



Agenda

Updated 1/30/2026

February 3, 2026
School Board of Manatee County
Workshop - 10:00 AM
Walter Miller School Support Center
Board Room

Times Indicated are Approximate

1. CALL TO ORDER

2. AGENDA AMENDMENTS

1. [Amendment of the Agenda - added after publishing](#)

3. PUBLIC COMMENTS

Public comment is not an open forum to discuss matters unrelated to education, to support or oppose candidates for public office, or to engage in commercial speech attempting to sell a service or product to the School Board or public. Also, public comment is not a forum to attack individual school system employees or Board Members. Any such complaints should be submitted in writing to the Superintendent for appropriate handling. Finally, this is not a forum for addressing issues involving individual students. Because of privacy concerns, such issues should be submitted in writing to the Superintendent for appropriate handling. Each speaker is allowed three minutes to address the Board. Speakers must stand at the podium and not approach the dais.

This is a business meeting of the School Board and the public expects that we conduct it in an orderly, efficient, effective and dignified manner. We request that speakers keep this in mind when making your comments. We also request that the audience keep that in mind and not demonstrate approval or disapproval of what a speaker has said by clapping or booing. The Board appreciates the public's input and will listen attentively, consider each comment, and usually will not respond, enter into debate, or answer questions during comments on agenda items or during the public comments section.

PUBLIC INPUT INSTRUCTIONS:

1. Before you begin speaking, please provide any handouts to the Agency Clerk.
2. Please identify yourself only by your full name for the record.
3. You have no more than three minutes to speak. Please stop speaking when the bell rings.
4. Florida Law requires all citizens to conduct themselves in an orderly fashion at public meetings.
5. **WARNING:** Any individual who interferes with the expeditious or orderly process of a School Board meeting, will be subject to removal from the meeting pursuant to Section 1001.372(3) Florida Statutes at the discretion of the Chair. Orderly fashion is deemed as, at a minimum (1) no profanity (2) no vulgar language (3) no discourteous, disrespectful, or disparaging conduct.

4. WORKSHOP

1. Student Supports and Related Data - Updated 1/30/2026
2. Graduation Data and Opportunities - Updated 1/30/2026
3. Manatee County ALICE Data Update - Updated 1/30/2026
4. One Stop Workforce Housing Proposal - Updated 1/30/2026
5. FLEHT Workshop - Updated 1/30/2026

5. ADJOURNMENT



**School Board of Manatee County
February 3, 2026 - Workshop**

Title

Amendment of the Agenda - *added after publishing*

Executive Summary

The Chair finds good cause to amend the agenda to include:

Agenda amended Friday January 30, 2026, to add all attachments to the agenda dated February 3, 2026.

Contact

Submitting Department: School Board



**School Board of Manatee County
February 3, 2026 - Workshop**

Title

Student Supports and Related Data - Updated 1/30/2026

Executive Summary

The Board will hear a presentation regarding student supports and related data.

Contact

Submitting Department: Instruction

Initiated by: Lisa Lyon and Sharon Scarbrough

Attachments:

[SDMC Student Services Board Workshop - added 1/30/2026](#)



School Board Workshop

February 3, 2026

Student Services



Attendance Project

Attendance Project



- Attendance Project Team
 - Student Services
 - Data and Assessment
 - Communications
- Training for all student services staff and school administrators
- New tools for reporting and documentation
- Updated truancy procedures focusing on addressing the root cause of absenteeism and connecting families with resources

Attendance Project



- Communication Plan differentiated by school level and medium
 - Social Media videos, graphics and messages for Principals
 - School specific Data Reports for tracking

District Attendance Data by School

As of 1-12-26

School	Q2 24-25		% Change Q2 24-25 to Q2 25-26	
	Avg Daily Attendance	Chronic Absence	Avg Daily Attendance	Chronic Absence
Total	91.9%	28.9%	+0.3%	-3.3%
K-8	93.7%	22.8%	+0.5%	-4.6%
ES	92.7%	26.8%	+0.5%	-4.3%
MS	91.0%	31.5%	+0.5%	-2.8%
HS	91.1%	31.4%	-0.2%	-1.8%



SHOWING UP MATTERS

YOU MAKE THE DIFFERENCE!





Attendance Legislation

- **1003.21 School attendance**
 - Defines compulsory school age
 - Sets rules for determining age of student
- **1003.26 Enforcement of school attendance**
 - Requires district policies and procedures for attendance requirements and enforcement
 - Provides guidelines for the District's truancy process
 - Requires child study team procedures at each school
 - Requires principal, designee, teacher, and/or child study team to communicate with parent
- **1003.27 Court procedure and penalties**
 - Outlines potential student and parent penalties for truant students
 - Discusses relationship to DMV/driver's license
 - Discusses interagency agreements

Truancy Process



- As a student accumulates unexcused absences, the school will make parent phone calls, send letters home, and create community referrals based on the needs of the family.
- If the unexcused absences continue, the school will implement further interventions including an attendance contract, problem-solving meetings, and family support to improve the student's attendance.
- Once the student reaches 15 unexcused absences within 90 calendar days, and all the above steps have been completed, a truancy referral is submitted to Student Services and Truancy Court.
- Student Services and school staff continue to work with the family to improve the student's attendance and walk with them through the court proceedings.



Student Reassignment

Student Reassignment



- Increased supports prior to potential reassignments for students with major incidents
 - Focus on Tier 1 Behavioral expectations on campus
 - SAFE Program and Vape Education
 - Safety Plans and Second Chance Agreements
 - Family and School Conferencing
 - Partnership with ESE for behavioral interventions
- Process has created consistency, transparency and timely decisions
- Enrollment in alternative sites is efficient to minimize loss of instructional time
- Placements have set date completion of assignment and return to home school
- Transition meetings occur each semester to allow for successful re-entry
- Opportunity for students who are reaching behavior and academic goals at a faster pace to return to home school early

Reassignment



Student Reassignments

Level	23.24	24.25	25.26
Elementary	85	15	0
Middle School	207	120	41
High School	210	217	66
Total	502	352	107

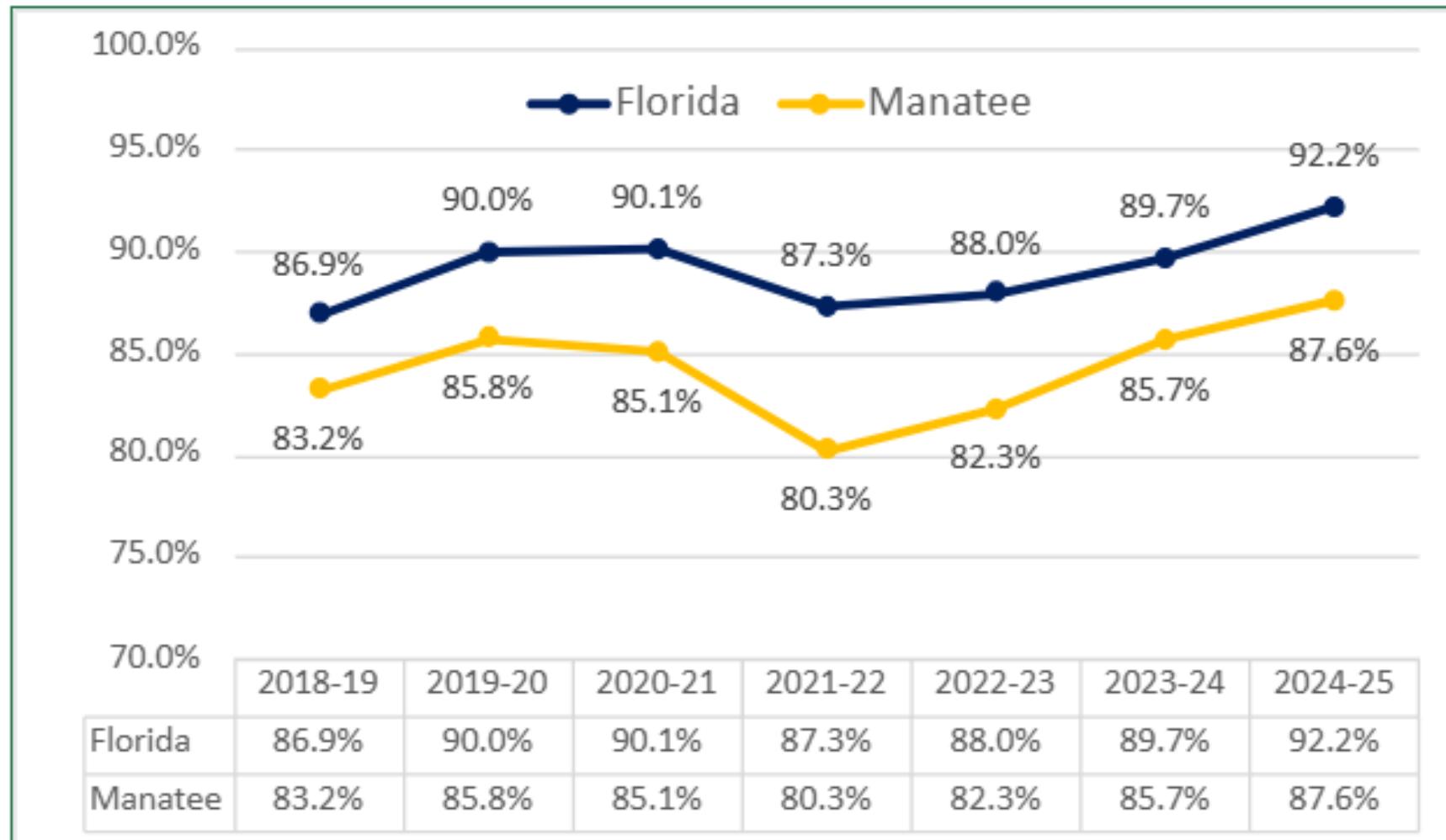
Student Returns- 2025-2026

# of Return from Horizons	Students
Quarter 1	15
Quarter 2	81
Total	96



2024-2025 Graduation Rate

District Graduation Rate



Graduation Rate by School



Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	1 Year Change	5 Year Change
Florida	86.9%	90.0%	90.1%	87.3%	88.0%	89.7%	92.2%	+2.5%	+2.2%
Manatee	83.2%	85.8%	85.1%	80.3%	82.3%	85.7%	87.6%	+1.9%	+1.8%
BAYSHORE HIGH SCHOOL	75.8%	80.5%	79.5%	67.4%	72.3%	81.4%	89.6%	+8.2%	+9.1%
MANATEE HIGH SCHOOL	82.8%	85.9%	86.6%	84.2%	80.6%	85.0%	90.6%	+5.6%	+4.7%
PALMETTO HIGH SCHOOL	87.9%	88.7%	88.8%	85.0%	84.8%	90.7%	91.2%	+0.5%	+2.5%
SOUTHEAST HIGH SCHOOL	80%	86%	83%	76%	77%	89%	95%	+5.6%	+9.2%
LAKEWOOD RANCH HIGH SCHOOL	94.9%	95.7%	93.9%	94.2%	96.5%	96.5%	96.7%	+0.2%	+1.0%
HORIZONS ACADEMY	27.1%	43.4%	51.3%	23.5%	28.1%	39.4%	44.7%	+5.3%	+1.3%
BRADEN RIVER HIGH SCHOOL	91.7%	92.3%	90.2%	86.5%	90.7%	92.4%	92.5%	+0.1%	+0.2%
PARRISH COMMUNITY HIGH SCHOOL	-	-	-	92.5%	94.7%	95.1%	97.1%	+2.0%	

***HIGHEST Graduation Rate ever recorded in Manatee County!!!**



Graduates!

The Port Academy

- One Graduate from the 2025 Cohort this summer
- Access to credit recovery, self-paced coursework
- Increase in certified teaching staff, including ESE support
- New facility equipped with new technology

Manatee Regional Juvenile Detention Center

- One early graduation from the 2026 cohort
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Let's make Every Day Count!

Thank You!



