

NUCS Special Board Meeting Informational Packet



April 29th 2021

Agenda Item 1.
CALL TO ORDER/AGENDA

Subject:

1.1 Pledge of Allegiance

1.2 Agenda: Items to be removed from the agenda or changes to the agenda will be made at this time.

Action Requested:

1.1 None

1.2 Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

1.2 A trustee, administrator or a member of the public may request that an item be removed from the agenda or the order of the agenda be changed at the pleasure of the Board.

Agenda items may be added to the agenda if an “emergency situation” exists or “immediate action” is needed.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Jere Cox

Agenda Item 2.
CONSENT AGENDA

None

Agenda Item 3.
PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA

Subject:

3.1 Comments by the Public

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Board members or staff may choose to respond briefly to Public Comments.

Fiscal Implications:

None

Contact Person/s: Shari Lovett, Jere Cox

Agenda Item 4.
ACTION ITEMS TO BE CONSIDERED

Subject:

4.1 Approval of Employer Contribution Toward Health Benefits

Action Requested:

Approval

Previous Staff/Board Action, Background Information and/or Statement of Need:

Over the course of the last several board meetings, the board has discussed the desire to increase the employer contribution toward employee health benefits. Currently, NUCS contributes \$12,368 annually toward health benefits to all full time equivalent employees. The current cost of this is \$556,560 in Humboldt and \$136,048 in Siskiyou. Because we are moving toward a tiered rate structure for our medical plans, moving toward a tiered employer contribution is also recommended.

Attached are two options for tiered contribution.

Option 1 - cover Oak plan:

In Humboldt, the cost to cover the Oak plan for all employees is \$807,524, which is an increase of \$250,964. In Siskiyou, the cost to cover the Oak plan for all employees is \$161,532, which is an increase of \$25,484.

Option 2 - cover Spruce plan:

In Humboldt, the cost to cover the Spruce plan for all employees is \$630,240, which is an increase of \$73,680. In Siskiyou, the cost to cover the Spruce plan for all employees is \$126,072, which is a decrease of \$9,976.

Option 1 makes both NU_HCS and NU-SCS deficit spend within the fiscal year. This means covering the Oak plan would not be sustainable. We would eat up our ending balances within several years. We recommend Option 2, covering the premiums for the Spruce plan, for each full time employee in each tier. If an employee wishes to select a plan with a higher premium, the employee would contribute the difference between the employer contribution and the premium. The employer contribution for part time employees would be prorated to match the FTE ratio of the employee and the employee would contribute the difference between the employer contribution and the premium.

Fiscal Implications:

To be determined, based on approved option

Contact Person/s: Shari Lovett, Lynda Speck, Tammy Picconi

OPTION # 1: DISTRICT PAYS TOTAL COST FOR OAK PLAN

HUMBOLDT

| PLAN TYPE | PLAN COST FOR 21/22 | NUMBER OF EMPLOYEES ON PLAN | TOTAL COST TO DISTRICT |
|---------------------------------------|----------------------------|------------------------------------|-------------------------------|
| EMPLOYEE WITH FAMILY | \$24,672.00 | 17 | \$419,424.00 |
| EMPLOYEE WITH SPOUSE | \$19,980.00 | 9 | \$179,820.00 |
| EMPLOYEE WITH CHILDREN | \$16,116.00 | 3 | \$48,348.00 |
| EMPLOYEE ONLY | \$9,996.00 | 16 | \$159,936.00 |
| CURRENT TOTAL COST TO DISTRICT | \$556,560.00 | NEW COST TO DISTRICT | \$807,524.00 |

THIS OPTION WILL BE AN \$250,964.00 INCREASE IN THE HEALTH/WELFARE COST. THE NEW ENDING BALANCE WOULD BE \$1,128,820 (22.09%).

SISKIYOU

| PLAN TYPE | PLAN COST FOR 21/22 | NUMBER OF EMPLOYEES ON PLAN | TOTAL COST TO DISTRICT |
|---------------------------------------|----------------------------|------------------------------------|-------------------------------|
| EMPLOYEE WITH FAMILY | \$24,672.00 | 2 | \$49,344.00 |
| EMPLOYEE WITH SPOUSE | \$19,980.00 | 1 | \$19,980.00 |
| EMPLOYEE WITH CHILDREN | \$16,116.00 | 2 | \$32,232.00 |
| EMPLOYEE ONLY | \$9,996.00 | 6 | \$59,976 |
| CURRENT TOTAL COST TO DISTRICT | \$136,048.00 | NEW COST TO DISTRICT | \$161,532.00 |

THIS OPTION WILL BE AN \$25,484.00 INCREASE IN THE HEALTH/WELFARE COST. THE NEW ENDING BALANCE WOULD BE \$233,738.00 (12.52%).

