



Board Meeting Date: 10/22/2024

Title: School District 2025 Health Insurance Contributions for Community Education Program Specialists, Leads, and Assistants; Confidential, Supervisory, and Technical Employees; and Non-Affiliated Employees

Type: Action

Presenter(s): Sonya Sailer, Executive Director of Human Resources; and Mert Woodard, Director of Finance and Operations

Background: Edina Public Schools has eleven (11) employee groups. Seven (7) of those employee groups collectively bargain their terms and conditions of employment resulting in tentative agreements that are presented to the School Board for approval. Four (4) of those employee groups do not engage in collective bargaining for their terms and conditions of employment, with their compensation and benefits recommended by the School District and approved by the School Board. The District is currently recommending an increase to its monthly contributions towards health insurance for three (3) of those employee groups, namely Community Education Program Specialists, Leads, and Assistants ("Community Education"); Confidential, Supervisory, and Technical Employees ("CST"); and Non-Affiliated Employees ("Non-Affiliated"). The monthly contribution amounts with the recommended increases are as follows:

Effective January 1, 2025

Single Plan - \$725.00

Single + 1 Dependent Plan - \$1,379.54

Family Plan - \$1,800.72

This recommendation is based on the following reasons: 1) these employee groups did not receive an increase to the district's monthly health insurance contribution for 2025; 2) the district's group health insurance plans experienced substantial increases for the 2025 plan year; 3) these employee groups do not engage in collective bargaining so modifications can be made to their benefit guidebooks at this time; 4) the proposed district monthly contribution amounts are consistent with other employee groups, and; 5) a decrease in ancillary insurance premiums provides an offset for this benefit improvement during the 2025 insurance plan year.

Director Woodard has costed this proposed increase at \$54,000 for the 2025 fiscal year.

Recommendation: Approve the proposed District 2025 health insurance contributions for the Community Education, CST, and Non-Affiliated Employee Groups.

Attachment(s): N/A