228			
(Multiple Sclerosis)	Tecfidera	\$ 934,515	13			\$ 16,395.00
	Aubagio	\$ 375,360	6			\$ 11,040.01
	Copaxone	\$ 248,025	6			\$ 14,589.71
	Plegridy	\$ 201,515	3			\$ 13,434.33
(Sleep Disorder)	Xyrem	\$ 348,928	4			\$ 12,032.00
	Top Drugs Total	\$ 2,108,343	32	77%	14%	
Antiasthmatic Agents (Asthma)	Class Total	\$ 2,463,713	4,656			
	Xolair	\$ 555,170	27			\$ 3,701.13
	Top Drugs Total	\$ 555,170	27	23%	1%	
Antineoplastics (Oncology)	Class Total	\$ 2,306,830	494			
	Ibrance	\$ 379,884	3			\$ 12,662.79
	Tasigna	\$ 301,365	3			\$ 17,727.37
	Top Drugs Total	\$ 681,249	6	30%	1%	

Medical - Top Prescriptions by Drug Spend				
Drug Name	Condition	Drug Cost	# of Members	# of Claims
Total Top 15 RX		\$8,495,594	167	863
Top 5 Drugs:				
Remicade	RA/Psoriasis/Crohn's	\$1,081,700	31	169
Neulasta	Neutropenia	\$889,157	31	118
Avastin	Cancer	\$833,670	44	178
Fabrazyme	Enzyme Deficiency	\$830,201	4	77
Herceptin	Cancer	\$657,500	10	74

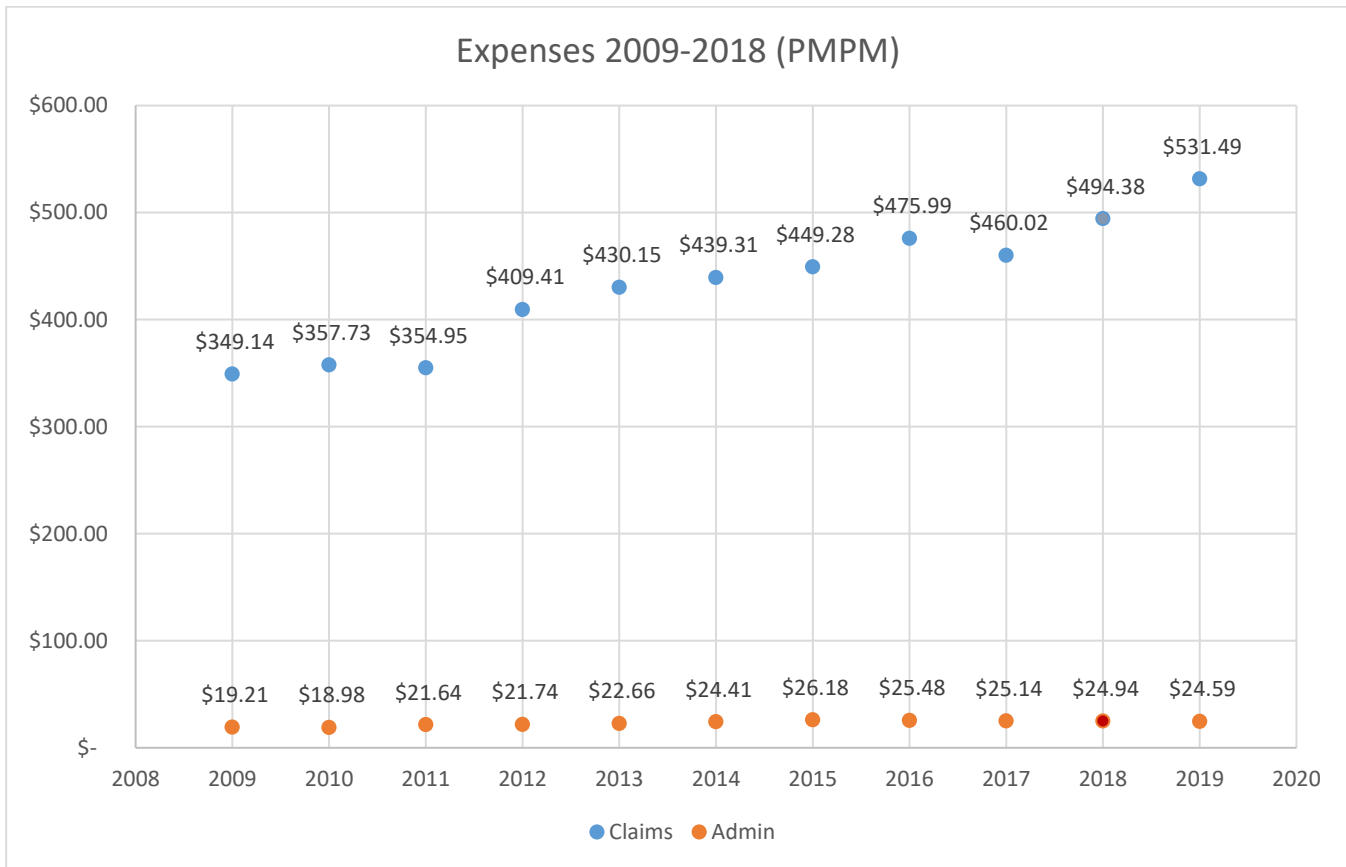
Medical - Total Therapeutic Class of Prescriptions				
Class	Condition	Plan Spend	# of Members	Trend
Antineoplastic	Cancer	\$5,673,201	167	49.2%
Enzyme Deficiency	Enzyme Deficiency	\$1,321,691	5	-1.5%
Anti-inflammatory	RA/Psoriasis/Crohn's	\$1,178,810	37	11.7%
Hematopoietic Agents	Neutropenia	\$990,964	58	37.6%
Multiple/Lateral Sclerosis	Multiple Sclerosis	\$874,400	12	91.3%

