

**DISTRICT - Saint Paul Public Schools
PROPOSAL #1_SCHOOL AND COMMUNITY SERVICE PROFESSIONALS
September 23, 2021**

District proposes to move the start of health insurance for new employees to the first of the month following 30 days of continuous employment.

ARTICLE 10. EMPLOYEE BENEFITS

SECTION 1. HEALTH AND LIFE INSURANCE

Subd. 1. Employees who have been regularly employed in the District for more than thirty (30) **continuous** days are eligible for benefits included in the insurance program for District employees. **This will occur on the first day of the month following 30 days of continuous regular benefit eligible service for District contribution to premium health cost for health and life insurance provided herein** and any supplemental or replacement program required to provide benefits described in the Subd. of this Section. Insurance benefits provided eligible employees include hospital, surgical, medical, major medical, dental, long-term disability, and life insurance coverage. Detailed descriptions of coverages, options, procedures, and eligibility requirements are provided in a pamphlet prepared for that purpose.