



OFFICE OF THE SUPERINTENDENT

5735 47th Avenue • Sacramento, CA 95824

(916) 643-9000 • FAX (916) 399-2058

Jorge A. Aguilar, Superintendent

May 21, 2019

BOARD OF EDUCATION

Sent Via Email (dfisher@saccityta.com)

*Jessie Ryan
President
Trustee Area 7*

David Fisher
President, Sacramento City Teachers Association
5300 Elvas Avenue
Sacramento, CA 95819

*Darrel Woo
Vice President
Trustee Area 6*

Re: Meeting with CECHCR on Health Plan Savings

*Michael Minnick
2nd Vice President
Trustee Area 4*

Dear Mr. Fisher:

*Lisa Murawski
Trustee Area 1*

I would like to invite you to a meeting with representatives from the California Education Coalition for Health Care Reform this Friday, May 24, 2019 scheduled for 9:30 a.m. at the Serna Center, to examine health plan changes and timelines for such changes. As you know, the District has been working with labor partners since January 2018 to make these plan changes and achieve significant savings to the District while still providing comparable and affordable health plans to our employees.

*Leticia Garcia
Trustee Area 2*

We have attempted to work with SCTA on plan changes to move away from the high-cost HealthNet plan so those dollars stop going to them to fully cover SCTA unit member health benefit costs for more than 550 members and their families at a cost of nearly \$35,000 per member. Unfortunately, because SCTA has been unwilling to participate in these discussions with CECHCR, potential savings that could be used for our students will again, for at least a portion of the 2019-20 fiscal year, go to HealthNet because the time to make provider changes before the start of that school year has passed. We are again requesting that all of our labor partners join us in this meeting so that we can evaluate the plan choices that CECHCR has prepared for us and consider timelines for implementation as soon as possible.

*Christina Pritchett
Trustee Area 3*

*Mai Vang
Trustee Area 5*

In addition, we want to inform you of the enclosed information we have recently received from Keenan regarding our renewal of our current healthcare plans beginning on July 1, 2019. In particular, you will note that the 2019-2020 plan rates have changed by approximately +4% for Kaiser and -6% for HealthNet. Also, Keenan has shared that HealthNet is offering an additional plan at a cost savings to the District called HealthNet SmartCare. The SmartCare plan will be offered in addition to the current HealthNet plan so no changes to plans will be required by employees. Rather, they will have the option of choosing this plan at a cost savings to the District. We will be sending out Open Enrollment information regarding this new option in the coming days. We would be happy to reach out to Keenan and schedule a meeting should SCTA have any questions about the HealthNet SmartCare plan. We believe this meeting with CECHCR is a critical step to exploring health plan options as we continue to work to move our District forward in these critical times and look forward to your participation.

*Rachel Halbo
Student Board Member*

Sincerely,


Jorge A. Aguilar
Superintendent

Attachments

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT - Certificated
Renewal Summary - July 1, 2019 - June 30, 2020

Carrier	Group Number	Employee Classifications	Rate Description	Current	Renewal	% Change over Current
Kaiser HMO	212	Certificated Active Employees & Early Retirees	Single	\$607.58	\$630.95	3.85%
			Two-Party	\$1,215.16	\$1,261.90	
			Family	\$1,719.46	\$1,785.58	
Kaiser Senior Advantage HMO	212	Certificated Retirees w/A&B	Single	\$348.09	\$352.72	1.33%
	212	Certificated Retirees w/B Only	Single	\$658.09	\$662.72	0.70%
Kaiser Senior Advantage HMO - Unassigned		Unassigned - Neither Part A nor B	Single	\$1,966.62	\$2,043.74	3.92%
		Unassigned with Part A and B	Single	\$1,555.97	\$1,633.09	4.96%
		Unassigned with Part A Only	Single	\$1,555.97	\$1,633.09	4.96%
		Unassigned with Part B Only	Single	\$1,966.62	\$2,043.74	3.92%

