

*Work session will begin 10 minutes after the adjournment of the Business meeting.*

1. Joint Labor Management Committee Benefit Renewal Update - 10 minute presentation/10 minutes Q & A (*Amy O'Hern, Executive Director of Human Resources; Ukee Dozier, Executive Director of Finance; Peter Eckhoff, Robbinsdale Federation of Teachers President*) 2
2. Board Topics (*Helen Bassett, School Board Chair*)
  - A. Student Advisory to the Board of Education (SABE) Expectations and Brooklyn Bridge Alliance: Youth On Board Leadership Program - 15 minute presentation/15 minutes Q & A (*Anthony Williams, Executive Director of Community Education*) 13
  - B. Community Connect and School Board Outreach Alliance
3. Other



**Robbinsdale Area Schools**

**Independent School District 281**

4148 Winnetka Ave N.  
New Hope, MN 55427  
763-504-8000 | rdale.org

TO: Members of the School Board  
  
FROM: Amy O'Hern, Executive Director of Human Resources  
Ukee Dozier, Director of Finance  
Peter Eckhoff, President - Robbinsdale Federation of Teachers  
  
DATE: September 22, 2022  
  
RE: 2023 Health Insurance Renewal and 2023 Dental Insurance Renewal

**RECOMMENDATION:**

It is recommended that the School Board approve the renewal rates for our self-insured health and dental insurance programs for the 2023 plan year. The District's Labor Management Committee met on September 19, 2022, voted and approved the rates summarized below.

**MEDICAL RENEWAL DISCUSSION:**

The district's self-funded health insurance renewal for 2023 was part of the HITA bid out required under State law. UHC purchased PreferredOne so the quoting incumbent carrier was UMR, UHC's self funded TPA. We received proposals back from UMR, BCBS, HealthPartners, HealthEZ and PEIP. Medica and Allina Health Aetna declined to quote based on non-competitive proposals. After review of best and final proposals, the LMC met with the most competitive carriers; BCBS and HealthEZ. After meeting with the two finalist carriers, the LMC voted to move forward with HealthEZ based on the lowest worse case scenario as well as their ability to support employees, the District and our onsite clinic. Based on their final proposals and increasing our reserve balance, the LMC has approved a 14.2% increase. This increase includes projected costs for a lasered member, the District keeping all pharmacy rebates and covering the Districts worst case scenario. The funding rates for 2023 are as follows:

<b>\$500 Ded/Copay Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$1,308.00	\$186.00	\$1,494.00
Single +1	\$2,884.00	\$410.00	\$3,294.00
Family	\$3,414.00	\$485.00	\$3,899.00

<b>\$1250 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$806.00	\$114.00	\$920.00
Single +1	\$1940.00	\$275.00	\$2,215.00
Family	\$2076.00	\$295.00	\$2,371.00



<b>\$2500 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$739.00	\$105.00	\$844.00
Single +1	\$1,771.00	\$251.00	\$2,22.00
Family	\$1,895.00	\$269.00	\$2,164.00

<b>\$3000 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$638.00	\$91.00	\$729.00
Single +1	\$1,520.00	\$216.00	\$1,736.00
Family	\$1,627.00	\$231.00	\$1,858.00

Copies of our renewal and spreadsheets used to analyze the numbers and any supporting documents are available upon request.

**DENTAL RENEWAL DISCUSSION:**

The Labor Management Committee voted and approved a recommendation of no plan design changes and a 5% rate changes for 2023. The funding rates for 2023 are as follows:

**Final Dental Premiums for 2023:**

Single \$39.00  
Family \$104.00

**VOLUNTARY VISION DISCUSSION:**

The voluntary vision benefits are under rate guarantee and there is no change in rates or plan design, under 4-year rate guarantee. Superior Vision was bought by MetLife and it has been confirmed there will be no impact to employees other than a name change coming in 2023

