

Work session will begin 5-10 minutes after adjournment of the Business Meeting.

School Board CLOSED SESSION pursuant to M.S.13D.03, Labor Negotiations Strategy will begin 15 minutes after adjournment of the Work Session, after moving back to the Robbinsdale Area Schools Education Service Center.

1. Joint Labor Management Committee 2
Amy O'Hern, Executive Director of Human Resources
Peter Eckhoff, President - Robbinsdale Federation of Teachers (RFT)
2. Board Topics
Helen Bassett, School Board Chair
 - A. Resolution Authorizing Payment of Specific Statements in Advance of Board Approval
3. New Business/Old Business



To: Board of Education
Re: Joint Labor Management Committee
Date: September 18, 2023

The joint labor management committee is charged with vetting our insurance options, and working to make decisions in the best interest of all our members. The cooperative formed consists of all bargaining groups having representation, with the teachers having three votes, the education assistants two and all others one vote. By working in this cooperative model, we avoid breaking apart all our coverage options by bargaining group, thereby getting the most affordable and supportive options possible.

The joint labor management committee meets four times a year with our third party administrator MarshMcLennan Agency, to look at our underwriting, projected claims and our current fund balance. The committee makes final recommendations to the school board for our premiums, carriers, and third party administrators.

Should the board leave this model, it would require bargaining with each group individually, in essence “delinking” the collective strength we have when all are combined in one group for our underwriting and claims coverages.

Typically, this approval has appeared with rare exception on the consent agenda, though there have been brief presentations given at board meetings by the RFT president along with the Executive Director of Human Resources as the co-chairs of the group.

Delays by the board to pass the recommendations of the committee would result in disruptions that could be catastrophic to the timelines for open enrollment which begins November 15, payroll actions, and non-interruption of insurance coverages for all employees (which are required benefits of our collective bargaining contracts with employees, as well as statutory requirements for our retirees and others covered by our district insurance plan).

The joint labor management committee will have our 2024 premium rates on the October 2, 2023 consent on agenda