Mixed Medicare Rates

Subscriber with Medicare				\$348.09	\$352.72	1.33%
Subscriber with Medicare + Spouse Non-Medicare				\$955.67	\$983.67	2.93%
Subscriber Medicare A Only + Spouse with Medicare				\$1,904.06	\$1,985.81	4.29%
Subscriber Medicare B Only + Spouse with Medicare				\$1,006.18	\$1,015.44	0.92%
Subscriber Medicare B Only + Spouse with Medicare B Only				\$1,316.18	\$1,325.44	0.70%
Subscriber Non-Medicare + Spouse with Medicare				\$955.67	\$983.67	2.93%
Subscriber with Medicare + Spouse with Medicare				\$696.18	\$705.44	1.33%
Subscriber with Medicare + Child Non-Medicare				\$955.67	\$983.67	2.93%
Subscriber with Medicare + Children Non-Medicare				\$1,459.97	\$1,507.35	3.25%
Subscriber with Medicare + Spouse with Medicare + Child Non-Medicare				\$1,200.48	\$1,229.12	2.39%
Subscriber with Medicare + Spouse Non-Medicare + Child Non-Medicare				\$1,459.97	\$1,507.35	3.25%
Subscriber Non-Medicare + Spouse with Medicare + Child Non-Medicare				\$1,459.97	\$1,507.35	3.25%
Subscriber with Medicare + Spouse with Medicare + Children Non-Medicare				\$1,200.48	\$1,229.12	2.39%
Subscriber with Medicare + Spouse Non-Medicare + Children Non-Medicare				\$1,459.97	\$1,507.35	3.25%
Subscriber Non-Medicare + Spouse with Medicare + Children Non-Medicare				\$1,459.97	\$1,507.35	3.25%

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT - Certificated
Renewal Summary - July 1, 2019 - June 30, 2020

Carrier	Group Number	Employee Classifications	Rate Description	Current	Renewal	% Change over Current
HealthNet HMO	69929T	Active Employees	Single	\$986.54	\$927.35	-6.00%
			Two-Party	\$1,973.06	\$1,854.68	
			Family	\$2,791.89	\$2,624.38	
HealthNet HMO	69929H	COBRA Participants	Single	\$1,006.27	\$945.90	-6.00%
			Two-Party	\$2,012.52	\$1,891.77	
			Family	\$2,847.73	\$2,676.87	
HealthNet HMO	69929X	Early Retirees	Single	\$986.54	\$927.35	-6.00%
			Two-Party	\$1,973.06	\$1,854.68	
			Family	\$2,791.89	\$2,624.38	
HealthNet EPO	22212A	Active Employees	Single	\$1,181.02	\$1,110.16	-6.00%
			Two-Party	\$2,362.02	\$2,220.30	
			Family	\$3,342.27	\$3,141.73	
HealthNet PPO	CA - N6625B OOS - 17720B	2 Party + 1 or more OOA Dep	Single	\$818.81	\$769.68	-6.00%
			Two-Party	\$818.81	\$769.68	
			Family	\$818.81	\$769.68	
HealthNet PPO	CA - N6625C OOS - 17720C	Fam + 1 or more OOA Dep	Single	\$1,805.35	\$1,697.03	-6.00%
			Two-Party	\$1,805.35	\$1,697.03	
			Family	\$1,805.35	\$1,697.03	
HealthNet PPO	CA - N6625D OOS - 17720D	EE+2 or more OOA Dep	Single	\$1,805.35	\$1,697.03	-6.00%
			Two-Party	\$1,805.35	\$1,697.03	
			Family	\$1,805.35	\$1,697.03	
HealthNet PPO	CA - N6625E OOS - 17720E	Early Retirees	Single	\$1,869.31	\$1,757.15	-6.00%
			Two-Party	\$3,738.58	\$3,514.26	
			Family	\$5,290.12	\$4,972.70	

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT - Certificated

Renewal Summary - July 1, 2019 - June 30, 2020

Carrier	Group Number	Employee Classifications	Rate Description	Current	Renewal	% Change over Current
HealthNet HMO Medicare COB	69929P	Retirees with Partial Medicare Part A or B	Single	\$1,068.91	\$1,104.91	3.37%
			Two-Party	\$2,137.82	\$2,209.82	
HealthNet PPO Medicare COB OOS	17720P	Retirees with Partial Medicare Part A or B	Single	\$1,221.16	\$1,255.42	2.81%
			Two-Party	\$2,442.32	\$2,510.84	
			Family	\$3,663.48	\$3,766.26	
HealthNet Seniority Plus	57211S	Retirees with Medicare Parts A & B	Single	\$570.04	\$389.29	-31.71%
			Two-Party	\$1,140.08	\$778.58	

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT - Certificated
Renewal Summary - July 1, 2019 - June 30, 2020