**LIFE AND DISABILITY DISCUSSION:**

The life rates are renewing with a 0% increase. Voluntary life rates are being adjusted slightly for some age bands to be compliant with rate straddling IRS rules. Our LTD renewal is a 7.1% increase based on a 255% loss ratio. Rates for 2023 are as follows:

Basic Life = \$0.07 (per \$1000 of benefit)  
LTD = \$0.371 (per \$100 of covered payroll)

**QUESTIONS:**

For questions, please contact Amy O’Hern at 763-504-8014 or [amy\\_ohern@rdale.org](mailto:amy_ohern@rdale.org)



Marsh McLennan  
Agency

# 2023 Renewal Summary and Funding

Prepared for Robbinsdale School District

# Executive Summary

- United Health Care purchased PreferredOne in early 2022, all PreferredOne health plans have to move to UHC or UMR (their self funded TPA) for 2023
- At pre-renewal discussions based on 30 months of claims experience, MMA was projecting an increase in claims of 23% and a total increase to funding of 27.1%

5




PreferredOne<sup>®</sup>




**Robbinsdale's HITA bid out went to market on June 30<sup>th</sup>.**


**With proposals received on July 21<sup>st</sup>.**

Results were:

- **UHC/UMR:** 
  - Total maximum liability of \$23,646,456 / projected pharmacy rebates to the District of \$1,182,441 / Implementation Credit of \$66,728, Wellness Credit of \$12,500
  
- **HealthPartners:** 
  - Total maximum liability of \$23,010,247 / projected pharmacy rebates to the District of \$681,648 / implementation credit of \$217,000
  
- **PEIP:** 
  - Total cost projected of \$22,484,642

6

- **BCBS of MN:**  **BlueCross  
BlueShield**
  - Total maximum liability of \$22,409,968 / projected pharmacy rebates to the District of \$1.2m w/ guarantee of \$732,000 / Implementation credit of \$300,000

- **HealthEZ:**  **healthEZ**
  - Total maximum liability of \$21,110,642 / projected pharmacy rebates to the District of \$1.6m w/ guarantee of \$800,000 / implementation credit of \$200,000

7

# Declined to Quote for Robbinsdale

Medica



Allina Health Aetna





- Finalist presentations were done with the two most competitive proposals on September 13<sup>th</sup> in front of the Labor Management Committee – BCBS and HealthEZ
- LMC voted unanimously for HealthEZ as their medical carrier for 1/1/2023 <sup>9</sup>
- LMC met on September 19<sup>th</sup> to review funding recommendations. Decision was made to increase the funding by 14.2% to support the HealthEZ maximum liability proposal using the assumed minimum guaranteed pharmacy rebate credit in the proposal and to support building the reserve balance
- LMC voted to increase the dental premiums by 5% based on projected costs for 2023

# January 2023 Rate Increase

<b>\$500 Ded/Copay Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$1,308.00	\$186.00	\$1,494.00
Single +1	\$2,884.00	\$410.00	\$3,294.00
Family	\$3,414.00	\$485.00	\$3,899.00

<b>\$1250 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$806.00	\$114.00	\$920.00
Single +1	\$1940.00	\$275.00	\$2,215.00
Family	\$2076.00	\$295.00	\$2,371.00

<b>\$2500 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$739.00	\$105.00	\$844.00
Single +1	\$1,771.00	\$251.00	\$2,222.00
Family	\$1,895.00	\$269.00	\$2,164.00

<b>\$3000 Deductible Plan</b>	<b>2022</b>	<b>Change</b>	<b>2023</b>
Single	\$638.00	\$91.00	\$729.00
Single +1	\$1,520.00	\$216.00	\$1,736.00
Family	\$1,627.00	\$231.00	\$1,858.00

10

## **DENTAL RENEWAL DISCUSSION:**

The Labor Management Committee voted and approved a recommendation of no plan design changes and a 5% rate changes for 2023. The funding rates for 2023 are as follows:

