

Sweetwater Education Association

Protecting the Promise of Education for All

Dear SEA Member:

We keep waiting for the district to publish the rates that Superintendent Ed Brand is imposing on us in clear violation of the agreement we've had in place for over a year. Below you'll find the out-of-pocket monthly contribution per member as we negotiated them, and on the second page you'll find our best estimate of the the monthly contribution with Brand's imposed rates. The information is based on information given to SEA's Bargaining Team on Monday, October 14.

The packages included in the charts represent those that after much consideration and discussion the SEA Board of Directors recommended to Rep Council

Our agreement with the District established that the district would contribute \$1,004.99 per month per member. Given this agreement the monthly out of pocket contribution by members would have been as follows:

Plans	Negotiated Employee Monthly Contribution Employee Only	Negotiated Employee Monthly Contribution 2 Party	Negotiated Employee Monthly Contribution Family
Kaiser 10/10 w/Delta	-\$446.64	\$91.22	\$574.34
Kaiser 10/10 w/Safeguard	-\$470.61	\$43.71	\$473.93
Kaiser 30 w/Delta	-\$481.70	\$21.09	\$474.99
Kaiser 30 w/Safeguard	-\$505.67	-\$26.42	\$374.58
UHC Package A Network 1 w/Delta	-\$372.10	\$230.72	\$764.82
UHC Package A Network 1 w/Safeguard	-\$369.07	\$183.21	\$664.41
UHC Package D Network 1 w/Delta	-\$393.67	\$185.91	\$701.62
UHC Package D Network 1 w/Safeguard	-\$418.63	\$138.40	\$601.21

Negative numbers mean "no out of pocket" expense for the member. However, because **our contract language determines that negotiated amount be spent for healthcare benefits, we believe and at one point the District was promoting the idea of offsetting the high cost to families by reallocating the Employee Only remainder.**

So, because coverage for an “employee only” is actually less than the minimum district per member contribution and our contract language determines that the funds be used on healthcare benefits, the remainder could be used to offset the cost for families. This reallocation would result in a lower out of pocket expense for families. The chart on the right shows the out of pocket expense for families for the various recommended Kaiser packages.

Unfortunately we did not receive reallocation rates for the United Health Care packages before the imposed rates were presented in bargaining. Those rates had been promised to SEA by the Health Benefits Department.

Now, with Brand’s imposed rates, the district’s monthly contribution is decreased to \$749.76. And to this point there is no

suggestion of reallocation. **The imposition of these rates would result in immediately harming over two-thirds of SEA members, but more importantly, it puts us in a position in which agreements with the district mean nothing. This is detrimental to all of us.**

Plans	Negotiated Employee Monthly Contribution
Kaiser 10/10 w/Delta	\$244.50
Kaiser 10/10 w/Safeguard	\$120.12
Kaiser 30 w/Delta	\$110.09
Kaiser 30 w/Safeguard	\$0
UHC Package A Network 1 w/Delta	?
UHC Package A Network 1 w/Safeguard	?
UHC Package D Network 1 w/Delta	?
UHC Package D Network 1 w/Safeguard	?

The following chart shows the monthly out of pocket contributions per member that Brand’s rates would impose.

Plans	Brand Imposed Employee Monthly Contribution Employee Only	Brand Imposed Employee Monthly Contribution 2 Party	Brand Imposed Employee Monthly Contribution Family
Kaiser 10/10 w/Delta	-\$191.41	\$346.45	\$829.57
Kaiser 10/10 w/Safeguard	-\$215.38	\$298.94	\$729.16
Kaiser 30 w/Delta	-\$226.47	\$276.32	\$730.22
Kaiser 30 w/Safeguard	-\$250.44	\$228.81	\$629.81
UHC Package A Network 1 w/Delta	-\$115.87	\$486.95	\$1,021.05
UHC Package A Network 1 w/Safeguard	-\$139.84	\$439.44	\$920.64
UHC Package D Network 1 w/Delta	-\$138.43	\$442.14	\$957.85
UHC Package D Network 1 w/Safeguard	-\$162.4	\$394.63	\$857.44