Carrier	Group Number	Employee Classifications	Rate Description	Current	Renewal	% Change over Current
JANUARY 1, 2019 - DECEMBER 31, 2019 RENEWAL						
United Healthcare - Medicare Part D	N/A	Retirees with Medicare Part A & B	Single	\$272.06	\$266.62	-2.00%
Delta Dental	6428-0102, 0106	Classified, Management Employees - Active	Single	\$66.63	\$60.15	-9.73%
			Two-Party	\$133.26	\$120.29	
			Family	\$188.56	\$170.21	
Delta Dental	6428-0112, 0116	Classified, Management Employees - COBRA	Single	\$66.63	\$60.15	-9.73%
			Two-Party	\$133.26	\$120.29	
			Family	\$188.56	\$170.21	
Delta Dental	6428-0104, 0107, 0109	All Retirees	Single	\$66.63	\$60.15	-9.73%
			Two-Party	\$133.26	\$120.29	
			Family	\$188.56	\$170.21	
Delta Dental	6428-0101	Certificated Employees - Active	Single	\$66.79	\$60.29	-9.73%
			Two-Party	\$133.58	\$120.58	
			Family	\$189.01	\$170.62	
Delta Dental	6428-0111	Certificated Employees - COBRA	Single	\$66.79	\$60.29	-9.73%
			Two-Party	\$133.58	\$120.58	
			Family	\$189.01	\$170.62	
Premier Access Dental - PPO Plan	16636	Certificated Active Employees & Early Retirees	Single	\$65.25	\$65.25	0.00%
			Two-Party	\$120.97	\$120.97	
			Family	\$173.95	\$173.95	
Premier Access Dental - DHMO Plan	16636	Certificated Retirees	Single	\$27.37	\$27.37	0.00%
			Two-Party	\$49.27	\$49.27	
			Family	\$82.10	\$82.10	

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Renewal Summary - July 1, 2019 - June 30, 2020

Carrier	Group Number	Employee Classifications	Rate Description	Current	Renewal	% Change over Current
Vision Service Plan	407301	Certificated - Employee Only Plan Certificated - Family Plan	Composite	\$23.16	\$21.84	-5.69%
			Composite	\$15.37	\$14.50	-5.69%
Vision Service Plan	407301-0053, 0054, 0055	Classified - \$10 Copay	Single	\$6.53	\$6.16	-5.69%
			Two-Party	\$13.05	\$12.31	
			Family	\$21.75	\$20.51	
Vision Service Plan	407301-0059, 0060, 0061	Management - \$20 Copay	Single	\$10.53	\$9.93	-5.69%
			Two-Party	\$21.06	\$19.86	
			Family	\$36.67	\$34.58	
Vision Service Plan	407301-0062	Safety Program	Single	\$6.53	\$6.16	-5.69%
			Two-Party	\$13.05	\$12.31	
			Family	\$21.75	\$20.51	
Sun Life - Basic Life & AD&D **	238103	Certificated/Classified Employees = \$10,000	Employee Only	\$0.110/\$1000; \$1.10/EE	\$0.110/\$1000; \$1.10/EE	0.00%
<i>** Rates Guaranteed through 12/31/2019</i>		Management Employees = \$125,000	Employee Only	\$0.110/\$1000; \$13.75/EE	\$0.110/\$1000; \$13.75/EE	0.00%
		Certificated/Classified Retirees = \$1,000	Retiree Only	\$1.40	\$1.40	0.00%
		Dependent Life - All Active Employees = \$1,500	Dep Two	\$0.44	\$0.44	0.00%
			Dep Family	\$0.63	\$0.63	0.00%
		Dependent Life - Retirees = \$500	Dep Two	\$0.44	\$0.44	0.00%
			Dep Family	\$0.63	\$0.63	0.00%
		Supplemental Life - Classified/Management Employees = \$15,000	Employee Only	\$0.528/\$1000; \$7.92/EE	\$0.528/\$1000; \$7.92/EE	0.00%

Sacramento City Unified School District

Midpoints and Opt Out Rates - Effective: July 1, 2019 - June 30, 2020

	July 1, 2018 - June 30, 2019 Renewal Midpoints	July 1, 2019 - June 30, 2020 Renewal Midpoints
	Employee Only	Employee Only
Active	\$797.06 Kaiser \$607.58 + Health Net \$986.54/2 = \$797.06	\$779.15 Kaiser \$630.95 + Health Net \$927.35/2 = \$779.15
Medicare Risk	\$459.07 Kaiser SA \$348.09 + Health Net \$570.04/2 = \$459.07	\$371.00 Kaiser SA \$352.72 + Health Net \$389.29/2 = \$371.00
Early Retiree	\$797.06 Kaiser \$607.58 + Health Net \$986.54/2 = \$797.06	\$779.15 Kaiser \$630.95 + Health Net \$927.35/2 = \$779.15
Opt-Out Amount	\$342.20	\$321.55
	$(\$797.06 + \$459.07 + \$797.06 = \$2,053.19/3/2 = \mathbf{\$342.20})$	$(\$779.15 + \$371.00 + \$779.15 = \$1,929.30/3/2 = \mathbf{\$321.55})$