**School Board of Manatee County
February 3, 2026 - Workshop**

Title

Graduation Data and Opportunities - Updated 1/30/2026

Executive Summary

The Board will hear a presentation regarding graduation data and opportunities

Contact

Submitting Department: Instruction

Initiated by: Lisa Lyon and Sharon Scarborough

Attachments:

[SDMC Student Services Board Workshop-added 1/30/2026](#)



School Board Workshop

February 3, 2026

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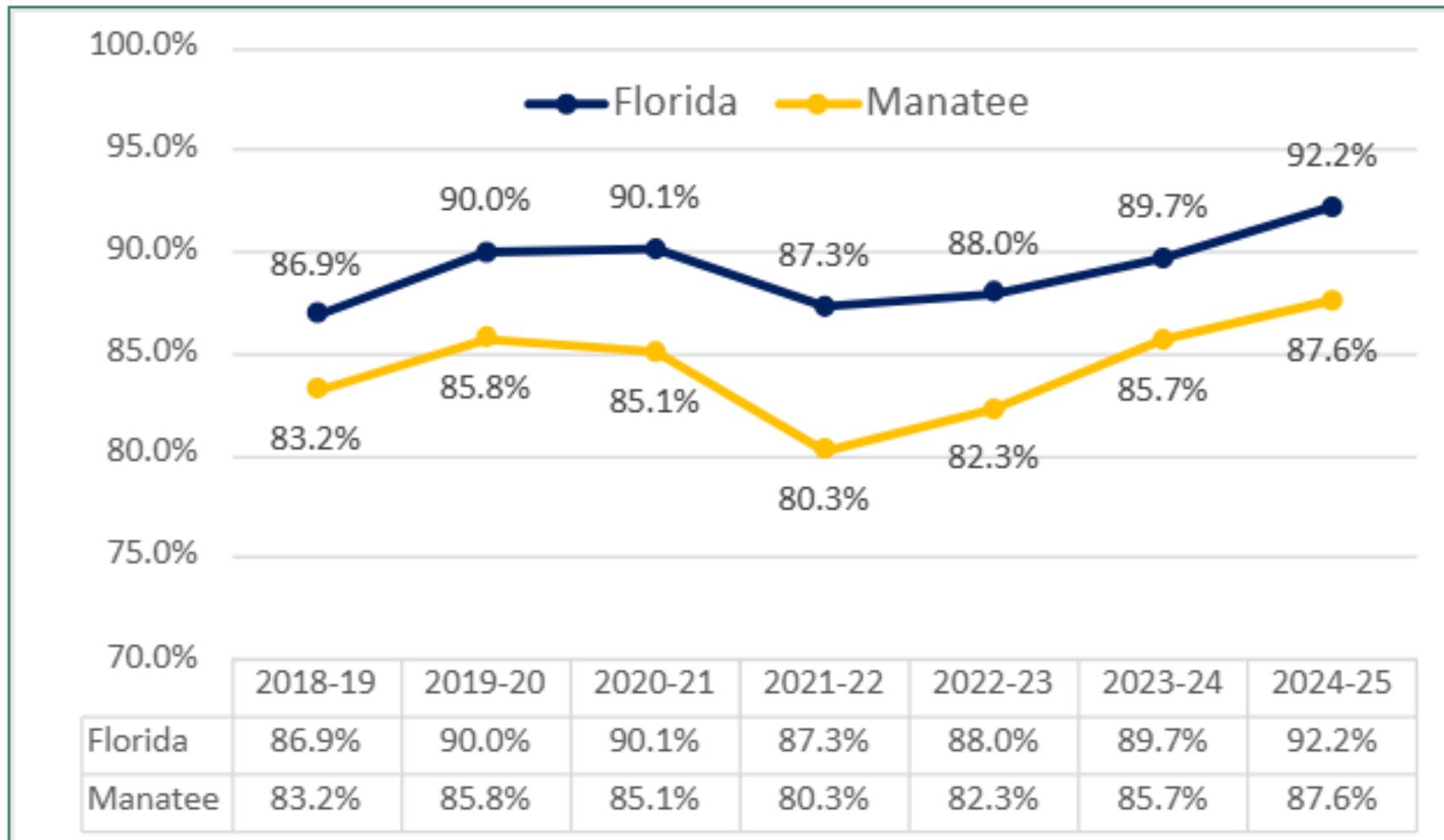
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**School Board of Manatee County
February 3, 2026 - Workshop**

Title

Manatee County ALICE Data Update - Updated 1/30/2026

Executive Summary

The Board will hear a presentation regarding Manatee County ALICE Data

Contact

Submitting Department: Administration

Initiated by: Kevin Chapman

Attachments:

[ALICE Presentation - added 1/20/2026](#)

United Way Suncoast ALICE Report For Manatee Area

WHAT IS ALICE?

FEDERAL POVERTY LINE

- Created in the 1960s. Federal guideline for an individual who does not have enough money to support themselves...
- Based on 1955's Department of Agriculture's economical food plan which assumed families spend a third of their income on food.
- Therefore, they just took the average amount spent on food, multiplied by 3, and got the federal poverty line!



Asset Limited, Income Constrained, Employed (ALICE)

- A dollar threshold that recalculates how much it costs to get by based on:
 - current costs, geography, and family type
- Includes ALL individuals who fall into this range (regardless of employment, assets, etc)

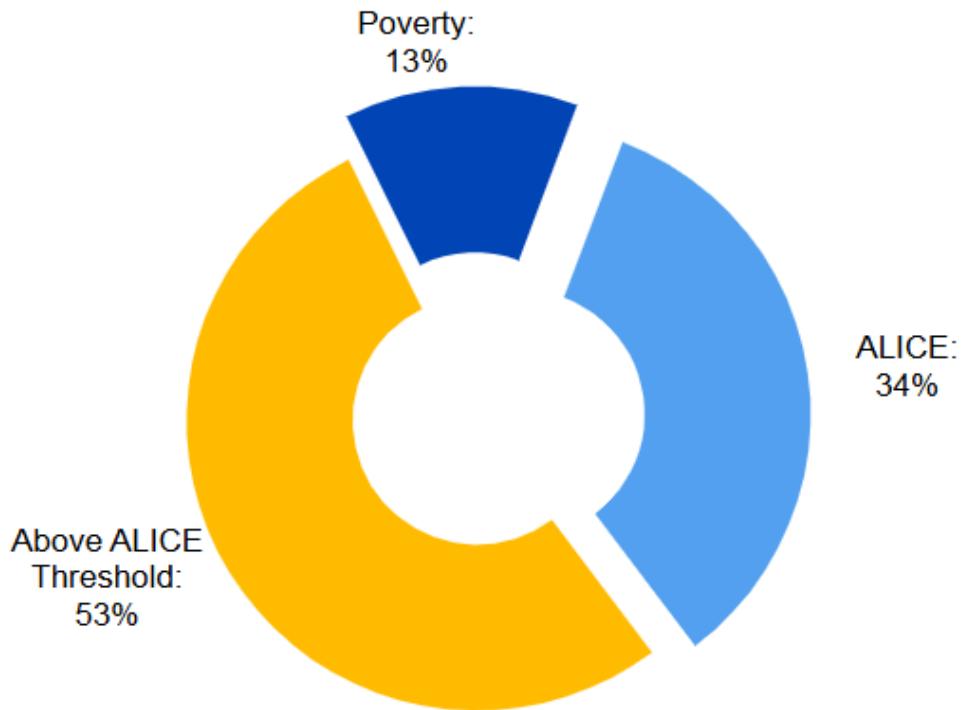
Learn more here: <https://unitedwaysuncoast.org/what-we-do/alice-suncoast/>

All ALICE data available at: <https://www.unitedforalice.org/florida>



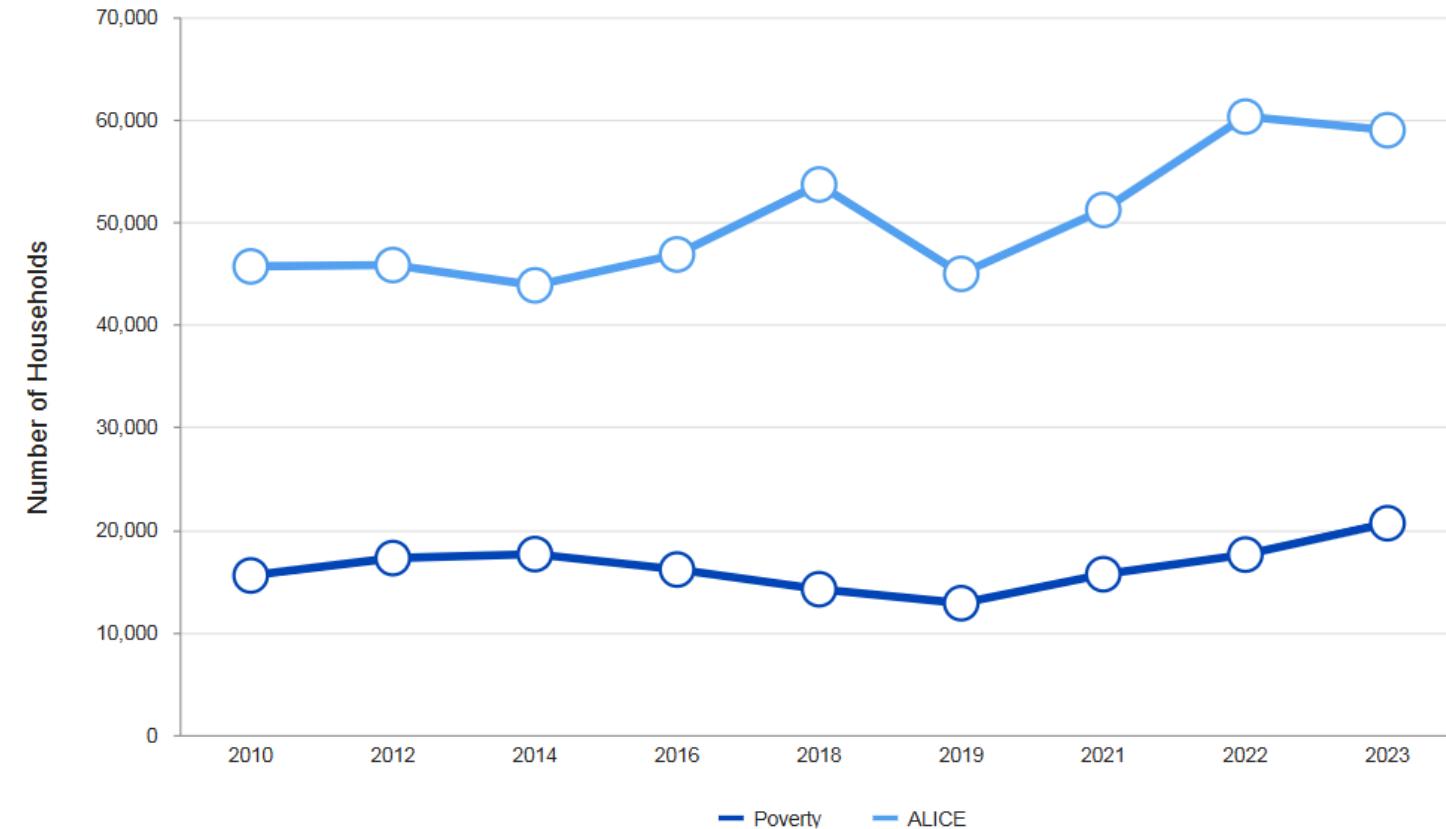
Who is ALICE?