The 1,199 (3.1%) members on specialty medications paid under the medical plan drive \$44,193,555 (22.1%) of the total medical plan spend during the reporting period which includes the \$13,402,447 specialty medication costs. This does not include specialty drugs for the same members covered through CVS.

Behavioral Health						
All Plans Cases and Spend						
	2017/18		2018/19		Inc (Dec)	
Inpatient	104	\$ 308,795	144	\$ 345,788	38%	12%
Autism	224	\$ 390,071	187	\$ 420,354	(17%)	8%
Outpatient	9,667	\$ 1,163,534	9,571	\$ 1,067,025	(1%)	(8%)
Long Term Intensive	251	\$ 247,575	307	\$ 260,553	22%	5%
TOTAL	10,246	\$ 2,109,975	10,209	\$ 2,093,720	0%	(1%)
PMPM		\$ 4.87		\$ 4.72		(3%)
All Plans Claimants and Spend						
Employee	799	\$ 1,018,738	456	\$ 991,082	(43%)	(3%)
Spouse	132	\$ 188,520	65	\$ 136,828	(51%)	(27%)
Dependent	804	\$ 902,717	316	\$ 965,810	(61%)	7%
TOTAL	1,735	\$ 2,109,975	837	\$ 2,093,720	(52%)	(1%)

	Local		HRA		OAPIN	
Cases and Spend by Plan						
Inpatient	84	\$ 190,049	4	\$ 12,486	56	\$ 143,253
Autism	107	\$ 247,974	0	\$ -	80	\$ 172,380
Outpatient	4,784	\$ 552,746	501	\$ 54,992	4,286	\$ 459,288
Long Term Intensive	153	\$ 144,159	30	\$ 29,505	124	\$ 86,889
	5128	\$ 1,134,927	535	\$ 96,983	4546	\$ 861,810
PMPM		\$4.85		\$4.89		\$4.53
Claimants and Spend by Plan						
Employee	181	\$ 513,078	28	\$ 92,276	247	\$ 385,728
Spouse	38	\$ 75,862	0	\$ 2,042	27	\$ 58,924
Dependent	129	\$ 545,987	9	\$ 2,665	178	\$ 417,158
	348	\$ 1,134,927	37	\$ 96,983	452	\$ 861,810

Top 5 Diagnosis	
Diagnosis	%
Autism	50.9%
Mood Disorder	15.3%
Anxiety Disorder	12.3%
Adjustment Disorder	7.4%
Attention Deficit	6.5%



YTD Administrative Costs = 4.4% of Claims Costs

Appendix B



445 W. Amelia Street • Orlando, Florida 32801 • (407) 317-3200 • www.ocps.net

February 27, 2020

Ms. Wendy Doromal, President
Orange County Classroom Teachers Association (OCCTA)
1020 Webster Avenue
Orlando, Florida 32804

