

TO: BOARD OF TRUSTEES

FROM: SUPERINTENDENT

COMMUNICATION NO. 57-2009/10-HR

Prepared by the Office of the Vice President Human Resources
For Presentation to the Board of Trustees
September 14, 2009

SUBJECT: HEALTH AND WELFARE BENEFITS FOR ADMINISTRATORS AND
CONFIDENTIAL/MANAGEMENT/SUPERVISORY EMPLOYEES.

A. BACKGROUND

For the plan year beginning October 1, 2009 to September 30, 2010, California Value Trust (CVT) announced a 9.5% increase in the District's healthcare benefit packages. The SIRMA III revised 2009-2010 renewals included a 1.38% decrease in the Delta Dental package, with a decrease of 2.60% in the Medical Eye Service (MES) benefit.

The District has reached an agreement with the AVCFT and AVCFCE. The same provisions will be made for Administrators and the Confidential/Management/Supervisory group. The agreement phases the benefits provisions and temporarily reaffirms the agreement to retain the \$13,385.10 benefits cap. The MOU obligates the District to pay for the difference between the health and welfare benefits costs and the District benefits cap and employee contributions. In addition, it provides for a single contribution for couples toward benefits costs, and provides agreement for review of any one-time cost savings distribution.

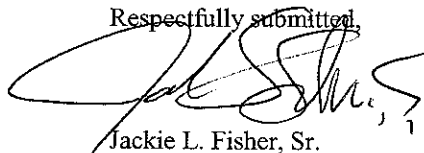
B. BUDGET IMPLICATIONS

The fiscal impact of the agreement will be reviewed after the open enrollment for all employees. The provisions agree to review any one-time cost savings distribution.

C. RECOMMENDATION

It is recommended that the Board of Trustees agree to these provisions for Administrators and the Confidential/Management/Supervisory employees.

Respectfully submitted,



Jackie L. Fisher, Sr.
Superintendent/President

Prepared By:



Shane Turner
Assistant Superintendent/Vice President
Human Resources and Employee Relation

Office of Human Resources

Communication No. 57-2009/10-HR

September 14, 2009

HEALTH AND WELFARE BENEFITS FOR ADMINISTRATORS AND CONFIDENTIAL / MANAGEMENT /
SUPERVISORY EMPLOYEES.