

**SAINT PAUL FEDERATION OF EDUCATORS
PROPOSAL #47
DECEMBER 7, 2023
HEALTH CARE SAVINGS PLAN**

**Licensed Staff
Health Care Savings Plan**

ARTICLE 10. TEACHER BENEFITS

~~5.3 Employees hired after January 1, 2014, will receive a \$200 District contribution for each year of service toward a health care savings plan upon retirement.~~

Subd. 6 Health Care Savings Plan for Employees hired after January 1, 2014

6.1 Employees covered by this provision will receive an annual \$200 District contribution directly to a district established health care savings plan.

6.2 If an employee who has been employed since January 1, 2014 has not received an annual \$200 District contribution towards their health care savings plan, the District shall contribute a one-time lump sum.

**SCSP Contract
Health Care Savings Plan**

ARTICLE 10

Subd. 5. Employees hired after January 1, 1996, are eligible to participate in an Employer- matched Minnesota Deferred Compensation Plan or District approved 403(b) plan. Effective July 1, 2022, the District will match up to \$1,150 per year of consecutive active service. Part-time employees working half-time, or more will be eligible for up to one half (50%) of the available District match. Time worked in the City of Saint Paul will not be counted toward this three (3) year requirement.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan and District approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations.

The employee must initiate an application to participate through the District's specified procedures.

5.1 Employees hired in the District on or after January 1, 2014, shall be eligible for \$200 per year employer match in addition to the match amount provided in this section for employees hired after January 1, 1996.

Additionally, Effective January 1, 2016, all employees hired in the District after January 1, 2014 will receive ~~a~~**an annual \$200 per year** district contribution toward a **district established** health care savings plan.

If an employee who has been employed since January 1, 2014 has not received an annual \$200 District contribution towards their health care savings plan, the District shall contribute a one-time lump sum.

EA Contract Health Care Savings Plan

ARTICLE 12. INSURANCE BENEFITS

12.7.5 Employees hired after January 1, 1996, are eligible to participate in an Employer matched Minnesota Deferred Compensation Plan or District approved 403(b) plan. Effective July 1, 2022, the District will match up to \$1,150 per year of consecutive active service.

Federal and state rules governing participation in the Minnesota Deferred Compensation Plan or District approved 403(b) plan shall apply. The employee, not the District, is solely responsible for determining his/her total maximum allowable annual contribution amount under IRS regulations.

The employee must initiate an application to participate in the 403(b) plan through the District's specified procedures.

Employees hired on or after January 1, 2014, shall be eligible for \$200 per year employer match in addition to the match amount provided in this section for employees hired after January 1, 1996.

~~Additionally, Effective January 1, 2016, all educational assistants hired after January 1, 2014 will receive a \$200 district contribution toward a health care savings plan.~~

12.7.6 Health Care Savings Plan for Employees hired after January 1, 2014

Employees covered by this provision will receive an annual \$200 District contribution directly to a district established health care savings plan.

If an employee who has been employed since January 1, 2014 has not received an annual \$200 District contribution towards their health care savings plan, the District shall contribute a one-time lump sum.