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May 1, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Revisions to Cambridge Public Schools
Health Plan Options Policy

- Recommendation:** That the School Committee approve the revisions to the Health Plan Options Policy as detailed in the attached document.
- Description:** These revisions to the Health Plan Options Policy are being made to update the policy to align with current practices.
- This is a first reading of these proposed revisions to the Health Plan Options Policy.
- Supporting Data:** Attached redline of revisions to Cambridge Public Schools Health Plan Options Policy.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "K. Salim", is written over a faint, illegible printed name.

Kenneth N. Salim, Ed.D.
Superintendent of Schools

HEALTH PLAN OPTIONS

The health and dental insurance options are addressed within the terms and provisions of specific collective bargaining agreements. For non-union personnel generally, health and dental insurance options are covered by the group health and dental insurance applicable to non-union employees of the City of Cambridge, at the same contribution rates. For senior management officials, principals/heads of upper schools and others on individual contracts and School Committee members, dental plan benefits are provided through a separate Delta Dental Plan.

~~It is the policy of the City of Cambridge not to provide simultaneous membership in more than one medical insurance plan when both husband and wife are employed by the City of Cambridge. It has always been the policy of the City of Cambridge to offer insurance coverage in one plan or another but never in more than one.~~

Adopted: September 16, 2014