

**PARCEL TAX
MAIL YOUR BALLOT BEFORE THE END OF APRIL - IF YOU
FORGET WALK IT IN TO CITY HALL**

JOINT BENEFITS COMMITTEE

The Joint Benefits Committee (JBC) met last month to begin the process of procuring insurance benefits for 2011. Several issues and questions are before the committee.

- **Is it possible to join with other districts to lower our health premium costs?** We learned that there are several Joint Powers Agreement (JPA) groups in the surrounding area. The group that we looked at, Santa Clara JPA does not have cheaper rates than we do. **Why is this?** Even though this JPA has more members and supposedly a larger pool over which to spread the risk, their use of health services is greater than ours. Most other districts require a contribution for health coverage which then allows members who do not want to contribute to opt out of insurance coverage. The healthier members usually do opt out and buy their coverage elsewhere or not at all. This leaves the pool with the high user members resulting in more claims.
- **What is the Expense/Loss Ratio thus far this year?** From February '09 to January '10 the Expense/Loss Ratio for Blue Cross HMO was 80%. This is a good low number. It means that we cost Blue Cross 80% of the premiums that we have paid. The PPO ratio was 104%. We do not know the numbers for Kaiser.
- **What is the trend for insurance premium increases in this area for this year?** Blue Cross HMO increases have been averaging 11.8% in California and Kaiser's about 10.4%. The PPO is around 12.7%. These numbers can change a lot between now and August when we get our bids for 2011.
- **When will we see the new health care reforms take place?** The 2011 insurance plan will see the inclusion of dependent children to age 26, lifetime and annual limits on benefits will be raised.
- **Can we form our own JPA and invite districts to join?** This question still needs to be researched and answered.

The next JBC meeting is April 28 at the DO.

Health Care and the Survey

Thank you to all who took the survey sent out last month by your PAEA Exec Board and Rep Council. The Joint Benefits Committee meets on April 28 and this information will help to guide their efforts. There were many questions and comments on the survey and I will try to respond to some here.

What are total and specific savings/costs from the various options put forward in the survey?

Over the past several months in the Buzzz, I have written about possible savings and costs of the many levels of health coverage offered to PAEA members. Past issues are archived on the paeacta.org web site. The survey itself has approximate savings listed next to each option. These savings are for PAEA only. Individual costs can be calculated by looking at your January or February pay stub. It is not our intention to target any one group through the health survey. Rather, we are trying to get a feel for the areas in which a compromise can be reached.

What else can the District do to cut costs in other areas?

In addition to the cost cutting approved by the School Board last month the District is conducting a review of Special Education programs in order to determine where and how services might be provided more efficiently.

Some of the realities of Health Insurance.

- A family of 3 costs the same as a family of 10.
- In order to join with another district or districts, Palo Alto would have to agree on accepting the level of insurance of the other districts. In many cases other districts provide inferior coverage.

Can we get a better deal from another insurance company or broker?

Our broker is Keenan and Associates. They serve 54% of the school districts in California including the Santa Clara JPA and several of the other surrounding JPAs.

Our insurance providers are Blue Cross and Kaiser. In California the other insurance providers are Health Net, Blue Cross, Blue Shield, Cigna, Aetna, United Health Care and Kaiser. Reportedly Cigna's coverage and options are limited in Northern California. Blue Cross and Blue Shield won't cross bid each other. In the past we have sought bids from other companies. The bids were not competitive at that time. We always ask for other bids as we go through the process of securing health benefits.

PAEA ELECTIONS

The nominations period for PAEA Exec Board closed Friday April 23. You will receive your PAEA ballots this month. Please vote and then sign the tally sheet on the ballot envelope.

Did You Know?

PAEA now gives teachers who have successfully completed their National Boards Certification or Certificate of Clinical Competence in the past year \$300 dollars as a stipend for the effort involved in this achievement. The checks will be handed out at the Annual Chow Down in August.

The PAEA representatives on Joint Benefits Committee:

Rachel Haslanger, David Tomatis, Josh Spira, Triona Gogarty

The PAEA Negotiations Team for 2010-2011 school year:

Teri Baldwin, Martin Vetter, David Tomatis, Triona Gogarty

CTA Member Benefit Program – California Casualty New Lower Rates Starting May 1.

Effective May 1st, California Casualty's auto insurance rates are reduced by an average of 11.7% for CTA members. This is good news for members who want to save money on their insurance premiums.

Additional benefits include:

- Additional discount of 17% off your auto insurance & 10% off home insurance if you insure both
- Deductible waived entirely for vandalism and collision that occurs on school property, or while away attending a school sponsored event
- Summer and Holiday skip payment options
- Identity Theft Resolution Service – Free

The local representative Valerie Cregan will be available at your campus for a meet & greet before the end of the school year so be sure to look for the announcement of the date & time she will be at your school.

May Rep Council Meeting will be held on Thursday 5/20 4:00–6:00 PM at Barron Park School. Your host Rusty Tooley

Stop in to the meeting when it is at your site.

Site Reps for 09-10

Addison- Teri Baldwin	Barron Park Rusty Tooley	Briones Mary Goodkind Sue Garadis	Children's Hospital Kevin Danie	Duveneck Mangla Oza Grace Bunya	El Carmelo Diane McCoy
Escondido Richard Garcia Amanda Dungan	Fairmeadow Barbara Carlson Valerie Sabbag	Greendell Marion Krause	Hays Rachel Shepherd Kevin Rouse	Hoover Lonnie Spencer Peter Lee	Nixon Beryl Deremigio Janice Mulholland
Ohlone Kim Prescott Ashley McCrea	Palo Verde Matt Lindner Sheri Cundall	Traveling/Music BJ Floersheim	Traveling/PE Karen Dolkas	25 churchill Room for one or a share	
Terman Lynn Repetsky Mark Dungan Martin Vetter Tijen Sambul	JLS Julia Brown Hayley Dupuy Andrea Gruner Linda Howard Tim Sato	Jordan Keith Clarke Sarah Pierce Joleen Roach Mary Sano Maria Thomas	Gunn G. Garger Ken Plough ROOM FOR MORE	PALY Eric Bloom Magdalena Rivera ROOM FOR MORE	

If you would like to be a Representative for your site contact Triona Gogarty. There are once a month meetings for which you receive a stipend. Each site can have more than one representative and rep. positions can be shared.

Please send comments, suggestions or requests for the Buzzz to

Triona Gogarty - trionago@gmail.com

Buzzz is posted online at paeacta.org