



**Alsea School District 7J
Board Recommendation Form**

To: The Board of Directors of Alsea School District
Prepared By: Don Staehely, Business Manager
Date: December 10, 2024

Background:

The current approved HRA groups are 1) Licensed Administrators, 2) Supervisory/Confidential, 3) Licensed, and 4) Classified. All groups are independent of each other.

The Licensed Administrators group consists of the Superintendent/B&M Principal/Special Education Director, B&M Vice Principal, and LaHO Principal. Presently, the design for all groups follows the Licensed Group. Employees who opt out of health benefits have 50% of the unused benefit contributed to the employee's HRA plan, as per the Alsea Education Association CBA. All employees within a group must be treated the same. Eligibility is limited to employees in the Licensed Administrative HRA Group who have excess monthly benefit dollars provided by the District. Employer contribution for this group shall include 100% of the excess monthly benefit amount as defined in the Alsea Education Association CBA.

To be in compliance and to honor the Superintendent's agreement, the current language needs to be modified to be in compliance with the IRS regulations.

Current Superintendent Contract Language

1. Benefits

a. Insurance Benefits

The Board shall provide the Superintendent with full medical, dental, vision and long-term disability insurance, plus term life insurance and accidental death and dismemberment coverage subject to the rules and regulations of the respective insurance carriers. The Superintendent shall pay an out-of-pocket contribution toward the premium comparable to that paid by other licensed employee groups in the district. Any funds left over after district paid premiums occurs will be allocated to the superintendents' benefit account of choice, aligning with IRS guidelines (e.g., HRA). In addition, the district agrees to pay an additional \$425.00 per month towards the Superintendent's HRA.

Retirement Benefits

The board shall contribute annually toward a deferred compensation plan (e.g., IRA, 403b, 457, etc.) or designated fund. The district agrees to contribute \$500.00 monthly, a total of \$6000.00 annually.

Proposed Superintendent Contract Language

1. Benefits

a. Insurance Benefits

The Board shall provide the Superintendent with full medical, dental, vision and long-term disability insurance, plus term life insurance and accidental death and dismemberment coverage subject to the rules and regulations of the respective insurance carriers. The Superintendent shall pay an out-of-pocket contribution toward the premium comparable to that paid by other licensed employee groups in the district. Any funds left over after district-paid premiums occur will be allocated according to the Licensed Administrative HRA group plan.

Retirement Benefits

The board shall contribute annually toward a deferred compensation plan (e.g., IRA, 403b, 457, etc.) or designated fund. The district agrees to contribute \$925.00 per month.

Action Requested:

The board approves the proposed superintendent contract language for insurance and retirement benefits as outlined in the Memorandum of Agreement.

Motion Requested:

“I make a motion to approve the proposed superintendent contract language for insurance and retirement benefits as outlined in the Memorandum of Agreement.”