

**BEFORE THE GOVERNING BOARD OF THE  
WILLOWS UNIFIED SCHOOL DISTRICT  
COUNTY OF GLENN, STATE OF CALIFORNIA**

**RESOLUTION #2009-10-11**

**WHEREAS**, on December 7, 2006, the Board of Trustees of the Willows Unified School District revised Board Policy 4354. That Board Policy and Administrative Regulation altered the then-current practice of the District that confidential employees and management employees were entitled to receive District-paid medical benefits for life, provided certain service requirements were met. When the referenced Board Policy was revised, specified classified employees and management employees (*i.e.* those employed prior to January 1, 1995) were “grandfathered” under the earlier policies.

**WHEREAS**, the District is confronted by a fiscal crisis that was created, in large part, by the State’s imposition of an 18.355% deficit on the school funding that should have been provided to the District.

**WHEREAS**, the District must seek to restructure the way in which services are provided in the District as one component to bridge this funding shortfall.

**WHEREAS**, one classified employee who will be eligible to retire in December 2010 with District-paid benefits pursuant to Board Policy 4354 has expressed a willingness to retire early if the District will grant her the Board Policy 4354 District-paid medical benefits on the date of her retirement.

**WHEREAS**, granting this employee’s request:

1. has zero negative effect on the District’s future obligation for retiree benefits (since the employee would otherwise qualify in December 2010 if she continued to work); and
2. will have a positive economic impact on the District since her retirement will afford the District the opportunity to restructure earlier and save her salary.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Willows Unified School District that:

1. Provided Ms. Jacklyn F. Von Seggern submits a resignation/retirement to the District effective on or before March 31, 2010, the Willows Unified School District will:
  - a. waive the requirement set forth in BP 4354 that an employee must have rendered service to the District for not less than sixteen (16) years in order to be eligible for the benefits set forth in that policy.
  - b. deem her to be qualified effective April 1, 2010 for District-paid benefits in accordance with BP 4354.
2. This resolution shall apply only to Ms. Von Seggern.
3. This resolution is based upon the unique facts that exist in this case and the limited short term opportunity to reorganize the assignment of duties in the District office to achieve a cost savings.

**PASSED AND ADOPTED** this 11<sup>th</sup> day of February, 2010, by the Governing Board of the Willows Unified School District by the following vote:

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSENT: \_\_\_\_\_

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Clerk of the Governing Board of the  
Willows Unified School District