September 11, 2023

To: Bishop Mark Tolbert, Chairman BOE

LATCA Board of Education

From: Dr. Donnie Mitchell, Superintendent

Re: Board of Education Contribution Increase of employee health insurance

We are requesting the BOE approve 50% across the board coverage of insurance for each employee that participates in the health insurance program. We feel that this represents a fair across the board solution to rising insurance premiums. We feel this will also help us in recruiting highly qualified and certified teaching staff.

The insurance team consisted of representation of each grade level, certified and classified staff, support staff, leadership team, and district office team. The team has reviewed all of the plans and this proposal, hence the recommendation.

Cost breakdown: As said in the last BOE meeting, there is cost savings associated with the 50% for all employees plan…

1. With the AETNA plan, the BOE contribution per year with the CURRENT structure ($500 per month contribution per employee) cost would be: $276,000.
2. With the AETNA plan, the BOE contribution per year with the PROPOSED structure of (50% across the board for all employees) cost would be: $197,413.85
3. Currently, the BOE spends $276,000 per year for employee ensurabve.