- Of Florida's 8.9 million households, 4.2 million had income below the ALICE Threshold.
- Locally, More than 2 out of every 5 households live below the ALICE Threshold.
 - That's over 658,000 or 45% of all households in UWS 5-County Region.
 - That's 79,555 or 42% of all households in Manatee County



ALICE and poverty households in our counties continue to grow, with percentages maintaining

Number of Households, Manatee County, Florida, 2023



	Poverty	ALICE	Total Below ALICE	% Below ALICE
2019	12,841	44,927	57,768	40%
2021	15,664	51,154	66,818	41%
2022	17,578	60,243	77,821	44%
2023	20,632	58,923	79,555	42%

ALICE is in the Workforce

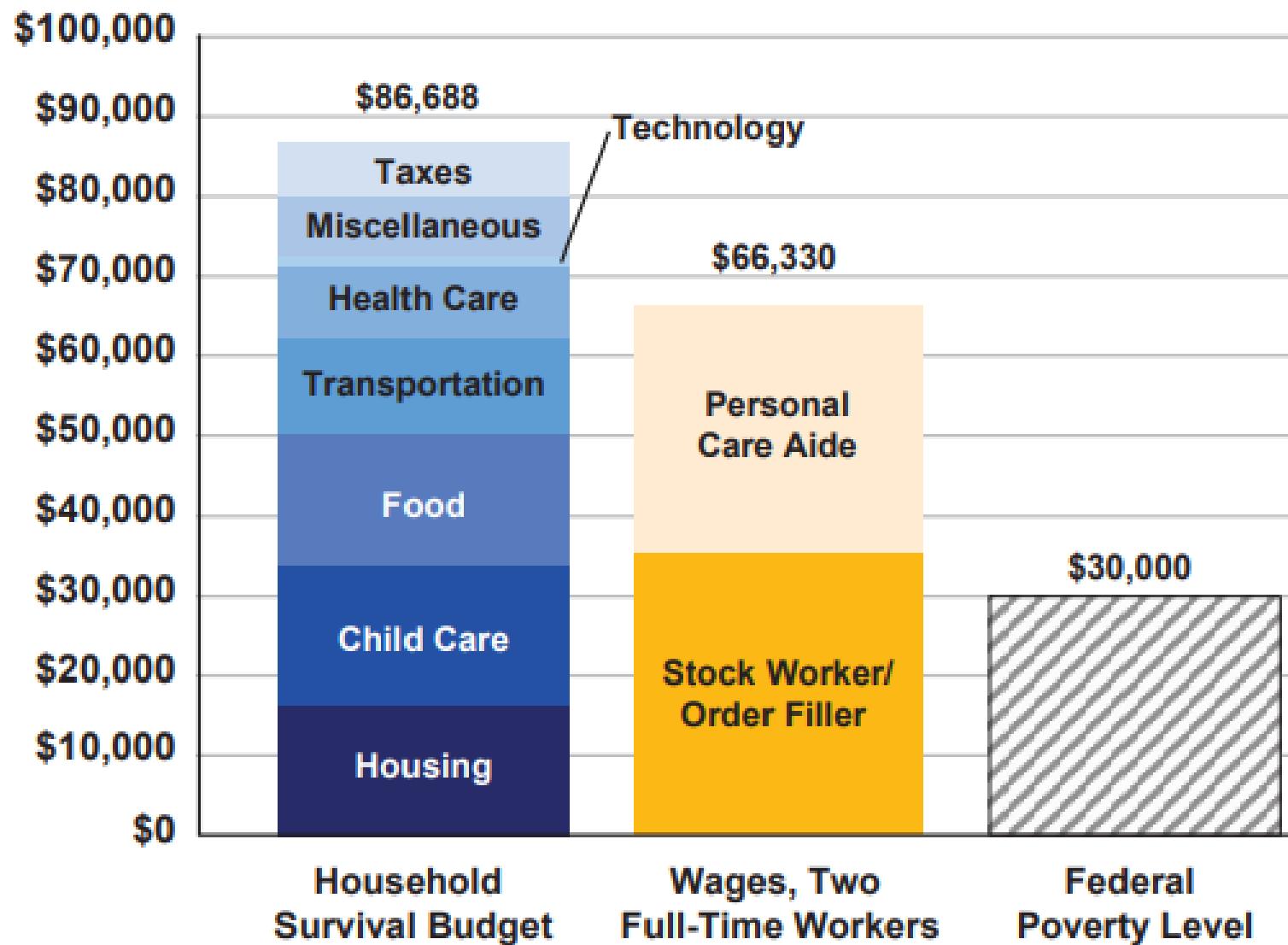
- Within the top twenty occupations in the state, over one third (36%) of all employees are below the ALICE threshold. (1,263,918).
- Of the top 20 occupations in Florida, 65% of them pay less than \$20/hour
- From 2022 to 2023, rates were stable for Cashiers and bookkeeping employees, but greater rates of nurses and teachers fell below ALICE

Career	Number of workers below the ALICE Threshold in each career type
Cashiers	More than half
Accounting and Bookkeeping employees	1 in 4
Registered Nurses	1 in 7
Elementary and Middle School Teachers	1 in 5



ALICE Household Survival Budget, Manatee County, Florida, 2023

Monthly Costs	Single Adult	One Adult, One Child	One Adult, One In Child Care	Two Adults	Two Adults Two Children	Two Adults, Two In Child Care	Single Adult 65+	Two Adults 65+
Housing	\$1,210	\$1,441	\$1,441	\$1,441	\$1,804	\$1,804	\$1,210	\$1,441
Child Care	\$0	\$266	\$708	\$0	\$531	\$1,479	\$0	\$0
Food	\$526	\$890	\$799	\$965	\$1,619	\$1,429	\$484	\$888
Transportation	\$469	\$604	\$604	\$709	\$996	\$996	\$399	\$568
Health Care	\$162	\$488	\$488	\$488	\$759	\$759	\$546	\$1,092
Technology	\$86	\$86	\$86	\$116	\$116	\$116	\$86	\$116
Miscellaneous	\$245	\$378	\$413	\$372	\$583	\$658	\$273	\$411
Taxes	\$374	\$365	\$441	\$491	\$512	\$676	\$432	\$731
Monthly Total	\$3,072	\$4,518	\$4,980	\$4,582	\$6,920	\$7,917	\$3,430	\$5,247
ANNUAL TOTAL	\$36,864	\$54,216	\$59,760	\$54,984	\$83,040	\$95,004	\$41,160	\$62,964
Hourly Wage	\$18.43	\$27.11	\$29.88	\$27.49	\$41.52	\$47.50	\$20.58	\$31.48



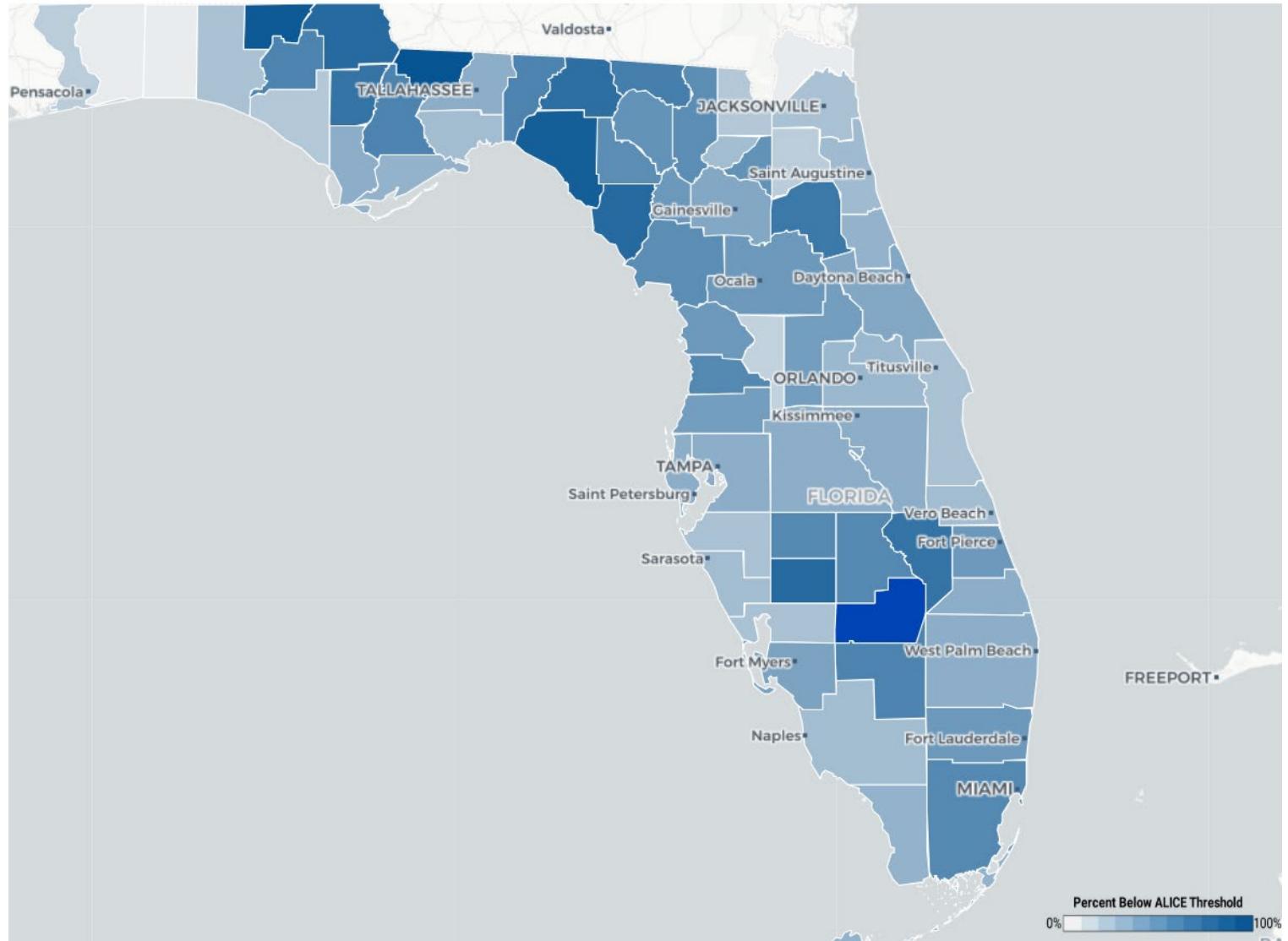
2025 Takeaways – What's different?



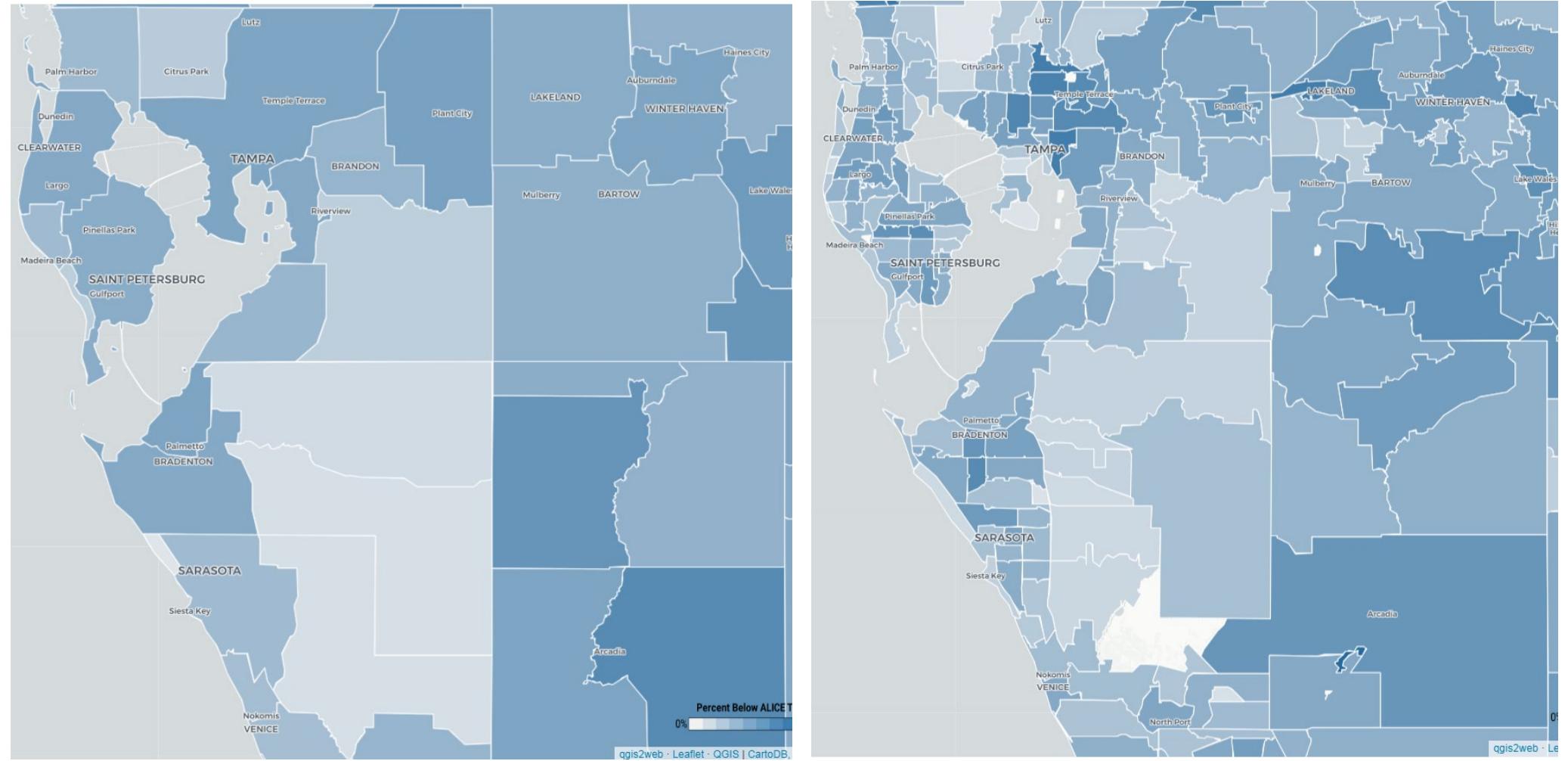
- Even more households below the ALICE Threshold
- Budgets increased 8 percent from 2022 – 2023; expected to continue to climb
- Second highest population change of our 5 counties