### **Final Dental Premiums for 2023:**

Single \$39.00

Family \$104.00

## **VOLUNTARY VISION DISCUSSION:**

The voluntary vision benefits are under rate guarantee and there is no change in rates or plan design, under 4-year rate guarantee. Superior Vision was bought by<sup>11</sup> MetLife and it has been confirmed there will be no impact to employees other than a name change coming in 2023

## **LIFE AND DISABILITY DISCUSSION:**

The life rates are renewing with a 0% increase. Voluntary life rates are being adjusted slightly for some age bands to be compliant with rate straddling IRS rules. Our LTD renewal is a 7.1% increase based on a 255% loss ratio. Rates for 2023 are as follows:

Basic Life = \$0.07 (per \$1000 of benefit)

LTD = \$0.371 (per \$100 of covered payroll)

**Your future is limitless.<sup>SM</sup>**

12

**MarshMMA.com**



**Marsh McLennan  
Agency**

A business of Marsh McLennan

This document is not intended to be taken as advice regarding any individual situation and should not be relied upon as such. Marsh & McLennan Agency LLC shall have no obligation to update this publication and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting or legal matters are based solely on our experience as consultants and are not to be relied upon as actuarial, accounting, tax or legal advice, for which you should consult your own professional advisors. Any modeling analytics or projections are subject to inherent uncertainty and the analysis could be materially affected if any underlying assumptions, conditions, information or factors are inaccurate or incomplete or should change. d/b/a in California as Marsh & McLennan Insurance Agency LLC; CA Insurance Lic: 0H18131. Copyright © 2021 Marsh & McLennan Agency LLC. All rights reserved. MarshMMA.com



**To:** School Board Members and Superintendent  
**From:** Anthony Williams, Executive Director Community Education, Athletics and Activities  
**Date:** October 3, 2022  
**Re:** Non-Action

### **Description:**

The School Board will hear a presentation from the Brooklyn Bridge Alliance for Youth on effective strategies for engaging youth voice and leadership within the Student Advisory to the Board of Education (SABE) secondary school student group. SABE has previously worked with the School Board to act as a communication bridge between the student body and the Board.

The presentation will share information on the Brooklyn Bridge Alliance Youth OnBoard initiative that provides leadership opportunities for student engagement. The strategies presented are intended to serve as a catalyst in reimagining SABE's role with the School Board.

The Brooklyn Bridge Alliance for Youth is a collaborative initiative between the cities of Brooklyn Park and Brooklyn Center, the four school districts that serve the students in the two cities, North Hennepin Community College, Hennepin Technical College, and Hennepin County. The Alliance works to increase access, resources and the quality of Out of School Time programs with the goal of increasing high school graduation rates and paths to college and career.



Brooklyn Bridge  
**ALLIANCE**  
FOR YOUTH

# Accelerating Youth Engagement

October 3, 2022

# Mission



To coordinate a system of high-quality, accessible and fully resourced opportunities that lead to an increase in high school graduation, pathways to college and career, and youth safety and well-being.



# Goals



## Short-term:

1. Programs will provide culturally responsive, youth centered opportunities; so that youth will
2. Master essential life skills such as creating positive mental health, building a positive identity, and
3. Build skills they see as needed to enter adulthood.
4. Youth are connected to a network of resources, trusted adults, and peers.

16

## Long-term:

1. Increase in Youth Safety and Well-Being.
2. Increase in High School Graduation.
3. Increase in Pathways to College and Career.

# Strategy



1. Expand YOUTH ENGAGEMENT
2. Increase EQUITABLE ACCESS to opportunity
3. Maximize use of public/private RESOURCES
4. Increase QUALITY of opportunities
5. Increase COORDINATION to maximize impact

## Youth Engagement Accelerates Student Success

- Engaging students as partners disrupts ageism, classism and adultism - realizes inclusion.
- Motivates students to take ownership
- Mobilizes new energy (both youth and adult) to advance district mission.