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			Family	\$1,719.46	\$1,785.58	
Kaiser Senior Advantage HMO	212	Certificated Retirees w/A&B	Single	\$348.09	\$352.72	1.33%
	212	Certificated Retirees w/B Only	Single	\$658.09	\$662.72	0.70%
Kaiser Senior Advantage HMO - Unassigned		Unassigned - Neither Part A nor B	Single	\$1,966.62	\$2,043.74	3.92%
		Unassigned with Part A and B	Single	\$1,555.97	\$1,633.09	4.96%
		Unassigned with Part A Only	Single	\$1,555.97	\$1,633.09	4.96%
		Unassigned with Part B Only	Single	\$1,966.62	\$2,043.74	3.92%

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			Two-Party	\$1,973.06	\$1,854.68	
			Family	\$2,791.89	\$2,624.38	
HealthNet SmartCare HMO	69929T	Active Employees	Single		\$880.98	New 07/01/2019
			Two-Party		\$1,761.94	
			Family		\$2,493.15	
HealthNet HMO	69929H	COBRA Participants	Single	\$1,006.27	\$945.90	-6.00%
			Two-Party	\$2,012.52	\$1,891.77	
			Family	\$2,847.73	\$2,676.87	
HealthNet HMO	69929X	Early Retirees	Single	\$986.54	\$927.35	-6.00%
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			Two-Party	\$1,805.35	\$1,697.03	
			Family	\$1,805.35	\$1,697.03	
HealthNet PPO	CA - N6625D OOS - 17720D	EE+2 or more OOA Dep	Single	\$1,805.35	\$1,697.03	-6.00%
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			Family	\$188.56	\$170.21	
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			Family	\$188.56	\$170.21	
Delta Dental	6428-0101	Certificated Employees - Active	Single	\$66.79	\$60.29	-9.73%
			Two-Party	\$133.58	\$120.58	
			Family	\$189.01	\$170.62	
Delta Dental	6428-0111	Certificated Employees - COBRA	Single	\$66.79	\$60.29	-9.73%
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			Composite	\$15.37	\$14.50	-5.69%
Vision Service Plan	407301-0053, 0054, 0055	Classified - \$10 Copay	Single	\$6.53	\$6.16	-5.69%
			Two-Party	\$13.05	\$12.31	
			Family	\$21.75	\$20.51	
Vision Service Plan	407301-0059, 0060, 0061	Management - \$20 Copay	Single	\$10.53	\$9.93	-5.69%
			Two-Party	\$21.06	\$19.86	
			Family	\$36.67	\$34.58	
Vision Service Plan	407301-0062	Safety Program	Single	\$6.53	\$6.16	-5.69%
			Two-Party	\$13.05	\$12.31	
			Family	\$21.75	\$20.51	
Sun Life - Basic Life & AD&D **	238103	Certificated/Classified Employees = \$10,000	Employee Only	\$0.110/\$1000; \$1.10/EE	\$0.110/\$1000; \$1.10/EE	0.00%
			Employee Only	\$0.110/\$1000; \$13.75/EE	\$0.110/\$1000; \$13.75/EE	0.00%
		Management Employees = \$125,000	Employee Only	\$0.110/\$1000; \$13.75/EE	\$0.110/\$1000; \$13.75/EE	0.00%
			Retiree Only	\$1.40	\$1.40	0.00%
		Dependent Life - All Active Employees = \$1,500	Dep Two	\$0.44	\$0.44	0.00%
			Dep Family	\$0.63	\$0.63	0.00%
		Dependent Life - Retirees = \$500	Dep Two	\$0.44	\$0.44	0.00%
			Dep Family	\$0.63	\$0.63	0.00%
		Supplemental Life - Classified/Management Employees = \$15,000	Employee Only	\$0.528/\$1000; \$7.92/EE	\$0.528/\$1000; \$7.92/EE	0.00%

** Rates Guaranteed through 12/31/2019