DIVING DEEPER WITH CHARTS AND GRAPHS

Rural Communities continue to have highest ALICE rates, though pockets of every city also have areas of high concentrations of those below the ALICE Threshold

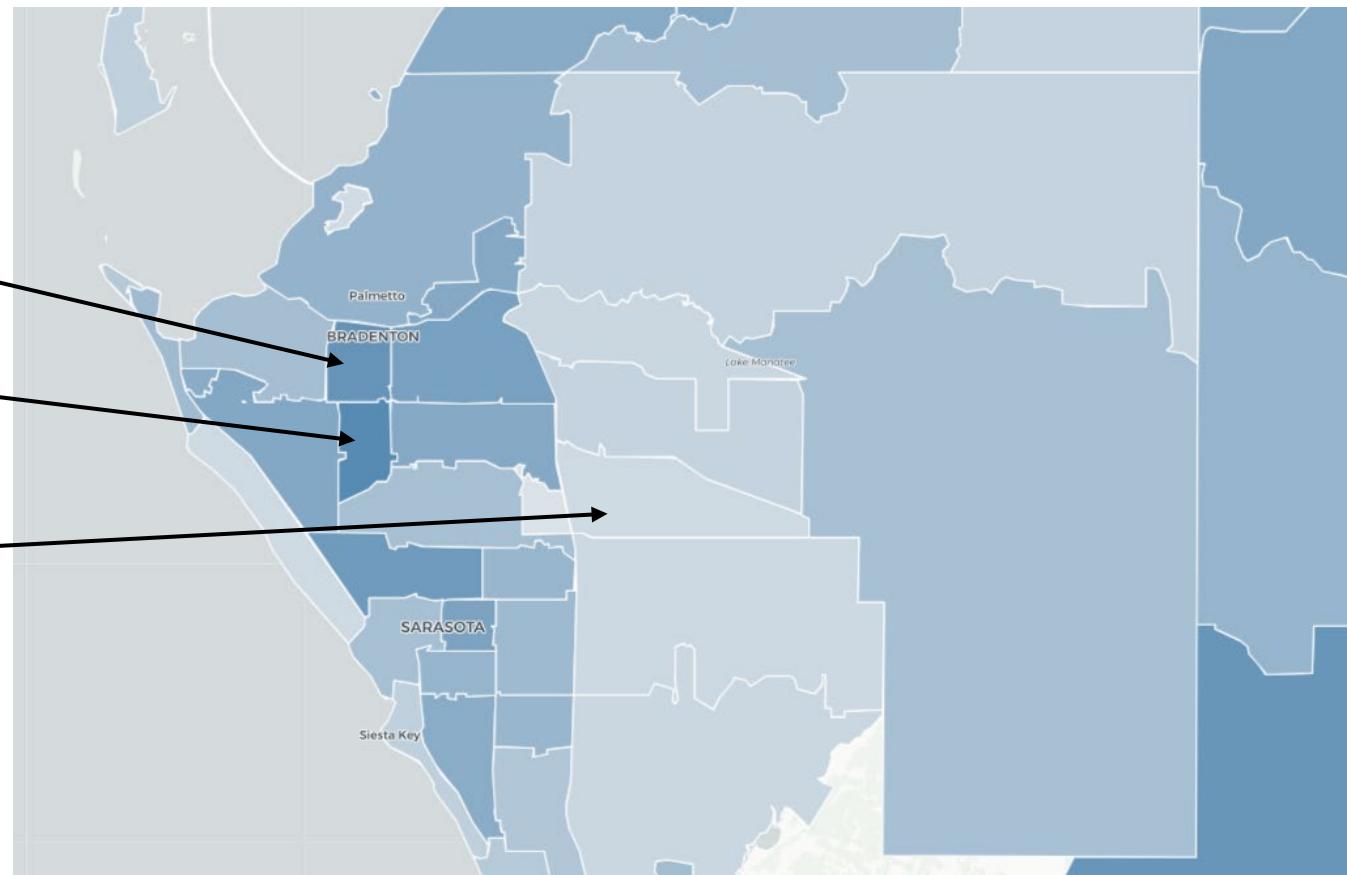


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Manatee County also has varying rates of ALICE populations:

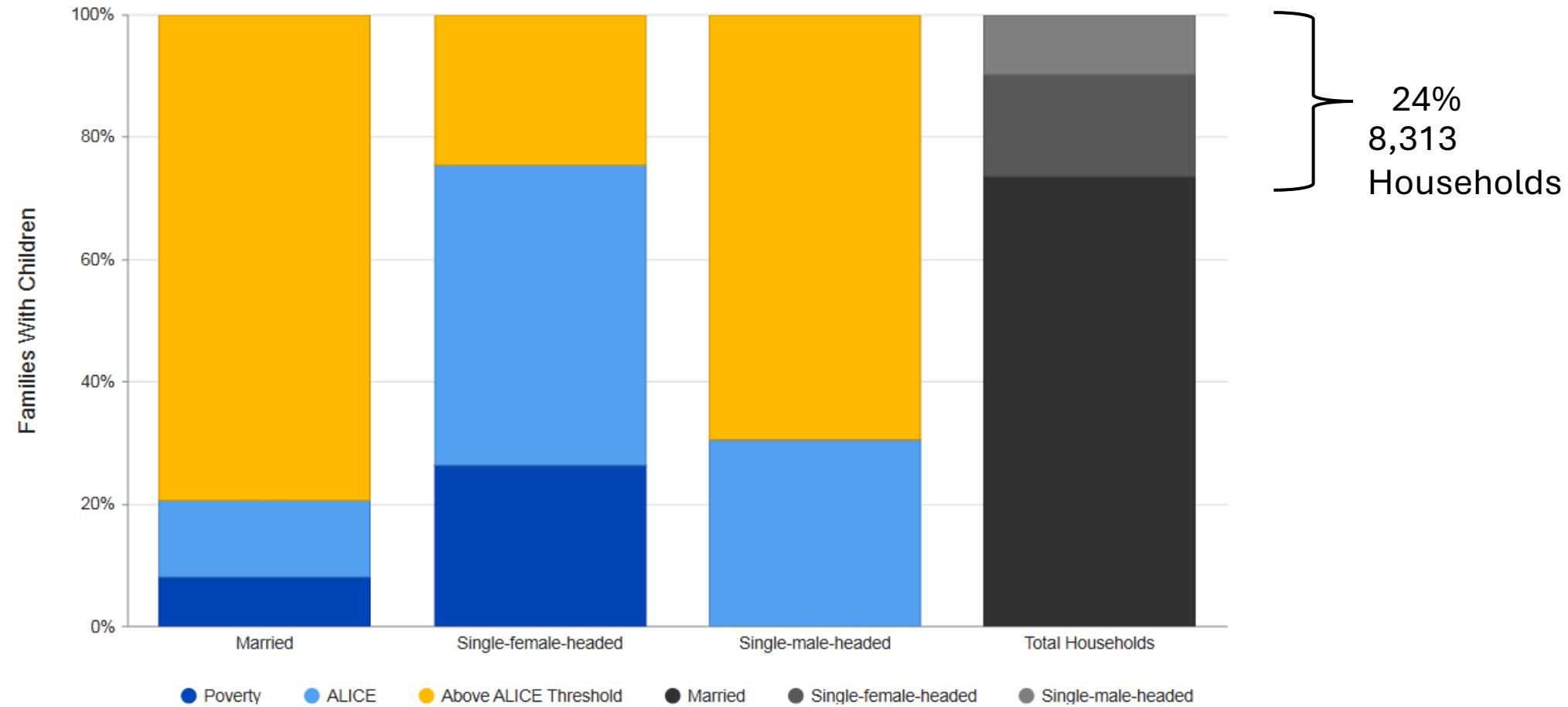
Zip Code	% Below ALICE Threshold
34205	61%
34207	66%
34202	25%



Families with Children: Manatee County, 2023

Single headed families (especially single female-headed households) struggle significantly more than married groups.

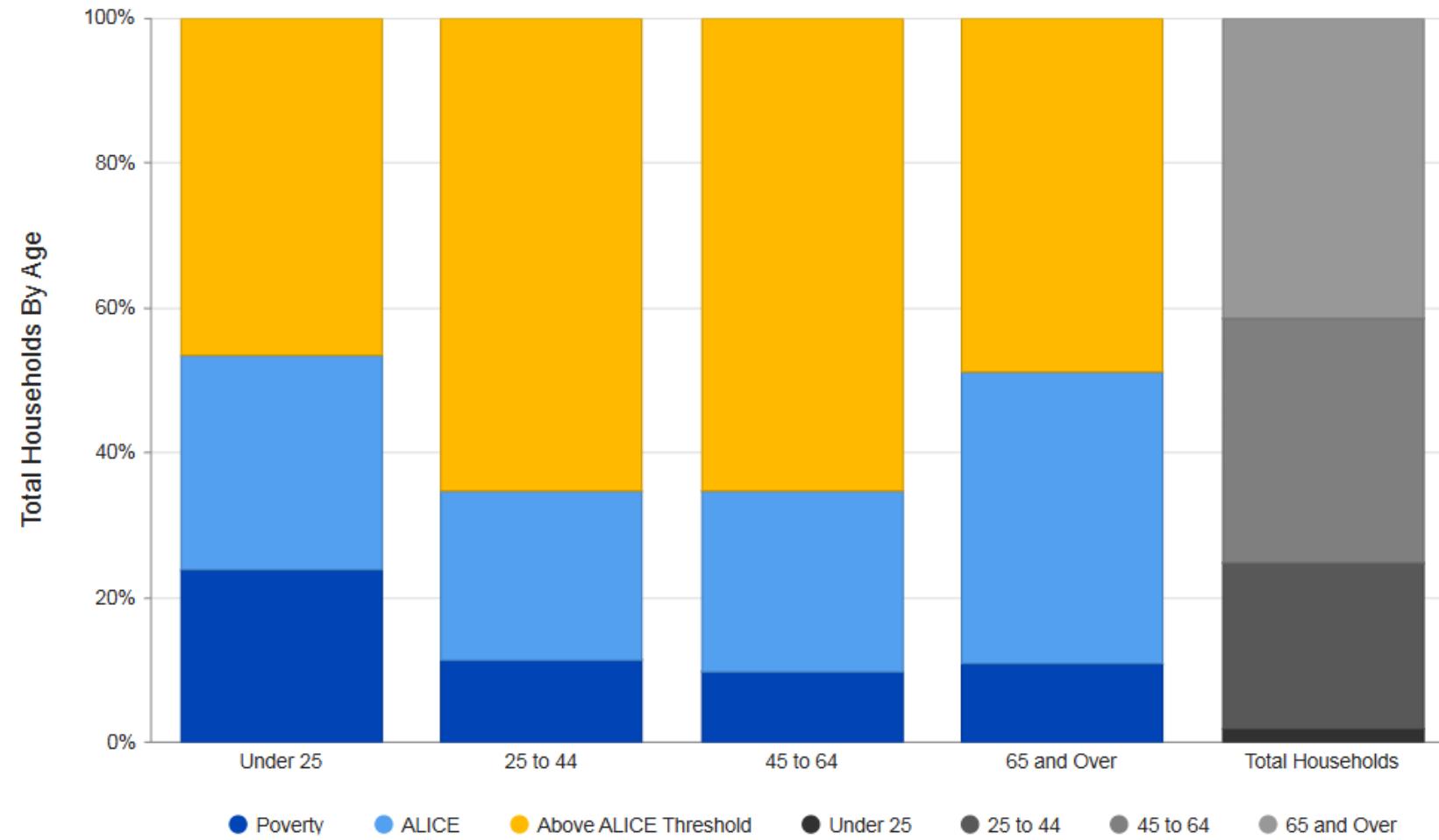
Families With Children, Manatee County, Florida, 2023



Households by Age: Manatee County, 2023

Households aged under 25 struggle significantly, but there are not many of these households. Over 65 struggle next most, and there are a lot of them.