# What are Strategies for Student Voice & Engagement?

- Student surveys; Climate, Minnesota Student Survey
- Student perspectives on governing bodies such as school, local, state decision-makers;
  - BCCS student school board representatives
- Student government
- Student journalism
- Student-led conferences/summits/events
- Democratic classroom practices
- Personalized learning, and
- Youth participatory action research (YPAR)
  - BBAY Youth to Youth Survey Data

# LEVEL OF YOUTH ENGAGEMENT

**COLD**

◀ **YOUTH INVOLVEMENT / OWNERSHIP** ▶

**HOT**

Manipulation

Tokenism

Assigned but informed

Adult-initiated, shared decisions with children

Youth-initiated, shared decisions with adults

Decoration

Consulted and informed

Youth-initiated, and directed

1

3

5

7

2

4

6

8

Adapted from Roger A. Hart and Sherry Arnstein (1969)

**NON-ENGAGEMENT**

**DEGREES OF ENGAGEMENT**



# Youth to Youth Survey

Youth Participatory Action Research

# Youth Participatory Action Research

## **Participatory**

Those closest to the experience are closest to the research

## **Action**

To make changes that improve the lives of youth

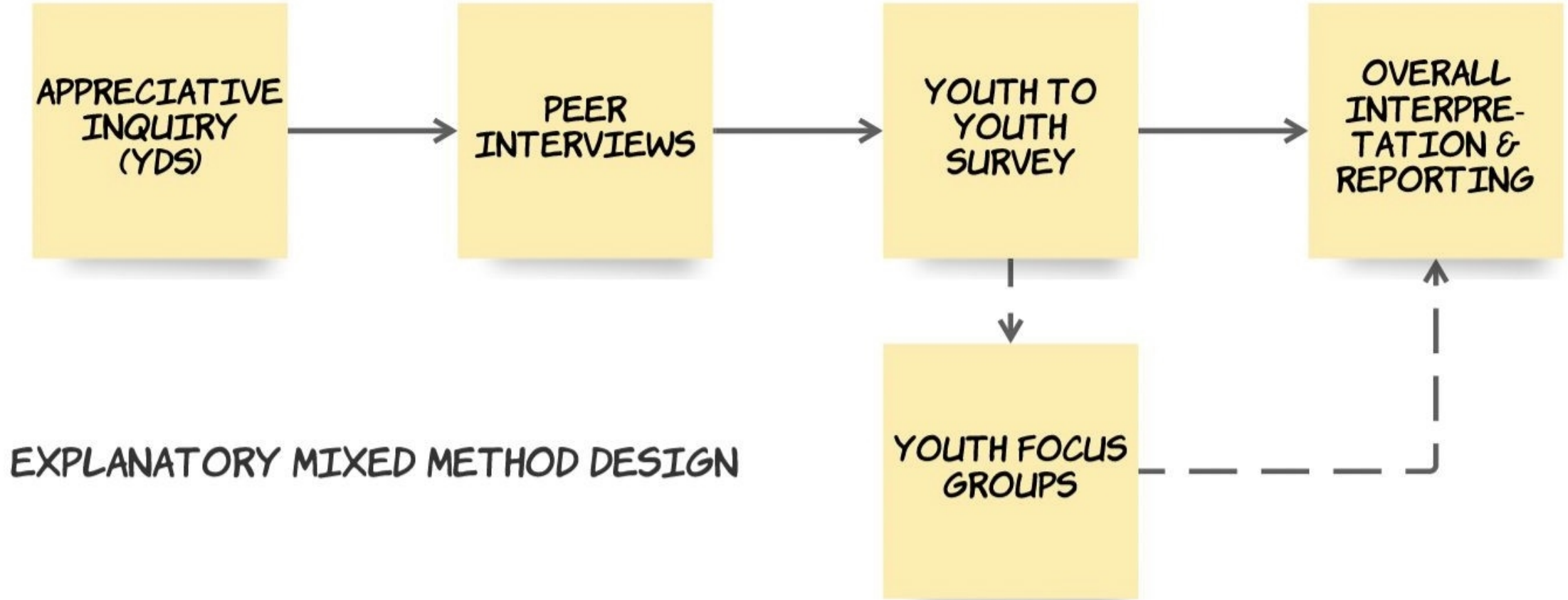
## **Research**

Systematic inquiry to understand issues important to youth



# Youth to Youth Survey: Research Process

## YOUTH-CENTERED PROCESS



# Survey Topics

- Demographics
- Long-term effects of COVID-19 pandemic
- Goals and dreams
- Participation in programs or activities
- Youth engagement
- Positive mental health



# What Interns Reflected as Lessons Learned

- What the Brooklyn community is like
- Some youth have a distrust of public institutions
- Creating connections with youth would help rebuild that trust
- Many youth feel like they don't get the support they need from adults
- Networking with public institutions and businesses

# Next Steps

- Complete Analysis
  - 471 Surveys (statistical significance = 375)
- Report and Reporting
  - October
- Strategic Planning and Action
  - December - January
- Optional Institutional Youth Focus Groups (and Analysis)



# Youth OnBoard

Equity through youth voice, leadership and participation at decision making tables

# Youth OnBoard Program - Youth at Adult Tables

- 1) Identifies Commissions, Advisories, and Committees (Decision-making Tables) where decisions are made that impact youth
  - Provides inclusion assessment and training for adults
- 2) Identifies young people interested in raising their voice and serving their community
  - Provides on-boarding training for emerging leaders, so they can effectively engage and provide input that strengthens 'tables'
