



KELLER INDEPENDENT SCHOOL DISTRICT

8C. Action **Date:** October 22, 2009

SUBJECT: APPROVAL OF 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

Background Information:

- Open Enrollment for 2010 will be October 26 through November 6, 2009.
- The cost of providing medical insurance has continued to increase each year due to the rising costs of healthcare.
- Current projections for 2010 indicate no funding shortfall for the Essential Plan (formerly the Basic Plan) and an overall shortfall for the High Option Plan (formerly the Core Plan).

Administrative Considerations:

- The district's recommendation for the 2010 Health Benefits include:
 - Enhancing the benefits in the Essential Plan including a reduction in deductible from \$1000 to \$500.
 - No rate increase for the Essential Plan.
 - Minimal rate increase for the High Option Plan.
 - Increase District contribution to \$267.60; offset by the Workers' Compensation Fund.

Communication Deployment:

- Board Meeting Minutes
- Campus information meetings
- Saturday enrollment/computer assistance
- K-Connect
- District Wide Wednesday e-newsletter
- Informational video for all staff meetings
- Direct mailings to all benefits-eligible employees

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The administration recommends that the Board of Trustees approve the 2010 Employee Medical Plans as presented.

Respectfully submitted,

Regina Smith McKenzie
Executive Director of Human Resources