

Accept the Fact-Finder's Compromise

efficient cash resources to support its current and projected obligations and has addressed the identified deficiency. In his March 30, 2022, Superintendent Aguilar agreed that the District would participate in a budget discussion with representatives from SCOE, the Department of Education, FCMAT, SEIU and SCTA. The District will agree to meet as soon as such a meeting can be scheduled.

- 13.1.1 The Board shall provide all eligible employees with a choice of the Kaiser Plan and a mutually agreed upon alternative plan(s), which is currently Health Net. Summary plan descriptions of the health plans will be included in Appendix X.
- a) **Maintenance of Benefit Levels:** The level of benefits of the plan (e.g. out of pocket maximums, co-payments, services covered, network scope, etc.), when evaluated in the aggregate, may not be reduced, and the providers may only be changed through mutual agreement of the parties.
- b) **Health Plan Savings:** The parties agree that any savings that result from making changes to health plans ~~or in the reduction of health plan~~ costs will be applied to the certificated bargaining unit. The parties will negotiate how to apply to the bargaining unit any such savings achieved by the District, in the event the savings are insufficient to staff fully the previously-agreed upon staffing levels. ~~Savings shall be defined as any total amount per plan that is lower on an actual cost basis.~~ The overall health plan savings will be determined through the following method.
- i. One month prior to the change the current total spending on health insurance shall be determined by calculating the number of employees in each plan based on the enrollment categories-(employee only, employee +1, employee + 2) times the annual cost for each

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ost total

iii. The

c) **Additional Services to Students as a Result of Health Plan Changes:**

shall be cost neutral

the parties will negotiate priorities,

or alternatives

SCTA is prepared to provide a full explanation of this proposal directly to Superintendent Aguilar and the School Board.