



SAINT PAUL FEDERATION
OF EDUCATORS LOCAL 28



Superintendent Gothard and Chair Ellis,

We are writing in response to your letters from July 19 and August 8 requesting that SPFE delay our bargaining units from entering into the Public Employee Insurance Program (PEIP) from January 2020 to January 2021.

The Federation's decision to enter into PEIP was a thoughtful and carefully researched process. SPFE leadership met with PEIP representatives, reviewed the information, and then moved to bring it to the membership for consideration. We wrote the District on March 15, 2019 (see attached) indicating that the Federation would be exploring a move into PEIP. We then held sixteen informational meetings for SPFE members with representatives from PEIP and Education Minnesota, who shared information about how this process had worked in other districts and municipalities and assisted in answering questions to help us prepare our members to make an informed decision about a possible move.

Despite our March 15 notification, the district chose not to share any concerns until posting an FAQ online during our members' voting period at the end of April. We did not receive formal communication about the district's interest in delaying our move to PEIP until July 19th, citing the possibility of HealthPartners assessing a penalty fee. To our knowledge and that of PEIP and Education Minnesota representatives, there is no circumstance where a bargaining unit exercising its legal right to move into PEIP has resulted in a penalty fee. We still contend HealthPartners cannot assess the district that fee because SPFE is entering PEIP through our rights under state law. We are disappointed in the lack of effort the district was willing to put into fighting the penalty fee.

Not contacting SPFE about concerns regarding the HealthPartners contract and our possible move to PEIP is another example of a long pattern of Human Resources not collaborating to try to problem solve with the Federation. Such a partnership would have prevented SPPS district leadership from being put in the precarious position of asking SPFE leadership to overrule our membership vote.

Our members voted to enter into PEIP in 2020. Asking them to delay the entry time that was part of their vote is not something we take lightly, especially since it shifts the financial burden to staff and families, including some of the district's lowest paid employees. Attached is a compromise that brings the savings that would have been incurred by our members to them, and avoids additional payments to HealthPartners. It is a good faith effort of compromise on our part, despite our frustration that this situation could have been avoided with better partnership. It is offered as a means to resolve this circumstance, outside of regular contract negotiations.

We request a written response by the end of the week, so that we can plan accordingly for open enrollment. If this compromise is rejected and we are continuing toward a 2020 start, we do not want to lose any planning time.

Sincerely,

Nick Faber
President, St. Paul Federation of Educators

Sylvia Perez
Director of Non-Licensed Personnel, St. Paul Federation of Educators

MEMORANDUM OF UNDERSTANDING

Public Employee Insurance Program Transition

On May 14, 2019, per State Minnesota Statute 43A.316, the Saint Paul Federation of Educators Local 28 (hereinafter "Federation") notified Saint Paul Public Schools of the Federation's intent to transition health insurance coverage into the Public Employee Insurance Program effective January 1, 2020 for the following bargaining units: Educational Assistants, School and Community Service Professionals, and Teachers. On July 19, 2019 the District requested that SPFE delay the transition into PEIP to January 1, 2021. This Memorandum of Agreement is between the Board of Education, Independent School District No. 625 (hereinafter "District") and the Saint Paul Federation of Educators and is entered into for the sole purpose of establishing timeline and parameters for a delayed transition into the Public Employee Insurance Program. The Federation agrees to delay transition into the Public Employee Insurance Program until January 1, 2021 and the District agrees to the following parameters:

1. Saint Paul Public Schools will sign a fully executed PEIP group application for all three Federation bargaining units effective January 1, 2021 and submit the application to the Public Employee Insurance Program by August 26, 2019.
2. Saint Paul Public Schools agrees to stay neutral in both public and internal communications regarding the Federation's move into PEIP.
3. In recognition of the delay of cost savings to Federation bargaining unit employees, Saint Paul Public Schools agrees to increase the employer contribution toward health insurance premiums as outlined in the chart below. This will take effect on January 1, 2020 and carry through moving forward.

Educational Assistant Contract Article 12: Insurance Benefits, Page 21	School and Community Service Professional Contract Article 10: Employee Benefits, Page 10	Teacher Contract Article 10: Teacher Benefits, Page 21
<ul style="list-style-type: none"> • Single: \$635 \$740 • Family: \$1,295 \$1,465 	<ul style="list-style-type: none"> • Single: \$824 \$879 • Family: \$1,104 \$1,274 	<ul style="list-style-type: none"> • Single: \$800 \$855 • Family: \$1,100 \$1,270

INDEPENDENT SCHOOL DISTRICT NO. 625

SAINT PAUL FEDERATION OF EDUCATORS, LOCAL 28

Superintendent

SPFE President

Date

Date

Letter of Intent to Participate

3/15/19

Zuki Ellis, School Board Chair
Independent School District # 625
360 Colbourne Street
Saint Paul, MN 55102

RE: Notice of Intent to Participate in PEIP

Dear Ms. Ellis:

Please be advised the Saint Paul Federation of Educators, exclusive representative of the licensed staff (teacher contract), Educational Assistance and School and Community Services Professionals in your district, intends to preserve its rights to participate in the Public Employees Insurance Program (PEIP), pursuant to Minnesota Statutes §43A.316 during the 2019-2021 contract period.

Although we have not yet reached a final determination on participation in PEIP, this letter serves as the required "notice of intent to participate." At such time as we reach such a conclusion as to our determination to participate in the program, our union will inform you of that decision at least 30 days before entry into the program, as required.

Sincerely,



Mike Asmus, Organizer
Saint Paul Federation of Educators

C: Shawn Byrne, PEIP
Dr. Joe Gothard, Superintendent
Mark Schmiesing, Education Minnesota Negotiations Specialist