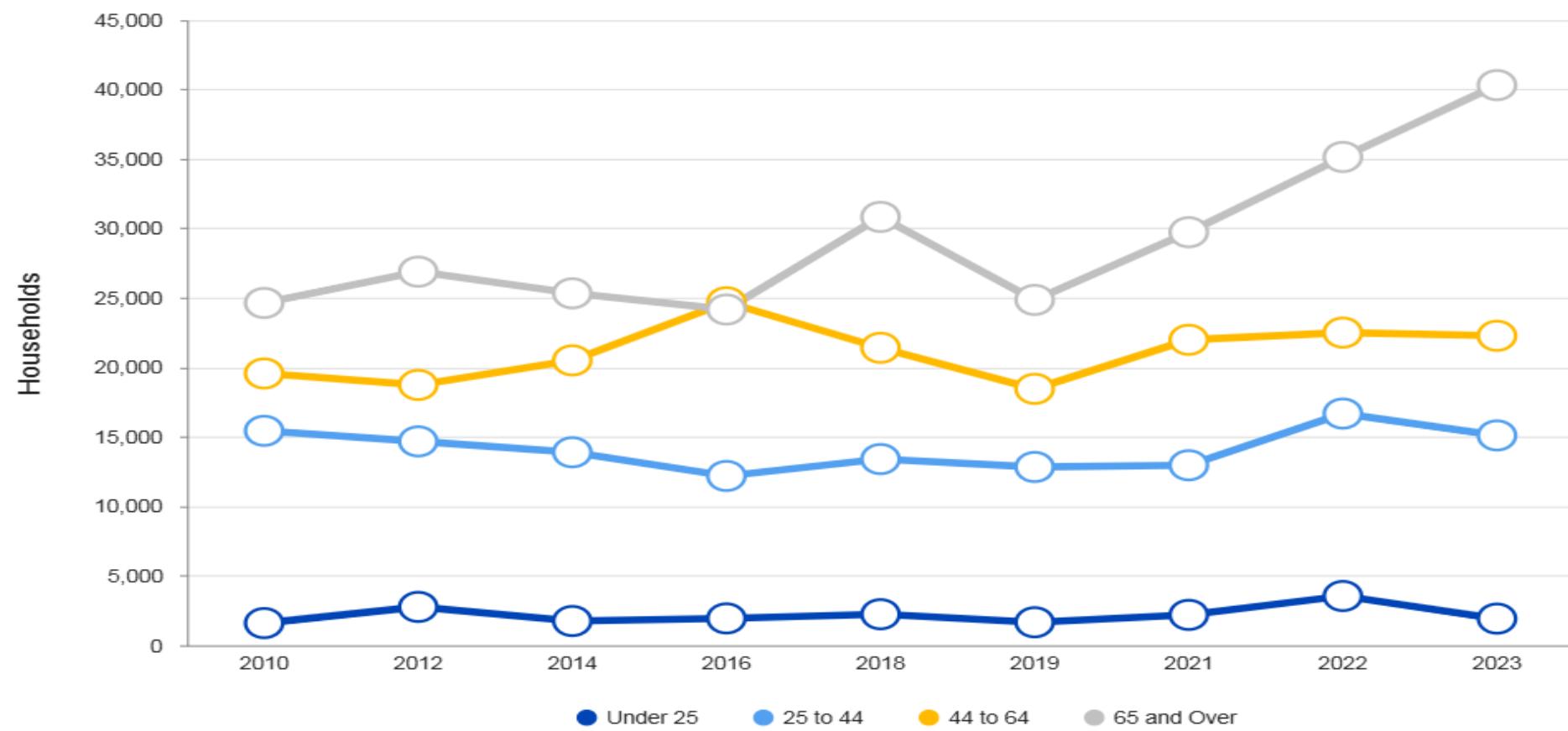
Households by Age of Householder, Manatee County, Florida, 2023



Households by Age: Manatee County, 2023

Our senior communities (aged 65+) have seen a 62% increase in the number of households below the ALICE threshold. The highest increase of any age range.

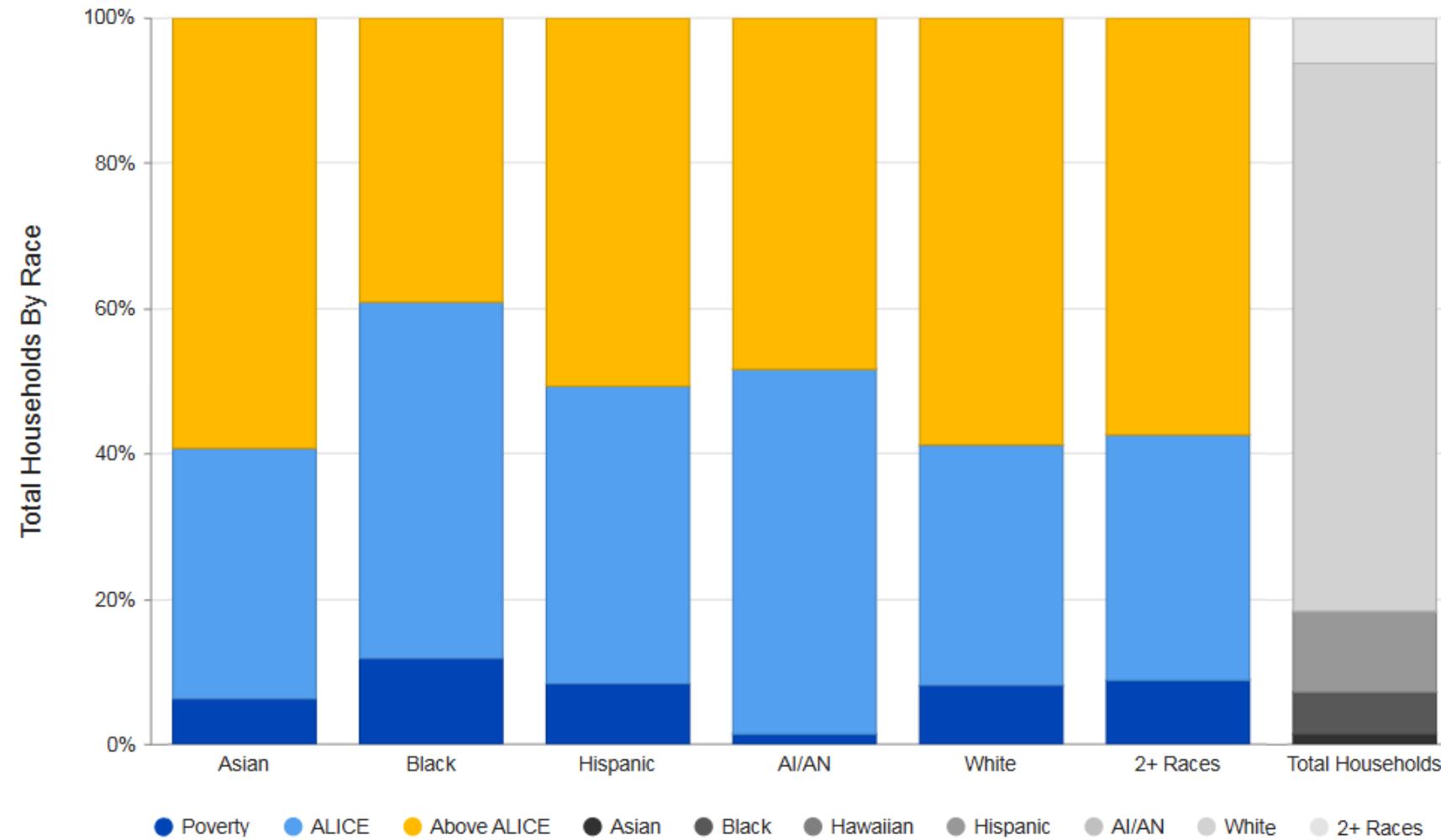
Households by Age of Householder Over Time, Manatee County, Florida, 2010-2023



Households by Race/Ethnicity: Manatee County, 2023

Hispanic and Black households struggle significantly more than their racial counterparts

Households by Race/Ethnicity, Manatee County, Florida, 2023



SO HOW DO WE RESPOND?

- Bring together partners from all areas to support households hit hardest
- Continue to advocate and advance practices that help people have enough to get by
- Create investment strategies that increase our engagement of ALICE communities
- Educate about those in need such as:



- Rent Cost Analysis:
- Tracking how much of a monthly income would be needed to satisfy the average rent in counties



Minimum Wage

Two Earners \$15/hr

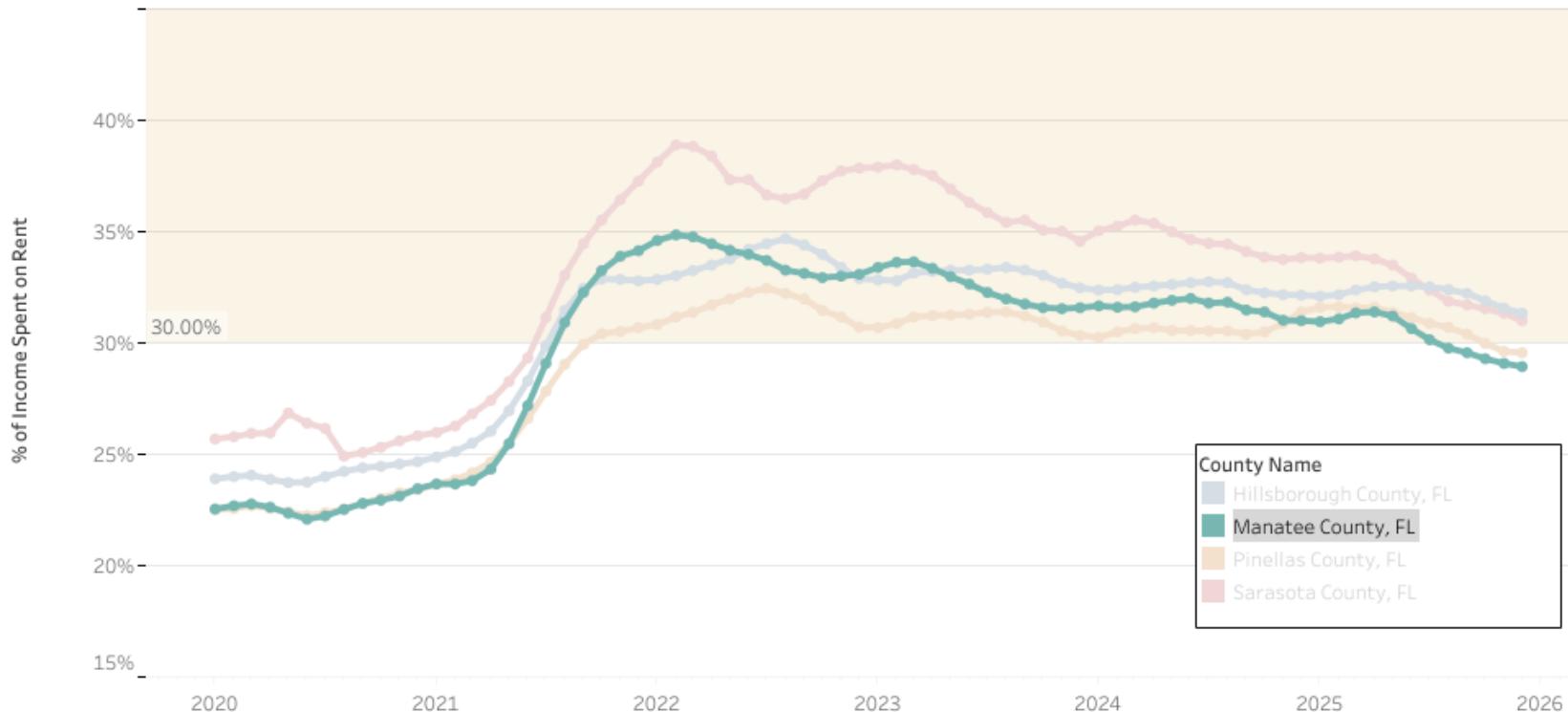
Top of ALICE Threshold

Federal Poverty Line

According to the National Equity Atlas, any household that expends **more than 30% of their Annual Household Income** on rent is classified as **Rent-Cost Burdened**. Households that expend **more than 50% of their income** are deemed **Severely Rent-Cost Burdened**.

Takeaway: A household making ~\$57k/year is classified as **Rent-Cost Burdened** in every county as of Jan 2022. With Florida's Minimum Wage increasing to \$15/hr in 2026 it is clear that it's not an adequate solution.