RE: Teacher Observation during Presentation of Five (5) Hour Mental Health Curriculum

Dear Wendy:

Pursuant to our discussion on February 27, 2020, the School Board of Orange County, Florida (hereinafter the "District") provides this Letter of Understanding (LOU) to the Orange County Classroom Teachers Association (hereinafter the "Union"). This document memorializes our discussion during bargaining regarding teacher observation during the presentation of the five (5) hour mental health curriculum. The District and the Union acknowledge the following points:

- Instructional personnel teaching Mental Health Curriculum shall not be observed for evaluation purposes during Mental Health course instruction. The five-hour course will not be used for the calculation of the Student Learning Growth.

This agreement expires June 30, 2021.

Regards,

James Preusser
Senior Executive Director
Human Resources Division

Union

Date:

District

Date:

Appendix C

MEMORANDUM OF UNDERSTANDING #3 – 2021-22 Tentative Calendar and Prioritized Bad Weather Days February 27, 2020

This Tentative Calendar and Prioritized Bad Weather Days requires School Board approval.

2021-2022 School Calendar

Monday-Monday	August 2-9	Pre-Planning August 4 Professional Development Day
Tuesday	August 10	First Day of School
Monday	September 6	Labor Day Holiday
Thursday	October 7	End of First Marking Period
Friday	October 8	Teacher Workday/Student Holiday
Monday	October 11	Begin Second Marking Period
Friday	October 29	Teacher Professional Day/Student Holiday Teacher Non-Workday
Monday-Friday	November 22-26	Thanksgiving Break
Friday	December 17	End of Second Marking Period
Two Weeks	December 20-31	Winter Break
Monday	January 3	Teacher Workday/Student Holiday
Tuesday	January 4	Begin Third Marking Period Begin Second Semester
Monday	January 17	Martin Luther King, Jr. Holiday (Schools and District Offices Closed)
Monday	February 21	Presidents' Day Holiday (Schools Closed/District Offices Open)
Thursday	March 10	End of Third Marking Period
Friday	March 11	Teacher Workday/Student Holiday
Monday-Friday	March 14-18	Spring Break (Schools Closed/District Offices Open)
Monday	March 21	Begin Fourth Marking Period
Wednesday	May 25	End of Fourth Marking Period/Last Day of School
Thursday- Friday	May 26-27	Post-Planning (2 Days)
Monday	May 30	Memorial Day Holiday (Schools and District Offices Closed)

**MEMORANDUM OF UNDERSTANDING #3 – 2021-22 Tentative Calendar and
Prioritized Bad Weather Days
February 27, 2020**

Prioritized Bad Weather Days
2021-2022

Priority	Date	Current Use
1	October 29	Professional Day
2	November 22	Thanksgiving Week Day 1
3	November 23	Thanksgiving Week Day 2
4	November 24	Thanksgiving Week Day 3
5	February 21	President's Day
6	March 18	Spring Break
7	March 17	Spring Break
8	March 16	Spring Break
9	March 15	Spring Break
10	March 14	Spring Break

STATUS: As of _____, tentatively agreed to and closed.

For Orange County Public Schools:

James Preusser

Senior Executive Director, Human Resources

For Orange County Classroom Teachers
Association:

Wendy L. Doromal

President

Appendix D

ARTICLE IX

ASSIGNMENT AND TRANSFERS

- A. Employees shall be assigned by the Superintendent to positions which fit their preparation, certification, experience and aptitude.
- B. A teacher shall not be assigned, except temporarily and for good cause, outside the scope of his/her teaching certificate.
- C. Teachers shall receive notice of their tentative teaching assignments on or before the first day of traditional calendar post-planning. It is expressly understood that such assignments are only tentative and may be changed for reasons relating to changes in school-wide or class enrollment, the addition or reduction of educational services at the school, changes in staffing, or vacancies.
 - 1. If changes are required, the teacher shall be notified of the new assignment, and the reason for the change, as soon as feasible. An opportunity shall be provided for the teacher to discuss the change.
 - 2. The teacher may request an alternate assignment.
 - 3. Involuntary changes in assignment at the work-site shall not be made in a punitive manner.
- D. Guidance personnel and Resource Teachers within a school should be utilized fully in programs that are student oriented.
- E. When an employee is hired to replace someone on long-term leave, the following shall apply:
 - 1. Such temporary employees shall be members of the bargaining unit and shall be issued temporary interim contracts or placed on temporary employment status.
 - 2. It is understood that the temporary employment shall be for a specified period depending on the length of the leave and there shall be no further expectation of employment beyond the time specified.

