



**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.

Action Requested:

The board approves 100% of the excess monthly benefit amount for Licensed Administrator Group up to the limit as defined in the Alsea Education Association CBA.

Motion Requested:

"I make a motion to approve 100% of the excess monthly benefit amount for the Licensed Administrator Group up to the limit as defined in the Alsea Education Association CBA."