Two Earners at \$15/hour (income ~\$57,000 annually)



- Direct Comparisons:
- We compare the scale of impact between Federal Poverty Level Vs. ALICE
- Florida Power & Lights Energy Assistance
 - +1.7 million Household
 - +3.5 million Individual

Estimated # of households eligible for energy assistance by county and region								
	Total Individual	Estimated # of individuals below 150% FPL	Estimated # of individuals Below ALICE	Additional Individuals eligible for assistance (difference)	Total Household	# Household Below LIHEAP	# Households Below ALICE	Additional households eligible for assistance (difference)
Indian River	158,002	29,520	77,116	47,596	63,377	6,890	31,221	24,331
Martin	158,323	26,747	70,928	44,181	66,108	8,148	30,311	22,163
Okeechobee	39,716	11,107	18,443	7,336	14,794	2,584	7,467	4,883
Palm Beach	1,481,233	283,878	647,783	363,905	581,119	70,319	258,081	187,762
St. Lucie	467,382	73,144	154,418	81,274	122,186	12,534	58,714	46,180
East Region	2,304,656	424,396	968,688	544,292	847,584	100,475	385,794	285,319
Alachua	276,171	72,366	138,377	66,011	105,003	20,562	55,573	35,011
Baker	28,003	5,346	9,107	3,761	8,532	893	3,119	2,226
Bradford	27,928	6,787	11,972	5,185	8,967	1,812	4,467	2,655
Brevard	601,573	108,284	276,005	167,721	242,657	26,907	112,197	85,290
Clay	216,308	36,202	76,369	40,167	77,434	5,865	27,471	21,606
Columbia	69,265	18,332	32,763	14,431	25,728	3,754	13,105	9,351
Duval	983,153	226,783	415,887	189,104	387,008	57,803	167,023	109,220
Flagler	113,888	20,229	49,758	29,529	45,491	4,303	19,983	15,680
Nassau	88,492	12,446	30,375	17,929	34,691	3,478	12,006	8,528
Putnam	73,147	28,154	46,280	18,126	29,174	7,686	18,737	11,051
Seminole	467,382	74,354	105,472	31,118	180,891	6,578	41,200	34,622
St. Johns	467,382	32,384	220,462	188,078	95,640	17,918	80,168	62,250
Suwannee	43,514	11,388	21,218	9,830	15,098	2,408	7,605	5,197
Union	16,141	2,531	4,485	1,954	4,064	627	1,752	1,125
Volusia	548,783	114,478	240,132	125,654	228,569	34,070	101,751	67,681
North Region	4,021,130	770,064	1,678,662	908,598	1,488,947	194,664	666,157	471,493

Estimated # of households eligible for energy assistance by county and region								
	Total Individual	Estimated # of individuals below 150% FPL	Estimated # of individuals Below ALICE	Additional Individuals eligible for assistance (difference)	Total Household	# Household Below LIHEAP	# Households Below ALICE	Additional households eligible for assistance (difference)
Manatee	394,824	78,356	167,045	88,689	156,254	15,664	66,818	51,154

TAXES FOR TEACHERS AND QUALIFYING STAFF OF THE SCHOOL DISTRICT

United Way Suncoast offers free tax preparation for educators, faculty, bus drivers and other staff members who support our children.

DID YOU EARN LESS THAN \$96,000 LAST YEAR?

Have your federal tax return prepared, e-filed and direct-deposited for FREE.

You don't need to pay \$240 or more for simple tax preparation. IRS-certified volunteers will prepare your taxes and ensure you get the largest qualified refund. You may also be eligible for the Educator Credit, Earned Income Tax Credit (EITC) and Child Tax Credit (CTC) when you file.



Appointments are strongly encouraged.

To make an appointment visit uws vita.org or call 1-833-UWS-VITA
(Website and phone lines open on 1/16/2026)



QUESTIONS?



**School Board of Manatee County
February 3, 2026 - Workshop**

Title

One Stop Workforce Housing Proposal - Updated 1/30/2026

Executive Summary

The Board will hear a presentation regarding One Stop Workforce Housing Proposal

Contact

Submitting Department: Administration

Initiated by: Kevin Chapman

Attachments:

[School Board Presentation - added 1/30/2026](#)

Workforce Housing Community



Prepared for



39 Year in Business
4,000+ Units Managed

BUILD – MANAGE – INSPIRE



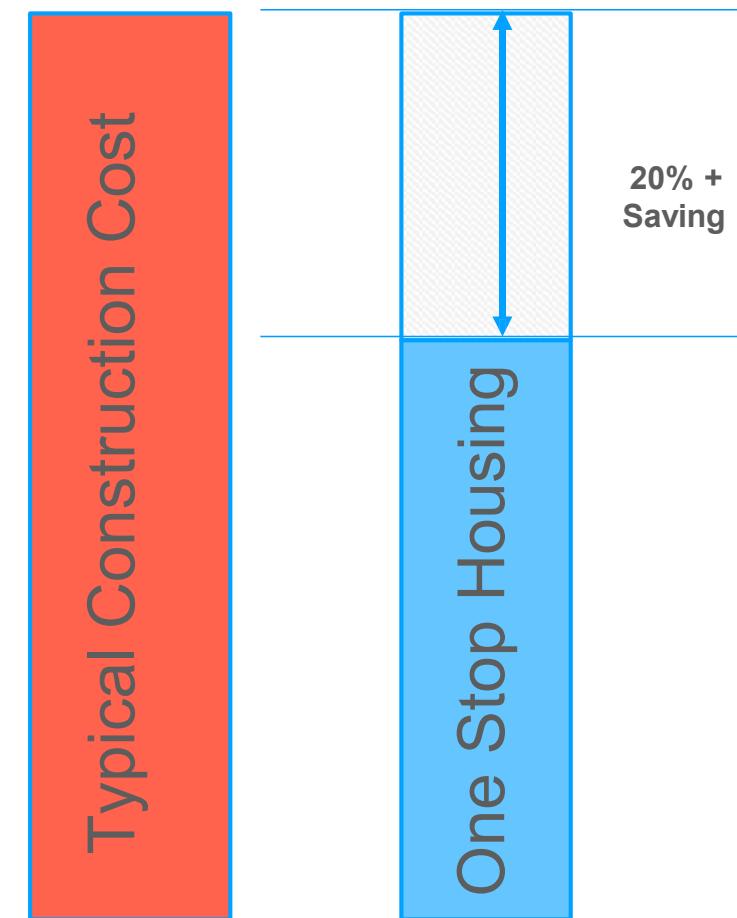
“Complete Turn-Key One Stop Solutions to
Housing & Mix Community Development”



One Stop Housing is able to provide the most competitive construction cost for the following reason:

- Strong Value Engineering process
- In house Development
- In house Licensed General Contracting
- In house Licensed Plumbing Contractor
- In house Licensed Electrical Contractor
- In house Licensed Roofing Contractor
- Standardized Unit Layout

Keeping these services in house has allowed OSH to keep our construction consistently at least **20%** or more below market





**Shared
Challenges with
Recruitment &
Retention created
by Shortage of
Workforce
Housing**





TEACHER HOUSING DEVELOPMENT

- **Custom Sized Mixed Use Multifamily Development**
- *Complete Turn-Key Solution* from Development to Management
- **Rents with utilities set at or below 30% of employee annual wages.**
- Apartment Mix, Unit Size & Amenities all selected based on *survey results of employee surveys* from the School District
- *Improve Employee Retention and Recruitment*





Survey Summary:

Compiled: 6-22-24

- **36%** of respondents are renting or live with Family/Friends
- **9%** of the respondents are living with Family/Friends or in a shelter
- **71%** of respondents that answered the question are interested in considering living in a School District Housing Community. 301 total of the 417. 629 respondents didn't answer.
- **31%** of the employees are cost burdened, spending over 30% of their annual income.
- **56%** of respondents interested in housing are living in a studio apartment.
- **98%** of respondents interested in housing have 1 or more children and seeking 1 or more bedroom apartment.
- **73%** of respondents interested in housing are comprised of 2 or more adults living in the household

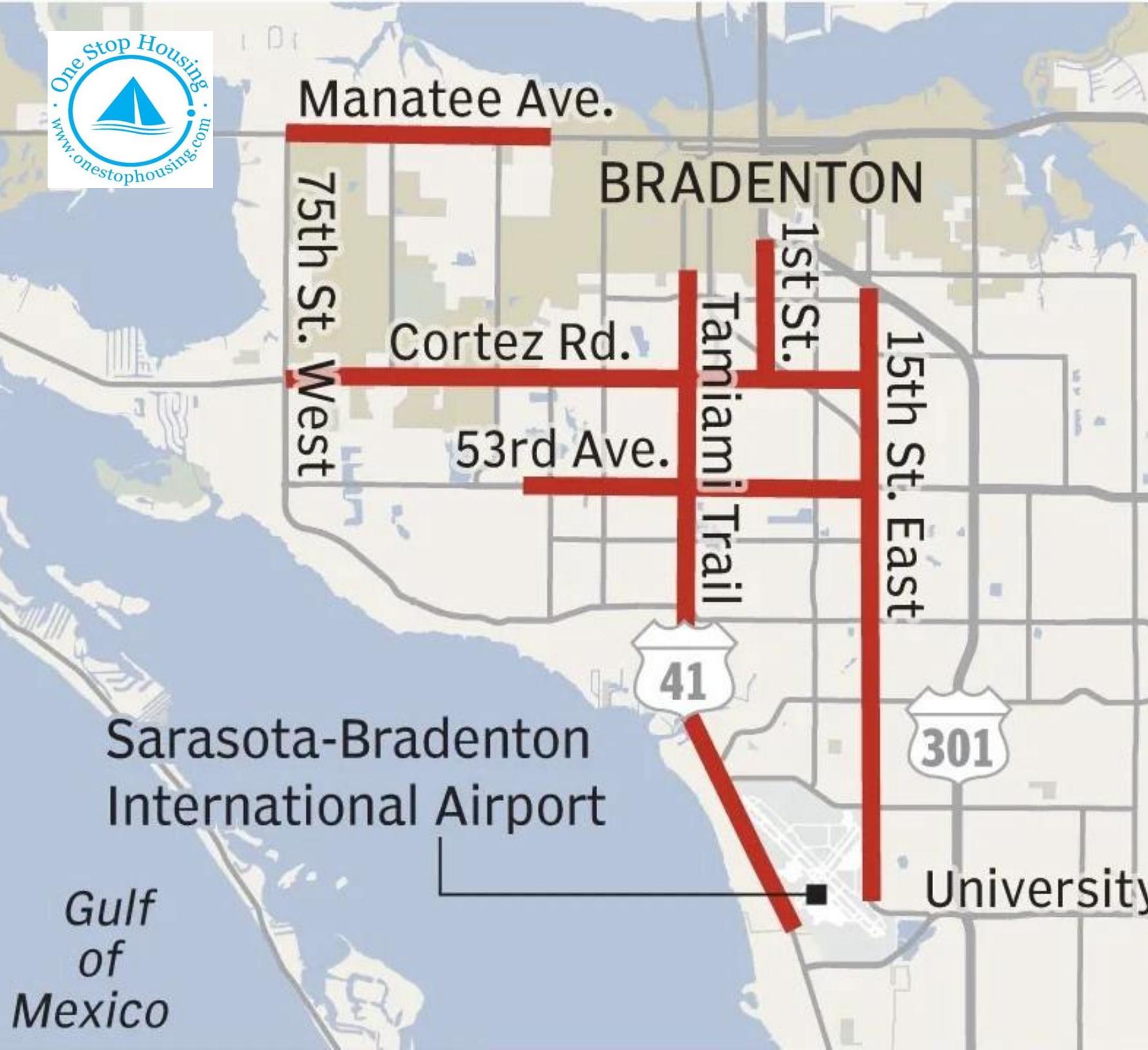




2501 63rd Avenue East Bradenton FL



Address	2501 63rd Avenue E, Bradenton FL	
Parcel ID	1848310059	
Lot Size	4.87	Acres
Zoning Density needed	32	Per Acre
Max Units proposed	132	Units
Proposed	122	Units (New Building)

