

**Memorandum of Understanding (MOU)
Health and Welfare**

The Lake Tahoe Community College District ("District") and the Lake Tahoe Community College Faculty Association ("FA") agree to the following compensation package which will go into effect on July 1, 2023.

Intent:

The District and FA acknowledge that compensation for FY2023-24 was previously approved at the [June 14, 2022](#) Board of Trustees meeting; however, the District received notice in Spring 2023 of an 11% medical premium increase. The intent of this MOU is to continue to provide covered employees a generous benefit package to include medical, dental, vision, and life insurance. The MOU will maintain the District's position as a leader within the South Lake Tahoe basin in regards to healthcare coverage and continue to retain and recruit valuable employees. Increasing the Health & Welfare cap after previously negotiating total compensation is unique to FY2023-24 and does not set a precedent or past practice in succeeding years for potential future healthcare cost increases.

Compensation Package:

2023-2024:

Effective July 1, 2023:

- The District will increase the current Health & Welfare cap to \$19,530 (previously \$18,456). The increase will fully fund the Tri County Schools Insurance Group's Basic medical plan which is an Affordable Care Act Gold level plan. The benefit package will include medical, dental, vision, and life insurance coverage.



[Ray Gamba \(Jun 24, 2023 07:11 PDT\)](#)

District Representative – Dr. Raymond Gamba

DATE



[Mike Spina \(Jun 24, 2023 01:03 PDT\)](#)

Faculty Association Representative – Michael Spina

DATE