

# About the Shared-Decision-Making Benefits Committee

The Shared-Decision-Making Benefits Committee is established through collective bargaining contracts with CFA (Article XI) and CSEA (Article VI) and by School Board policy (#4240, #4330).

The committee is composed of two representatives from CFA, two representatives from CSEA, one representative from management/confidential employees, and one representative appointed by the District to represent the Board of Education. This committee structure (equal representation) is consistent with benefit trusts endorsed by CTA and CSEA. The Assistant Superintendent of Business Services presides over the committee and votes only in the case of a tie.

The committee makes most decisions by consensus. In the long life of the committee, there has been only one tie vote — on a minor issue.

The committee DOES NOT determine the dollar amount of benefits allocated for each employee. That amount is negotiated at the bargaining table.

The committee DOES NOT determine who is entitled to benefits; determination is established within the collective bargaining agreements.

The committee DOES determine the best benefit coverage for all employees based upon the amount of benefit dollars negotiated at the bargaining table.

The committee DOES attempt to manage the available benefit dollars effectively in times when health insurance costs can increase over 20% in a single year.

The committee endeavors to provide parallel health plans and options through Kaiser and a traditional HMO provider (currently PacifiCare). The health plan carriers (Kaiser and PacifiCare) must submit benefit plans to the state for approval. Although the state approved plan designs of each carrier are similar, there are differences. One of the committee's goals is to minimize these differences.

The Committee continuously evaluates a variety of benefit programs and carriers in an attempt to balance costs, provide equal plan benefits, and project utilization. The Committee has rejected opt-out options in the health benefit arena. This is consistent with the recommendations of CTA, CSEA, and ACSA.

The committee uses the services of SCEET (South Counties Employer-Employee Trust) to manage our plans and negotiate rates. CTA and CSEA are represented on the board of the SCEET. SCEET gives us the combined bargaining power of many school districts and helps to keep our premium rates low. SCEET also has the clout to assist employees in resolving issues with health care providers and with our insurance carriers.