



# Benefit Renewals 2011

## Important Dates

### October 20, 2010

- ◆ Rep Meeting -3:30 pm SDC
- ◆ WVUSD Board Meeting 7:00 pm
- ◆ **Benefit Fair 2-6 pm**
- ◆ WHS-Nov.4th
- ◆ DBHS- Nov. 17th
- ◆ District Office- Nov. 23rd

## No Relief for this Pain

As promised, the numbers are finally in and yes, they are not pretty. As mentioned earlier in our consensus gathering phase, a few variables could change and they have. These variables hinged upon unresolved negotiations with other bargaining units, the ability to use unblended vs. blended rates and Blue Shield adjustments. With that said, we will renew with Kaiser and Blue Shield in a roll over format. The contract language relating to benefits will remain the same with the exception of the In-Lieu of monies, which will change per the MOU dated; April 2, 2010.

**The premium cost and premium co pays will change per the benefit increases for 2011.**

### Personal Necessity (PN) Days

As per the MOU dated (April 4, 2010) the number of (PN) has increases from 7 to 10 for the year. Prior notification to immediate supervisor is required. Three of the 10 days will not require a reason to be disclosed. The (PN) days must align with Education Code and WVEA Collective Bargaining Agreement parameters. If you have questions please contact your site rep., Cheryl or Larry.

## Benefit Premiums and Employee Premium Contributions

Benefit Plans (Cost/yr.)		Pre	Post
		(Monthly)	
Kaiser			
Employee	\$5,610	\$0	\$0
+1	\$11,210	\$0	\$0
+2	\$15,850	\$0	\$0
Blue Shield			
HMO			
Employee	\$5,490	\$0	\$0
+1	\$11,230	\$0	\$0
+2	\$16,550	\$35	\$70
POS			
Employee	\$9,380	\$0	\$0
+1	\$18,670	\$141	\$282
+2	\$25,070	\$456	\$922
PPO			
Employee	\$13,610	\$0	\$0
+1	\$25,150	\$465	\$930
+2	\$37,430	\$1,079	\$2,158
Delta Care	\$570	\$0	\$0
Delta Premier	\$1,280	\$0	\$0
Preferred	\$1,280	\$0	\$0
Vision	\$370	\$0	\$0
Life	\$50.40	\$0	\$0

### California's Educational Commitment

- ◆ California Ranks 44th in K-12 Spending per Student
- ◆ California Ranks 50th in Students /per Teacher
- ◆ California (\$8,826) Lags behind the National Average (\$11,372) in Spending by \$-2,546.