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## BOARD AGENDA ITEM

Information/Discussion \_\_\_\_\_  
Future Action \_\_\_\_\_  
Action   X  

Item: Employee Assistance Program – Pine Rest

Submitted by: Dave Rodgers

Date:   October 15, 2024  

Recommended by: HR Leadership Team

Board Meeting Date:   October 21, 2024  

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**RECOMMENDATION:** It is recommended that the Board authorize administration to enter into a one-year contract with Pine Rest to provide their Employee Assistance Program to Kent ISD employees. The estimated annual cost of this contracted service is \$25,000 per year.

**BACKGROUND:**

Like most school employers, Kent ISD already provides a modest and free Employee Assistance Program through our Life and LTD insurance carrier. Those EAPs are not always robust enough to go beyond a mere initial referral or consultation. In recent years, given the challenges faced by educators, more schools have looked to more substantive partners to support staff needs. Participation or utilization is always confidential and voluntary. In consultation with the Leadership Team, we feel that adding this additional resource for staff is both timely and appropriate. We will continue to evaluate the usage and cost benefit analysis in future years. Subject to approval, it is our hope to launch the Pine Rest EAP in December 2024.