3. If the employee who took the leave of absence does not return to duty upon the expiration of that leave, the temporary employee shall have no expectation of being recommended to fill the position. The administrator shall not be precluded from recommending a temporary employee for regular employment.
4. The temporary employee may reactivate his/her application for employment upon completion of the temporary assignment.

F. Temporary Assignments and Transfer

1. When the superintendent temporarily assigns an employee to a special project, the employee's regular position shall be treated as if s/he were on a long-term leave of absence for purposes of this article.

2. When the superintendent temporarily transfers an employee, the transfer should not exceed 30 duty days.

a. After the temporary transfer period ends, the employee will return to their original assignment and work location.

~~b. Instructional Personnel who were temporarily transferred to a different work location will not receive an involuntary change in assignment or work location the next school year.~~

~~c. The parties agree to meet to discuss the impact of the Evaluation of employees who are temporarily transferred.~~

G. The following provisions shall apply to the transfer of teachers:

1. Two teachers may voluntarily change schools upon mutual agreement of the administrators involved and with the approval of the Superintendent.
2. Any voluntary transfer of a teacher out of a non-Title I school after three weeks prior to his/her preplanning shall require mutual agreement of both administrators.
3. Any voluntary transfer of a teacher out of a Title I school after four weeks prior to his/her preplanning shall require mutual agreement of both administrators.
4. A teacher seeking a voluntary transfer out of a school utilizing split or irregular shifts, or a prototype, charter or year round school may be interviewed for vacancies prior

- to and/or during the time involuntary transfers are being assigned. If vacancies exist for which the teacher is certified and/or qualified, s/he shall be offered a position prior to the assignment of other voluntary transfers or new hires. If the teacher declines such offer, the Board shall have no further obligation to transfer the teacher.
5. In staffing new schools, consideration shall be given to employees working in schools from which students are being reassigned.
 6. An employee may be involuntarily transferred to another school at any time provided written notice is given to the employee at least five duty days prior to the effective date of the transfer. If at least 14 days remain prior to the start of the work year, the employee shall be provided a minimum 14-day notice. Such transfer shall be for the following reasons:
 - a. District-wide changes in the organization of the school system.
 - b. Decreasing enrollment in the employee's school.
 - c. Reduction of educational services at the employee's school.
 - d. Maintenance of court required ratios.
 7. When involuntary transfers become necessary, the administrator shall meet with the affected department(s)/program(s) to seek volunteers. Volunteers will be selected, based upon greatest seniority. If there is an insufficient number of volunteers, the selection shall be by seniority. In computing seniority for half-time employees, the salary credit formula shall be used. If two or more employees have the same seniority, the involuntary transfer shall be determined using the following sequence: contract type, degree, selection by lot.
 8. If a teacher who has been identified for transfer has certification in two or more areas, s/he may designate which instructional area will be the determiner of certification, provided s/he has taught within the designated subject area(s) within the past ten years and there are district vacancies within the designated area(s). These provisions shall not apply beyond the 15th day of student attendance.
 9. The Association recognizes the Superintendent may involuntarily transfer an employee. Such transfers shall not be done in a punitive manner. Those employees transferred by the Superintendent shall be provided the reasons in writing in a formal setting prior to the transfer.

