

**From:** [Jolene Towne](#)  
**To:** [Tiffany Wilhelm](#); [Ferguson, Sean](#)  
**Subject:** RE: Request for 2022-2023 Salary and Benefit Placement  
**Date:** Monday, November 14, 2022 11:45:26 AM  
**Attachments:** [HAMILTON USD - INSURANCE RATES AND PLANS - CERTIFICATED ONLY 11-14-22.pdf](#)

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Hi Sean,

Please see responses to your requests below in red.

- an accurate accounting of how many certificated (and classified if I happen to also support the classified unit) are in each cell of the current salary schedule (please don't forget to include counselors, school pyschs, speech and language paths as long as they are covered by the Certificated Bargaining Agreement) – 39 total certificated staff members (teachers) at Hamilton USD (includes counselors)
- how many insurance plans are offered by the district – 7 plans offered to the certificated unit, the 7 plans are chosen by the certificated unit prior to open enrollment at the beginning of the school year. Employees also have the option to opt out if they have proof of other coverage and the district has not met the max by CVT.
- how much those plans cost – see attached PDF for costs of plans and the out of pocket costs.
- what is the district contribution to the plan – the district cap is 12,370 annually.
- how many people take each plan.
  - 1A = 6
  - 4A = 5
  - 7D = 2
  - 8D = 1
  - 10D = 5
  - HDHP1 = 8
  - Bronze = 7
  - OptOut = 5

Thank you,

Jolene Towne

*Confidential HR and Payroll Specialist*

**Hamilton Unified School District**

620 Canal Street, PO Box 488

Hamilton City, CA 95951

P: (530) 826-3261 Ext. 6004

F: (530) 826-0440

[www.husdschools.org](http://www.husdschools.org)

Employee portal: [GlennPortal.xcoe.online](#)



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**From:** Tiffany Wilhelm

**Sent:** Monday, November 14, 2022 7:38 AM

**To:** Ferguson, Sean <SFerguson@cta.org>  
**Cc:** Jolene Towne <JTowne@hudschools.org>  
**Subject:** RE: Request for 2022-2023 Salary and Benefit Placement

Dear Sean,

Thank you for your public records request. We are presently reviewing your request.

Tiffany Wilhelm  
*District Executive Assistant  
& Special Projects Manager*  
**Hamilton Unified School District**  
620 Canal Street, PO Box 488  
Hamilton City, CA 95951  
P: (530) 826-3261 Ext. 6011  
F: (530) 826-0440  
<https://www.hudschools.org/>

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**From:** Ferguson, Sean <SFerguson@cta.org>  
**Sent:** Sunday, November 13, 2022 12:43 PM  
**To:** Ferguson, Sean <SFerguson@cta.org>  
**Subject:** Request for 2022-2023 Salary and Benefit Placement

Good morning, I am sure I am not the only one working on a Sunday of a holiday weekend. In order to appropriately support the 22 (yes you read that right, I support 22) local union associations, it really helps if I have accurate and up to date financial information. Some of the hardest information I've had difficulty getting is:

- an accurate accounting of how many certificated (and classified if I happen to also support the classified unit) are in each cell of the current salary schedule (please don't forget to include counselors, school pyschs, speech and language paths as long as they are covered by the Certificated Bargaining Agreement)
- how many insurance plans are offered by the district
- how much those plans cost
- what is the district contribution to the plan
- how many people take each plan.

This information is often included in a form J-90. The problem with that is schools are not required to file one and it contains last year's information so it's of very little use to me currently. It's exhausting just typing this. But, this is vital for me to accurately assess the cost of a pay increase. As you well know, the state budget is good but every school district's finances are different. Word is out among union locals about very large settlements and I feel obligated to present realistic expectations.

To help me fairly represent my members I ask that you provide me that information based on the

2022-2023 school year. You don't have to do the math. If you print a current salary schedule and hand write the number of people in each cell and scan that to me, I can do the math. The same goes for the insurance. A list of plans, their cost, the district contribution and how many people take each plan. Once again, I'll do all the math. My nature is to work respectfully with district leadership.

I see no benefit in making demands and if we've had an opportunity to work on difficult matters, I hope you've found me fair. This information is extremely important or I wouldn't be emailing about it on a Sunday. If any of this is confusing, let me know and I'll try to do a better job explaining. Thank you for your cooperation. I appreciate it.

Sean Ferguson  
CTA Primary Contact Staff  
Chico RRC

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OCT 1, 2022 - SEPT 30, 2023

<b>CERTIFICATED</b>	<b>Composite</b>			<b>CAP</b>			
<b>Plan</b>	<b>1A</b>	<b>4A</b>	<b>7D</b>	<b>10D</b>	<b>Bronze</b>	<b>HDHP 1</b>	<b>8D</b>
Medical/Prescription	2283	2026	1760	1214	1044	1262	1599
Dental 2000/2 cleanings	123.46	123.46	123.46	123.46	123.46	123.46	123.46
Vision B10 12/12/24	18.07	18.07	18.07	18.07	18.07	18.07	18.07
<b>Total Monthly Cost</b>	<b>2424.53</b>	<b>2167.53</b>	<b>1901.53</b>	<b>1355.53</b>	<b>1185.53</b>	<b>1403.53</b>	<b>1740.53</b>
11 month pmt	2644.94	2364.58	2074.40	1478.76	1293.31	1531.12	1898.76
less Cap 11	-1124.55	-1124.55	-1124.55	-1124.55	-1124.55	-1124.55	-1124.55
<b>11 mo oop pmnt</b>	<b>1520.40</b>	<b>1240.03</b>	<b>949.85</b>	<b>354.21</b>	<b>168.76</b>	<b>406.58</b>	<b>774.21</b>

Plan names; 7 plans total offered. Members may also OptOut of district insurance if proof of other coverage and district has not met OptOut max with CVT.

The amount deducted from employee's check.