



KELLER INDEPENDENT SCHOOL DISTRICT

10A. Preview Date: **October 8, 2009**

SUBJECT: 2010 EMPLOYEE MEDICAL PLANS

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: 2009 – 2010 Health Benefits Trust Fund

ANTICIPATED DATE FOR ACTION: October 22, 2009

Background Information:

- The Health Benefits plan year is January 1 through December 31; premiums for January are deducted in December paychecks.
- Open Enrollment for 2010 will be October 26 through November 6, 2009.
- Employee Communication Plan
 - Fifteen campus informational meetings
 - Saturday enrollment/computer assistance
 - Benefits K-Connect web page
 - District Wide Wednesday e-newsletter
 - Informational video for all staff meetings
 - Direct mailings to all benefits-eligible employees
- The cost of providing medical insurance has continued to increase each year due to the rising costs of healthcare.
- Current projections for 2010 indicate an overall shortfall for the High Option Plan (formerly the Core Plan).

Administrative Considerations:

- The 2010 recommendations include:
 - Enhance benefits in the Essential Plan (formerly the Basic Plan) including a reduction in deductible and no rate increase for the Essential Plan.
 - Minimal rate increase for the High Option Plan.
 - Increase District contribution; offset by the Workers' Compensation Fund.

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Respectfully submitted,
Regina Smith McKenzie
Executive Director of Human Resources