- 3) Matches young adults 14-24 (Emerging Leaders) in the community with leadership opportunities and decision-making tables,
- 4) Assists with ongoing maintenance for these process shifts on boards, commissions, and leadership tables.

# Benefits to Emerging Leaders and Tables

## Emerging Leaders

- Build leadership and social, emotional skills that increase their employability
- Better understand how systems work and how they can civically engage throughout their lives
- Expand their employment social network
- Serve their community

29

## Organizations “tables” that participate

- Expand diversity at many levels of the organization, especially at decision making tables or creates NEW tables for youth to inform/adv
- Advance their diversity, equity and inclusion goals
- Yield better results from inclusive decision making
- Create opportunities for engagement that can lead to a pipeline of engaged employees

# Youth on Board Update

	<b>EMERGING LEADERS <i>Target</i></b>	<b>EMERGING LEADERS <i>Actual</i></b>	<b>TABLES <i>Target</i></b>	<b>TABLES <i>Actual</i></b>
<b>Engaged</b>	150	75	30	18
<b>Ready</b>	35	15	10	6
<b>Active</b>	30	9	9	2

# Matches

## Confirmed & In-Progress

- Brooklyn Center CS - School Board
- BP City Recreation and Parks Commission
- BP City Human Rights Commission
- New Youth Library Board Advisory
- Women's Lead, Non-profit
- BBAY Joint-Powers Board
  - Youth Council

## On the Horizon

- Reimagine Black Youth Mental Health Advisory
- Evolving Brooklyn Center Cohort
- Finalize remaining Brooklyn Center City Commissions
- Identify new tables/partners interested in expanding shared decision making to youth

# Youth on Board Update

## **Progress:**

- Added new Library youth-only table, increasing both number of emerging leaders and tables more focused on high school aged youth
- Began meeting with collaborative partners to explore program evaluation and delivery

## **Barriers:**

- Few tables that interest and/or accept 14 - 18 year olds
- Recruitment of new 18 - 24 year olds
- Huge learning curve for all youth who join new commissions

## **Successes:**

- Emerging Leader on HRC shared that residents feel more comfortable talking to them and sharing their issues because they are young
- Feel more experienced and informed on how city processes work
- Feel empowered to take space and advocate for positive change through civic engagement

# Discussion

- What stood out to you?
- What level of engagement do you want to have with students?
- Any questions?

Thank you!

