

# WEST ORANGE-COVE C.I.S.D.

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HUMAN RESOURCES

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**DATE:** September 16, 2009  
**TO:** Dr. Collins  
**FROM:** MARGARET DUCHAMP  
**SUBJECT:** VISION BENEFIT FOR EMPLOYEES

The HR office has received requests concerning a vision plan for employees and has explored options to provide this benefit.

Currently district employees are provided one vision exam annually for one family member through our health insurance. In addition, employees may receive discounts for eye wear at limited optical locations if they are participants in the dental plan.

Attached are vision proposals that would provide options for vision coverage for employees and their families. These plans were presented to the Employee Benefit Advisory Committee who in turn took the information make to their campus staff. There are sufficient numbers of staff who are interested in the district providing this option for them. This benefit option would not impose any cost to the District.

The EBAC committee is recommending AlwaysCare as the vision care option for employees. With your approval and that of the Board, we would be able to present plan information, complete registration and have this benefit available for our employees by November 1, 2009.

Thank you for your consideration.