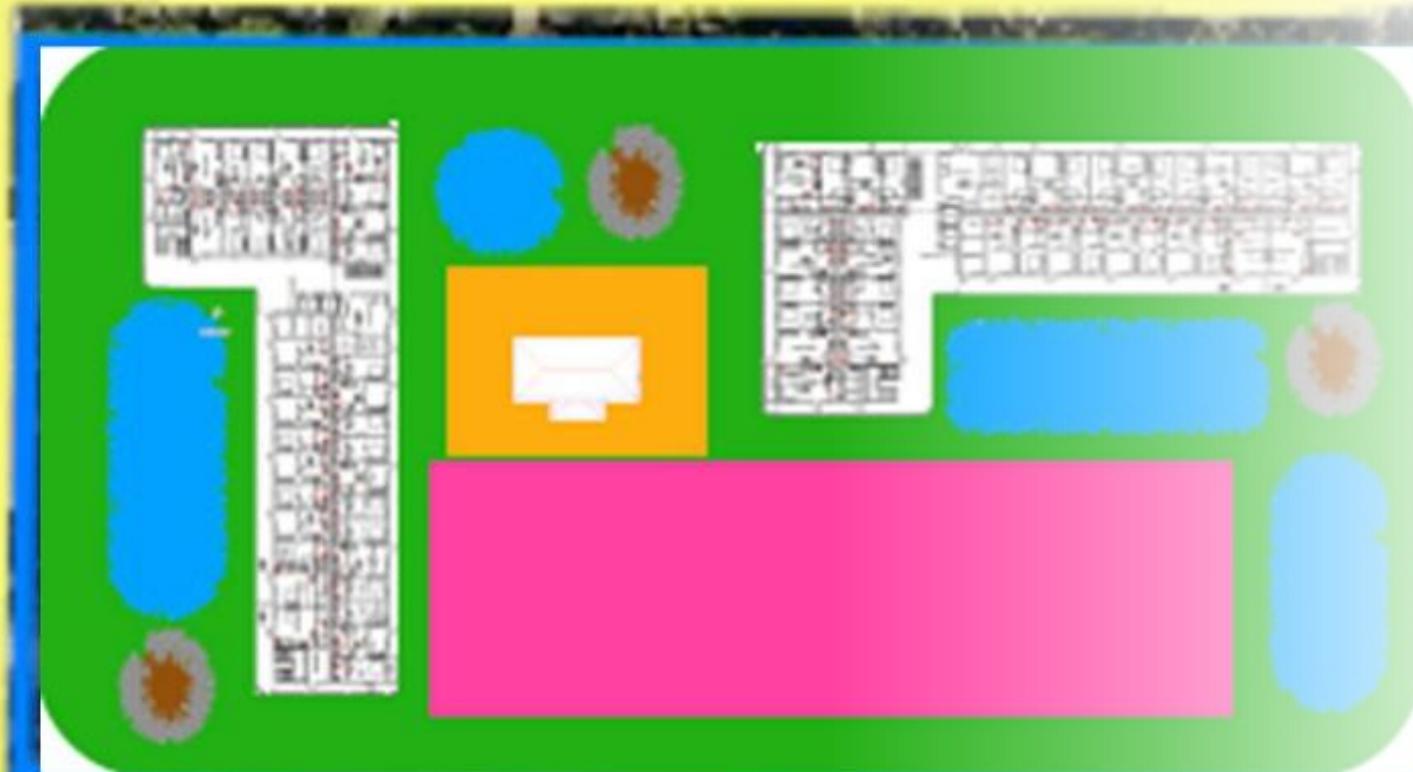


Urban Corridor Density Bonus:

- “Florida Live Local” Proposed Zoning:
 - Highest Density within county:
 - Urban Corridor - 32 / 40 units per acre



Conceptual Site Plan:



**2501 63rd Avenue East
Bradenton FL**

Conceptual Elevation

2501 63rd Avenue East, Bradenton FL



Standard building:

- (2) 4 stories with a range of to 66 units per building
- Units Types sized to Employee Survey
- Amenities and in-unit features based on Employee Survey
- Exterior of Building and Site Plan (Initial Concept)

Amenities:

- Club House w/ Small Kitchen
- Barbeque / Picnic Area
- Dog Walking Park
- Business Center
- Gym/Fitness Cener

Partnership / Development Option:



Land Use Structure:

- **Grant Land to**  **Manatee Education Foundation**
- **Priority Agreement creating 100% of units to School District Employees and/or other designated groups.**
- **% of available cash flow from operations back to Foundation for use of programs to benefit School District.**
- **Land Use Restriction Agreement (LURA) – Mandate rental rates NOT to exceed set AMI Schedule**

Development Structure:

- **Development, Construction, Property Manager – Responsibility of One Stop Housing**
- **Developer Completion Guarantees**
- **No Financial or Operational Risk to School District**
- **Rental Rates target at or below 30% of salaries**
- **Build out amenities and unit size based on survey**
- **School District final sign off on building design & elevations**



OPEN DISCUSSION:

Workforce Housing Development

- 1) Board Questions & Discussion of Concept.
- 2) Seeking approval to proceed with the due diligence needed to provide the development feasibility study and estimated financial proforma.





Workforce Housing Communities

CONTACT INFORMATION

One Stop Housing
Mark Vengroff
MarkV@OneStopHousing.com
(941) 993-9563 Direct #

“Complete Turn-Key One Stop Solutions to
Housing & Mix Community Development”



**School Board of Manatee County
February 3, 2026 - Workshop**

Title

FLEHT Workshop - Updated 1/30/2026

Executive Summary

The Board will hear a presentation regarding FLEHT.

Contact

Submitting Department: Human Resources

Initiated by: Dr. Christina Britton

Attachments:

[FLEHT Introductory PowerPoint JAN 2026](#)



FLEHT

FLORIDA EDUCATOR HEALTH TRUST

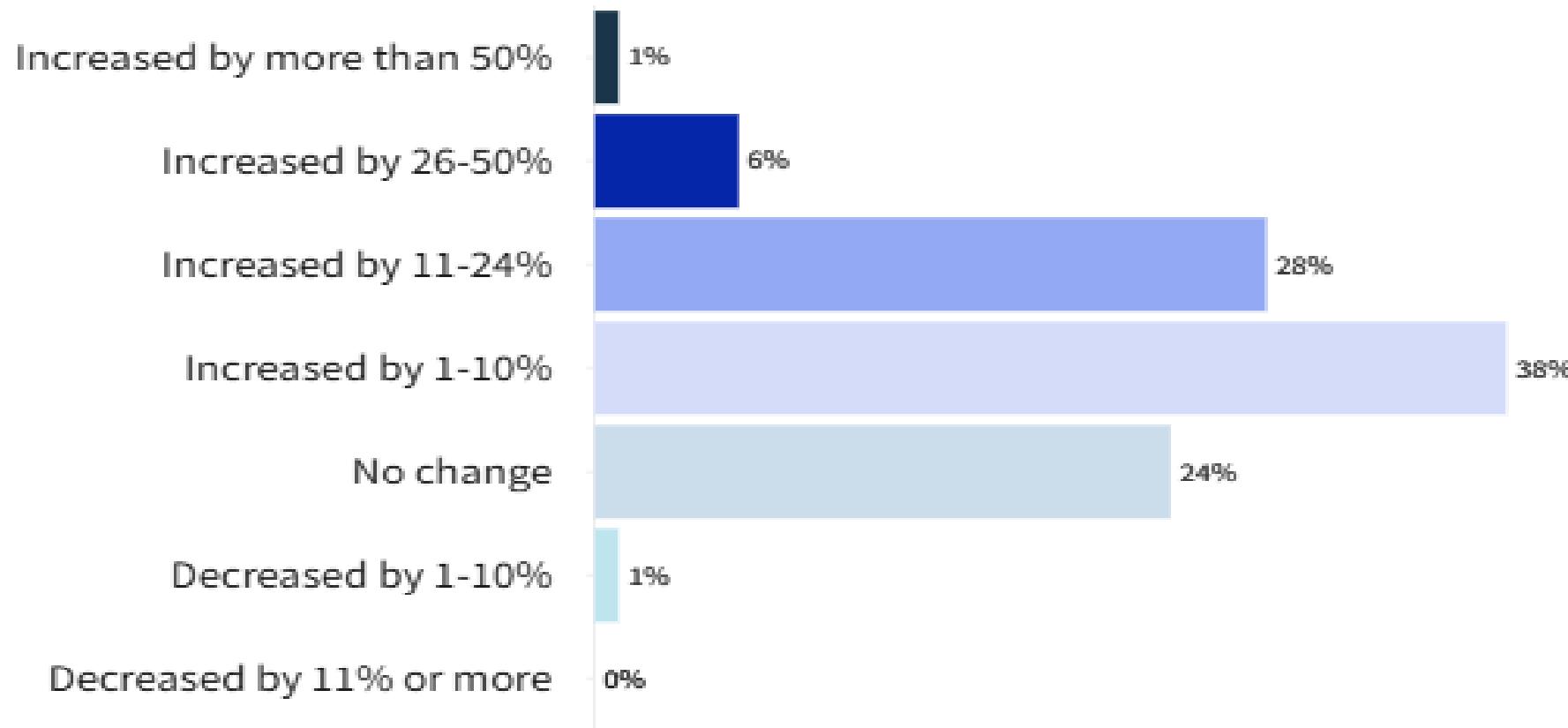


*Bringing the Health Back
to your Health Insurance
Program!*

Health Insurance Trends

- According to the National Council on Teacher Quality* (January 2024), while the overall cost of living in the United States has increased by 17% since 2018, the cost of health insurance premiums has increased by 45%.

How, if at all, has the cost of providing health insurance to employees in your district changed between now and this time last year?



*Results show responses from district leaders.

SOURCE: EdWeek Research Center survey, March 2024

Background of FLEHT?

The Florida Educator Health Trust (FLEHT) is formerly known as the FSHIP program as established by the Florida School Board Insurance Trust (FSBIT) in 2009.

FSBIT operates under the Florida School Boards Association (FSBA)

In April 2025, FSHIP became FLEHT under the Florida Association of District School Superintendents (FADSS)

The sole purpose of FLEHT, is to provide a health insurance trust for school districts, that brings buying power, transparency, efficiency, and long-term savings to participating districts, while putting school districts in control of their programs.

What is FLEHT?

The Florida Educator Health Trust (FLEHT a non-profit) is the premier solution to sustainable savings and value in serving employees through health insurance plans provided by Florida school districts. With the traditional marketplace in the health insurance space consisting of complicated formulas, vague or hidden commissions, many times filled with undisclosed backend retention bonuses for agents and brokers, allow FLEHT to show your district a transparent way forward!

Florida Statute Authorization 112.08

Section 112.08(2)(a) authorizes local governmental units to do three things.

1. Enter a contract with insurance companies for life, health, accident, hospitalization, legal expense, or annuity insurance.
2. Self-insure a plan for health, accident, and hospitalization coverage.
3. Enter a risk management consortium (i.e. a risk management trust) to provide health, accident, and hospitalization coverage.

By joining FLEHT, a district, is in effect joining its own Trust with other member districts.

School District Participants

- Over 38,000 school district employees
 - Hendry
 - Hardee
 - DeSoto
 - Polk
 - Brevard
 - Okeechobee
 - Madison
 - Dixie
 - Nassau
 - Baker
 - Hamilton
 - Highlands
 - Charlotte
 - Okaloosa
 - Suwannee

Original Members

Florida Educator Health Trust





**ENGAGED
WITH MORE
THAN 25
ADDITIONAL
FLORIDA
SCHOOL
DISTRICTS**

**Florida Educator
Health Trust**



Why FLEHT?

- Transparency, control, accountability, and engagement that supercharge district savings
- Economy of scale-Buying Power
- Financial stability through minimizing year-to-year volatility
- Health plan rehabilitation for struggling programs
- Claims reduction services and sharing of best practices
- 112.08 compliance verification
- Share in dividend program through risk sharing with individual district protection
- Stop loss premium reduction and stabilization
- Reduced district procurement and operational costs

Who is Eligible to Join FLEHT?

- **All Florida school districts that are members of the Florida Association of District School Superintendents (FADSS) are eligible to participate.**
- **School districts that are already self-insured or willing to transition to a self-insured program.**
- **District leadership and school boards that are motivated to engage in long term solutions for their health insurance programs.**

