

Insurance

We believe that all our members deserve access to affordable health insurance. Our goal is to improve the experience and ease of accessing health insurance, and to ensure that our members, especially our lowest paid and racially diverse members, do not continue to carry the burden of rising healthcare costs alone.

Background:

- Employees are currently required to re-enroll every year or be dropped in their level of coverage.
- With a shift to High Deductible plans more of our members are faced with high out-of-pocket costs that can be overwhelming without an HSA account with funds in it.
- SPPS currently provides a dollar amount for employees to put towards health insurance premiums. The full burden of any premium increases falls on our members, while the employer has historically increased the flat dollar contribution by an amount that has not matched premium increases.

Proposal Specifics:

- **Automatic Annual Re-enrollment:** EA, SCSPs and Licensed staff are automatically re-enrolled in their benefits selection if they are not making any changes for the upcoming year. This will reduce confusion and stress and put less pressure on Benefits during active enrollment.
- **Healthcare Savings Account (HSA) Contributions:** For employees enrolled in a HSA compatible plan, the district would contribute a set dollar amount each year to their HSA. This would be in addition to the District's monthly contribution towards the health insurance premium. This gives our



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members access to designated money to pay for health care costs and allows our members to build a strong HSA to cover their health care costs.

- **Premium Changes:** Increases the District contributions towards insurance premiums and partially shifts the burden of future health insurance premiums increases to the District.



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Educator Retention

We believe that our school communities benefit from a diverse group of educators who choose to stay in St. Paul Public Schools for the duration of their education career. Our goal is to grow, retain and support educators who represent the diversity of our students and city.

Background:

- Over half of teachers surveyed by the National Education Association (NEA) in January of 2022 stated they will leave teaching sooner than they had originally planned.
- In 2023, SPFE and SPPS signed a recruitment MOA for Special Education Teachers and Educational Assistants which gave \$10,000 bonuses for people to come work for SPPS in those positions.
- New **and** experienced educators are leaving SPPS due to lack of support and mentorship, low pay, overwhelming workload and more.

Proposal Specifics:

- **Mentor Mentee Program for Licensed Staff:** Creates contract language to build upon the existing mentorship program for year 1 teachers. All year 1 teachers would be matched with a mentor to help support them through their first year in SPPS. To the best of the program's ability, mentors will be matched to a mentee's identity preference. Creates a stipend for mentors.
- **Education Stipends for Tier 1 and Tier 2 Licensed Staff:** Creates an MOA to provide stipends and paid time off to educators who hold a Tier 1 or Tier 2 license to enroll in and complete a teacher preparation program. Our educators holding these licenses are more likely to be educators of color



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and this supports them to become Tier 3 license holders and supports them achieving Tenure in St. Paul.

- **Teachers as Substitutes:** Fairly compensates educators for stepping up and filling the gaps when there are no substitutes available.
- **EA Winter and Spring Break Pay:** Pays our 10 month EAs for winter break and spring break. This is one of the most significant issues impacting our 10 month EAs.
- **EA Holidays:** Adds Christmas Day as a paid holiday, aligning the EA contract to other SPPS contracts.
- **EA Multilingual Work Day:** Allows for our Multilingual EAs to be paid for additional hours each week to communicate with families and students and to assist other educators.
- **SCSP Seniority:** Gives seniority credit to Educational Assistants who move into an SCSP job. This acknowledges the experience that our EAs who choose to move into an SCSP role bring with them.
- **SCSP October Professional Development:** Pays SCSPs for the two October Conference Days (commonly called “MEA”) so that they can further their professional growth and development.

We will have additional proposals involving educator retention that will be presented on 10/26 and 11/2 at bargaining meetings with SPPS!



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