OPTION # 2: DISTRICT PAYS TOTAL COST FOR SPRUCE PLAN

HUMBOLDT

| PLAN TYPE | PLAN COST FOR 21/22 | NUMBER OF EMPLOYEES ON PLAN | TOTAL COST TO DISTRICT |
|---------------------------------------|----------------------------|------------------------------------|-------------------------------|
| EMPLOYEE WITH FAMILY | \$19,236.00 | 17 | \$327,012.00 |
| EMPLOYEE WITH SPOUSE | \$15,624.00 | 9 | \$140,616.00 |
| EMPLOYEE WITH CHILDREN | \$12,540.00 | 3 | \$37,620.00 |
| EMPLOYEE ONLY | \$7,812.00 | 16 | \$124,992.00 |
| CURRENT TOTAL COST TO DISTRICT | \$556,560.00 | NEW COST TO DISTRICT | \$630,240.00 |

THIS OPTION WILL BE AN \$73,680.00 INCREASE IN THE HEALTH/WELFARE COST. THE NEW ENDING BALANCE WOULD BE \$1,306,104 (26.48%).

SISKIYOU

| PLAN TYPE | PLAN COST FOR 21/22 | NUMBER OF EMPLOYEES ON PLAN | TOTAL COST TO DISTRICT |
|---------------------------------------|----------------------------|------------------------------------|-------------------------------|
| EMPLOYEE WITH FAMILY | \$19,236.00 | 2 | \$38,472.00 |
| EMPLOYEE WITH SPOUSE | \$15,624.00 | 1 | \$15,624.00 |
| EMPLOYEE WITH CHILDREN | \$12,540.00 | 2 | \$25,080.00 |
| EMPLOYEE ONLY | \$7,812.00 | 6 | \$46,896.00 |
| CURRENT TOTAL COST TO DISTRICT | \$136,048.00 | NEW COST TO DISTRICT | \$126,072.00 |

THIS OPTION WILL BE A \$9,976 DECREASE IN THE HEALTH/WELFARE COST. THE NEW ENDING BALANCE WOULD BE \$269,198 (14.70%).

Agenda Item 5.
DISCUSSION ITEMS

None

Agenda Item 6.
REPORTS

None

Agenda Item 7.
NEXT BOARD MEETING

Subject:

7.1 Possible Future Agenda Items

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

Discussion of topics to cover at the next meeting.

Fiscal Implications:

None

Contact Person/s:

Shari Lovett, Jere Cox

Agenda Item 7.
NEXT BOARD MEETING

Subject:

7.2 Next Board Meeting Date: May 13th

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

The next board meeting is based on the board adopted meeting schedule.

Fiscal Implications:

None

Contact Person/s:

Shari Lovett, Jere Cox

Agenda Item 8.

OPEN SESSION BEFORE CLOSED SESSION

Subject:

8.1 The Board Chair will verbally review items to be discussed during Closed Session as listed below.

8.2 Closed Session Open Hearing

Under this item, the public is invited to address the Board regarding items that are on the Closed Session. Speakers are limited to three minutes each. The Board is not allowed under the law to take action on matters that are not on the agenda.

8.3 Adjourn to Closed Session

The Board will adjourn to closed session pursuant to Government Code 54950 - 54962. Closed Session attendees will include: Board members; Shari Lovett: Director; and other individuals that may be invited to attend by the Board.

8.3.1 Public Employee Performance: Title: Charter Director

8.3.2 Conference with Labor Negotiator, Unrepresented Employee: Charter Director

Action Requested:

None

Previous Staff/Board Action, Background Information and/or Statement of Need:

None

Fiscal Implications:

To be determined

Contact Person/s: Shari Lovett, Jere Cox

9. RECONVENE IN OPEN SESSION

9.1 Report of action taken during Closed Session

10. ADJOURNMENT

10.1 Adjourn