How to Participate in FLEHT

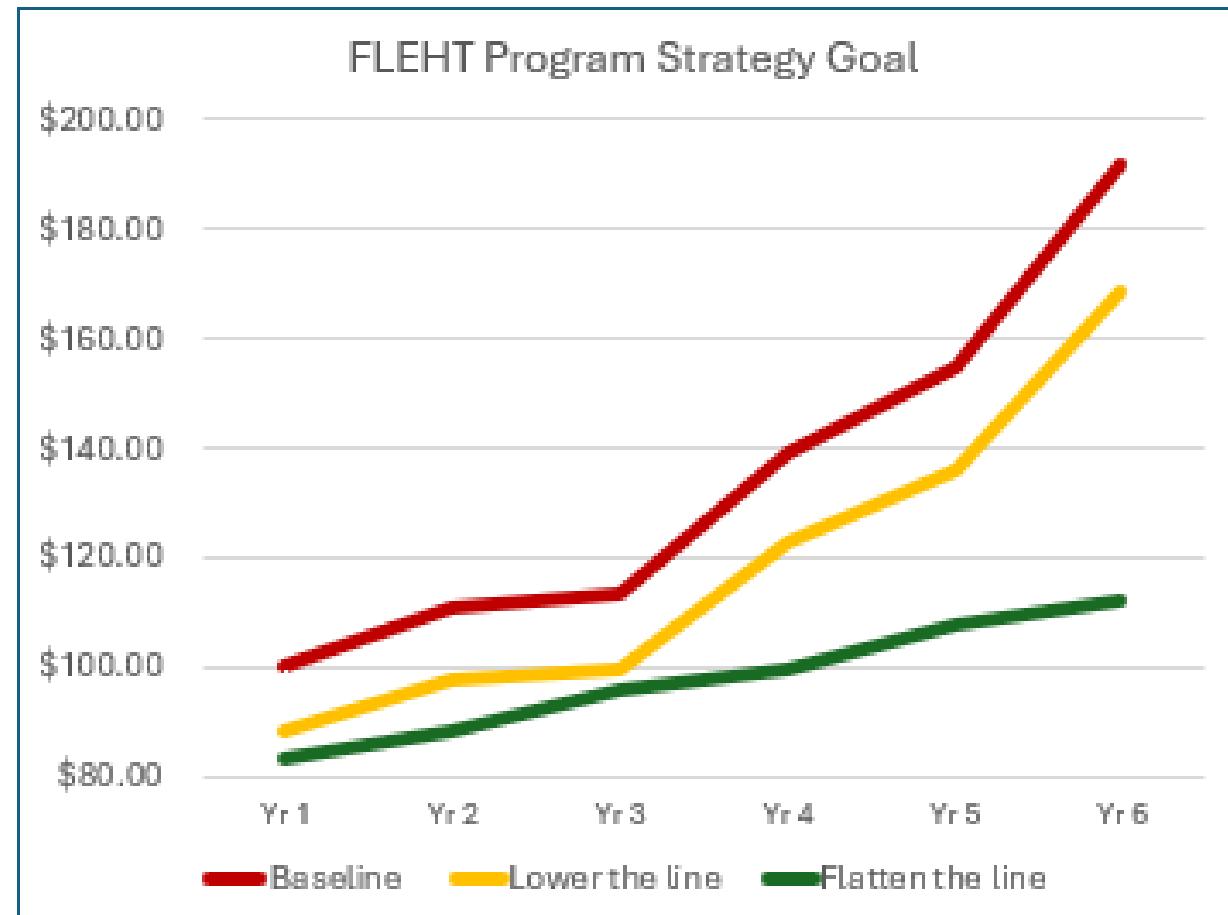
- **School board must adopt participation agreement**
- **District must be or become self-insured**
- **Establish a district transition plan into FLEHT (assistance available through a short-term transition contract with Avail Benefits based on individual district need)**
- **District formally enters FLEHT**
- **Each superintendent is a member/trustee of FLEHT**

What Can the District Expect?

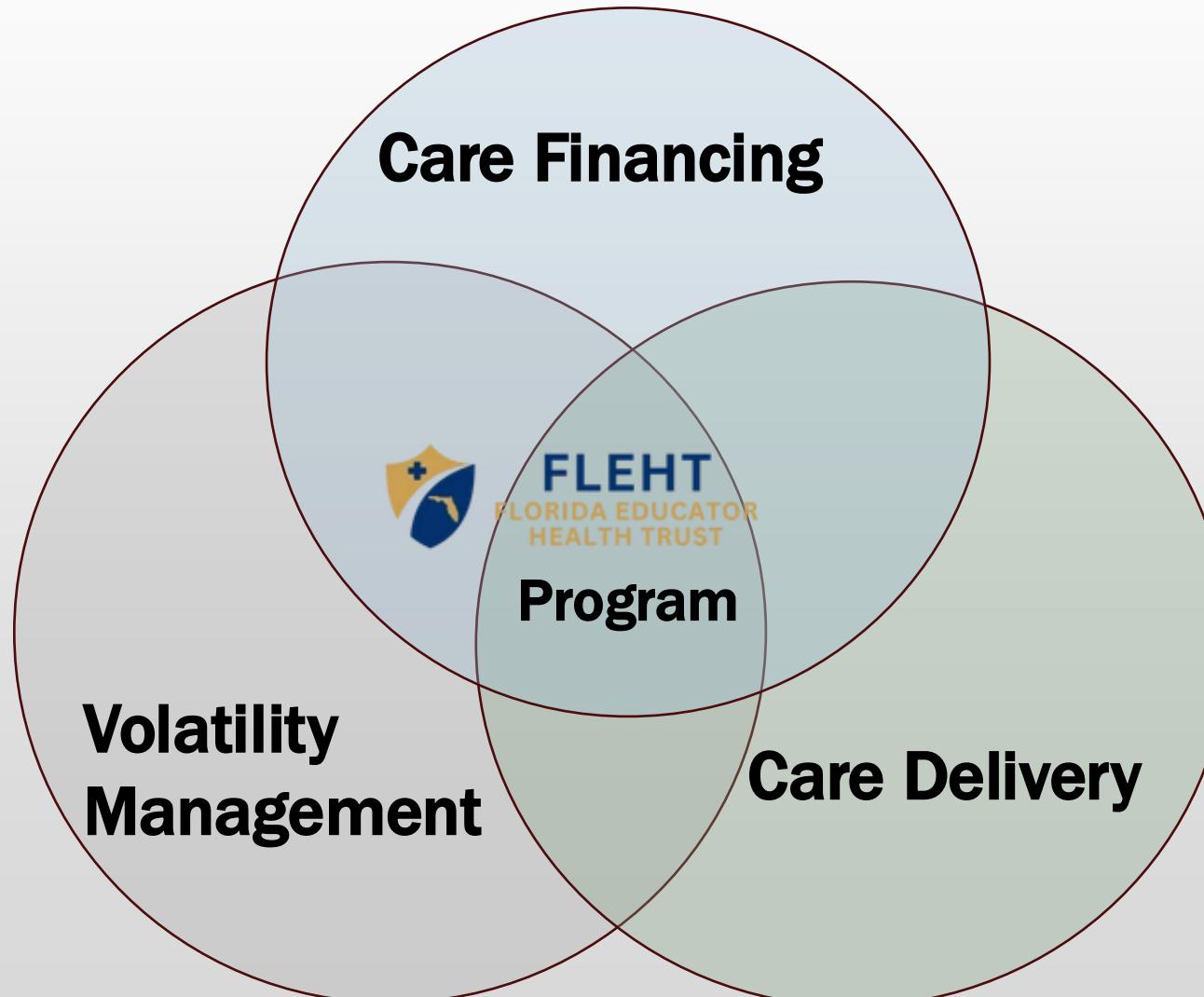
- **Education on the value of actively managing a self-insurance program**
- **Savings 7%-12% on total spend when transitioning from a fully-insured health insurance plan to self-insured inside of FLEHT**
- **Savings of 7%-13% active inside FLEHT within 1-3 years, compared to staying independently self-insured without FLEHT**
- **Industry leading assistance with data analysis and application**
- **Wellness support to maximize health plan outcomes**
- **Performance audits of contract effectuation delivered by the agent/broker to ensure ROI and protect the district**

FLEHT Program Strategy Goal

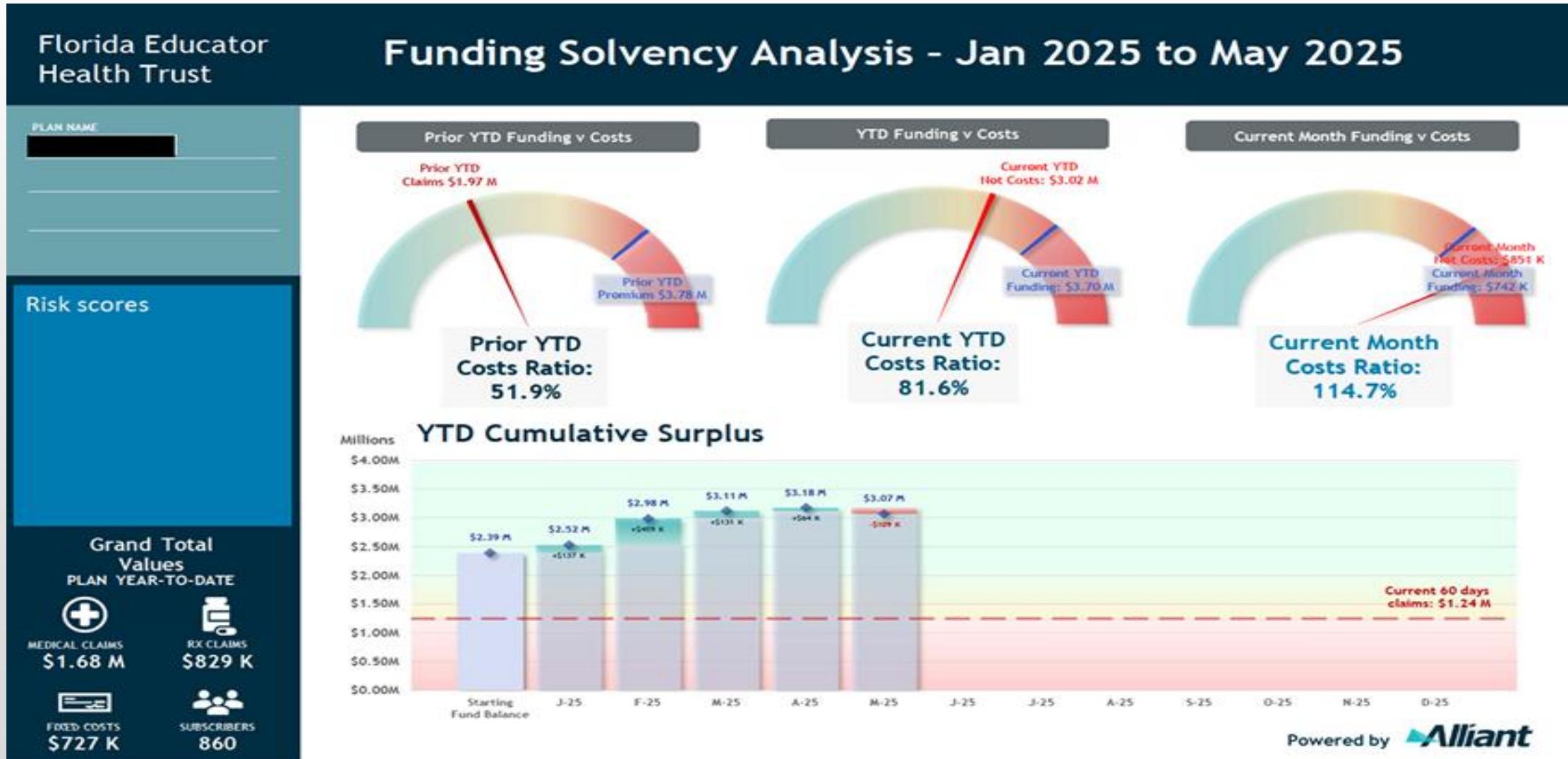
- Baseline** – traditional broker market model
 - (Fully insured BUCA/Agent)
- Lower the line** – maximize economy of scale
 - (FLEHT buying power)
- Flatten the line** – reduced costs and volatility
 - (Risk sharing and best practices)



FLEHT Program Strategy



FLEHT Dashboard



Five Unique FLEHT Facts

- 1. A properly managed self-insured program inside of FLEHT will always net savings over time when compared to a fully-insured district program.**
- 2. Current independently self-insured districts outside of FLEHT will benefit from joining FLEHT directly from the services, checks and balances, economy of scale, and risk sharing only available within the FLEHT program.**
- 3. The FLEHT program capitalizes on specialization of skills, eradicating conflicts of interest, and sharing of best practices.**
- 4. FLEHT operates in a controlled environment where layers of costs are not driven on percentages of premium and profit margins, but rather a flat PEPM.**
- 5. FLEHT's direct obligation and fiduciary duty is to the district and not a company.**

FLEHT Partners and Operational Components

- **FADSS**- Provides administrative services to FLEHT (Executive Director) and oversees contracts with vendors who support the FLEHT program
- **Avail Analytics**- Provides program management through checks and balances, best practices, compliance with F.S. 112.08, auditor general compliance, and contract management for vendors inside FLEHT
- **Alliant**- Provides actuarial services for members, provides funding recommendations, places stop-loss insurance, and houses the data warehouse
- **FSBIT**- Serves as the accounting arm of FLEHT

Member District Program Benefits:

- Controlled by District School Superintendents
- Access to FLEHT's risk sharing program
- Member District has complete autonomy over full employee benefits program
- Exclusive expert support available for engagement into FLEHT
- Economy of scale purchasing for maximum savings
- Accounting services and billing consolidation to reduce District workload
- Actuarial services, financial reporting and funding recommendations
- Annual analysis and marketing of medical, pharmacy and stop loss programs
- Annual repricing of medical and pharmacy claims to ensure maximum savings
- Independent oversight and audits for State, Federal and Local compliance
- Best practices analysis and audits
- Procurement services, contract negotiations and vendor contract management
- Conflict of interest control for full transparency to District
- FSBIT cooperation for accounting and consulting services
- Consolidated Data Warehouse for maximum efficiency

Questions



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