10. Any area of certification:
 - a. If a vacancy occurs in a position for which any area of certification may be utilized, teachers at the school with the vacancy may be considered for the vacant position.
 - b. If a position utilizing any area of certification is cut, and there are no vacancies at the school within the teacher's area(s) of certification, the teacher occupying the position shall be placed on the involuntary transfer list, if otherwise eligible in accordance with Article VIII.
 - c. It is understood that filling a position utilizing any area of certification does not in and of itself, constitute an area of certification and Article IX, Section G.8 (above) shall not apply to these situations.
 11. The Superintendent may preclude a volunteer from transferring and shall provide the reason(s) for the denial in writing to the volunteer upon request.
 12. The provisions of Sub Sections 5. and 6. above notwithstanding, annual, professional service or continuing contract teachers who have indicated in writing their desire to remain in an out-of-field assignment and their intention to meet the requirements to do so, but who do not meet such requirements, may be involuntarily transferred based upon their in-field certification, regardless of seniority.
- H. The District and the Association will meet by January 15 to discuss timelines for the following procedures:
1. Administrators will identify and notify employees for involuntary transfer.
 2. Employment Services will develop a district-wide involuntary transfer list and vacancy list.
 3. A list of vacancies will be provided to the affected employees
 4. A period of time will be designated for affected employees to interview and/or be assigned to vacancies. Involuntary transfers shall be placed in positions within their areas of certification where such vacancies exist.
 5. When at least 80 percent of the involuntary transfers have been placed, a minimum of two weeks will be designated for voluntary transfer(s). The first week shall be for all PSC/CC teachers and Annual contract teachers with a 3.0 or higher Instructional

Practice score. Beginning the second week, all PSC/CC, Annual, Probationary and Temporary contract teachers eligible for reemployment may participate in the voluntary transfer process. During this time period, Employment Services shall forward a list of job postings along with a list of non-reappointed teachers eligible for reemployment. Vacancies shall be sent to all instructional personnel.

6. The provisions in Section 5. above shall not apply to subject areas or disciplines in which unassigned teachers are not certified, provided the total number of vacancies in the District exceeds the number of teachers on the involuntary transfer list.
7. It is anticipated that the process of assigning the employees described in Section 5. above shall be completed prior to the first day of post-planning. If the above timelines cannot be met due to a need to delay notification of allocations or because the number of employees being involuntarily transferred is too great for the coming year, the parties shall mutually determine and reduce to writing, a memorandum of understanding outlining new timelines for implementation of transfers for that year.
- I. Nothing herein shall preclude members of the same family being assigned to the same school, provided that they shall not be assigned in direct line of supervision. If, as a result of employment, transfer or promotion of an employee's family member or the transfer of an employee results in a violation of this provision, reassignment or transfer of the affected employee shall be made without violating the provisions of this Article.
- J. Vacancies in bargaining unit positions, listed on the OCPS Web Site, shall be available to all employees.

K. Hardship Transfer

1. An employee who has completed at least one year of service with the District may apply for a hardship transfer when there is a serious medical and/or serious personal problem that can be substantiated to the satisfaction of his/her Area Superintendent or designee.

2. Any hardship transfer approval is at the sole discretion of the Area Superintendent or designee.

3. Any approved hardship transfer will be effective at the beginning of a marking period, if an appropriate vacancy exists.

4. Travel time and/or distances alone will not be considered as a reason to seek or to grant a hardship transfer.

5. If the employee's condition is one that should be considered under provisions of the Americans with Disabilities Act (ADA), the employee will be directed to apply for an ADA accommodation with the District's EEO/ADA Coordinator in lieu of a hardship transfer.

Appendix E



Orange County Public Schools

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February 27, 2020

Ms. Wendy Doromal, President
Orange County Classroom Teachers Association (OCCTA)
1020 Webster Avenue
Orlando, Florida 32804

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This agreement expires June 30, 2021.

Regards,

James Preusser
Senior Executive Director
Human Resources Division

Wendy Doromal
Union
James E. Preusser
District

2/27/2020
Date:
2/27/2020
Date:

Appendix F

MEMORANDUM OF UNDERSTANDING #3 – 2021-22 Tentative Calendar and Prioritized Bad Weather Days February 27, 2020

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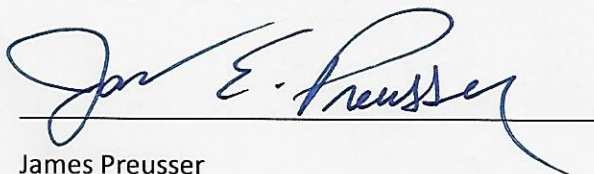
**MEMORANDUM OF UNDERSTANDING #3 – 2021-22 Tentative Calendar and
Prioritized Bad Weather Days
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STATUS: As of 2/27/2020, tentatively agreed to and closed.

For Orange County Public Schools:



James Preusser

Senior Executive Director, Human Resources

For Orange County Classroom Teachers
Association:



Wendy L. Doromal

President