



BOARD OF SCHOOL TRUSTEES

## KELLER INDEPENDENT SCHOOL DISTRICT

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**10C. Preview**

**Date: September 11, 2006**

**SUBJECT: 2007 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: 2006-07 Budgeted Funds**

**ANTICIPATED**

**DATE FOR ACTION: September 25, 2006**

### **Background Information:**

- The Health Benefits plan year is January 1 through December 31 (except for the Flexible Benefits plan year that is December 1 through November 30)
- Open enrollment will be October 10 through November 11, 2006
- Informational meetings will be held at sixteen (16) campus locations
- Saturday, November 4, computer lab assistance at Education Center
- Health Plans overview is attached
  - Adding Employee & 1 Child to rate tier on medical plans
  - Proposed \$10 monthly increase in district contribution (no budget impact – offset by internal recalculation of workers' compensation rates)
  - Minimal rate increase to employees
  - Adding "No Ortho" Dental PPO plan
  - Cancer – The vendor has advised there will be a significant rate increase effective November 1, 2006
- Cost savings to the district of approximately \$1000 per month by processing Alternative In-hospital Plan claims in-house

**Administrative Considerations:**

- The administration will recommend that the Board of Trustees accept the 2007 Health Benefits Plans as proposed and approve the additional \$10 district contribution as offset by the recalculation of workers' compensation rates.

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Respectfully submitted,

Penny Benz  
Assistant Superintendent of Human Resources