



BOARD OF SCHOOL TRUSTEES

KELLER INDEPENDENT SCHOOL DISTRICT

9C. **Action** **Date: September 24, 2007**

SUBJECT: APPROVAL OF 2008 EMPLOYEE BENEFITS

BOARD GOAL: The Keller Independent School District will recruit, develop and retain a diverse highly qualified staff.

All systems in the Keller Independent School District will be effective, efficient, and accountable in support of the district's mission.

FISCAL NOTE: 2007 – 2008 Budgeted Funds

Background Information:

- The Health Benefits plan year is January 1 through December 31; premiums for January are deducted in December paychecks.
- Open Enrollment for 2008 will be October 15, 2007 through November 16, 2007.
- Numerous informational Benefits meetings will be held across the District as well as computer assistance and vendor information sessions.

The Keller ISD strives to provide a balance of plans, and options within those plans, that will best meet the needs of employees and also be fiscally responsible. To that end, the following changes are recommended:

- An additional \$10 District contribution to \$255 per month (offset from the workers' compensation fund)
- Minimal rate increase to employees (6% of total premium; below industry trend)
- Minimal benefit changes
- Freeze new enrollment in the HMP Plan

+++++

The administration recommends that the Board of Trustees accept the 2008 Health Benefits Plans as proposed and approve the minimal increase to premiums, minimal benefit changes, a freeze on HMP enrollment and the additional \$10 District contribution as offset by the recalculation of workers' compensation rates.

Respectfully submitted,

Regina Smith McKenzie
Executive Director of Human Resources