



STILLWATER PUBLIC SCHOOLS

STILLWATER BOARD OF EDUCATION

PREPARED BY: Dr. Janet Vinson, Acting Superintendent
APPROVED BY: Dr. Janet Vinson, Acting Superintendent
DATE: June 10, 2025

AGENDA ITEM(S):

Human Resources FY 2025-2026 Contracts and Agreements:

1. American Fidelity Section 125 Flexible Benefit Plan
2. CuraLinc, LLC (Employee Assistance Agreement)
3. OK-Thrive (New Teacher Mentoring Agreement)
4. OSAG (Workers' Compensation Premium)
5. OSSBA (Unemployment Insurance)

BOARD ACTION REQUESTED:

Motion to Approve Contracts for 2025-2026

BACKGROUND INFORMATION:

1. American Fidelity Section 125 Flexible Benefit Plan - This Section 125 Flexible Benefit Plan Adoption Agreement is established in order to make a broad range of benefits available to our employees and their beneficiaries. This Plan allows employees to choose among different types of benefits and select the combination best suited to their individual goals, desires, and needs. These choices include an option to receive certain benefits in lieu of taxable compensation. American Fidelity serves as our Recordkeeper. Annual renewal, no cost associated with this agreement, this plan will begin on September 1, 2025 and end on August 31, 2026.
2. CuraLinc, LLC - Stillwater Public Schools is partnering with CuraLinc as an Employee Assistance Program (EAP) for the 2025-2026 school year. CuraLinc is a contemporary and engaging workforce mental health EAP. CuraLinc Healthcare's unique approach to workforce mental health marries technology and personalized advocacy to engage, empower and support employees through their care journey. Annual renewal, the pricing for this program is \$1.01 per employee (912) per month, the renewal term of this agreement shall commence on July 1, 2025 and continue through June 30, 2026.
3. OK-Thrive - Stillwater Public Schools and Oklahoma State University OK-Thrive plan to partner for the OK-Thrive Program. OK-Thrive is a university-based coaching program that provides induction support to empower educators by supporting their transition from training to practice. OK-Thrive aims to root educators within our state by providing responsive support, goal-based

coaching, and leadership development in an effort to positively impact teacher retention across Oklahoma. Annual renewal, no cost associated with this agreement; this agreement will be in effect from August 2025 until May 2026.

4. OSAG - Workers' Compensation coverage for the 2025-2026 school year. Annual renewal, the total premium for 2025-2026 is \$353,458.00. (This is a decrease of \$1,040.00 from last year.) The OSAG policy will renew on July 1, 2025 and end on June 30, 2026.
5. OSSBA - Management of our unemployment claims matters, including, but not limited to, docketing, requesting, and organizing claims information. Annual renewal, the administrative fee is the amount equal to \$7.00 per employee, this agreement is for the 2025-2026 school year.