

On December 4<sup>th</sup>, 2024, a joint committee meeting with FCEA, CSEA, FCLA labor representatives, benefits committee, and district staff was conducted regarding the implications and changes to our medical benefits.

- **Committee Role:** The role of the benefits committee is defined in the collective bargaining agreements (FCEA 16.2) and (CSEA 10.5.5). The goal of the Committee is to ensure sustainable, equitable medical benefits and manage costs effectively.
- **2024 Changes:** For the 2024-2025 plan year, the committee implemented Nonstop plans and negotiated one-time payments to offset cost increases.
- **2025 Plans:** For the 2025-2026 plan year, the committee will be introducing a three-tier system to provide more coverage options and align with market standards. We are moving from two tiers (Single and Family) to three tiers (Single, Employee plus one, and Family). The negotiations teams will meet after the new year to begin negotiations on the district's medical contribution cap.
- **Contribution Caps:** The benefits committee has recommended a redistribution of the current district contributions into new caps pending collective bargaining for the 2025-2026 plan year.
- **Next Steps:** Further discussions on 2025-2026 plan year benefits:
  - Finalizing premiums for 2025-2026 plan year
  - Preparing for district/labor negotiations
  - Continuing on-going training and education including a presentation at staff meetings after the new year.
- **For more information:** Visit the Benefits website linked below. Check the site often, as information is frequently updated.
  - Benefits website: <https://www.fcusd.org/staff/benefits>