



South St. Paul School Board - Work Session

Monday, August 12, 2024 5:00 PM

District Office, 104 - 5th Avenue South, South St Paul, Minnesota 55075

I. PEACEMAKER

I.A. PeaceMaker Minnesota Update (J. Laliberte)

II. HUMAN RESOURCES

II.A. VEBA Trust Change (J. Milteer)

II.B. 2025 Health, Dental, and LTD Insurance Rates (J. Milteer)

III. SCHOOL BOARD

III.A. Studer Update (B. Zambreno)

III.B. Public Relations and Community Engagement (Board)

III.C. Committee Updates (Board)

- District 917
- AMSD
- Community Education
- Educational Foundation
- Finance, Facilities and Long-Range Planning
- Local Issues
- Policy
- SSP Open Foundation
- Superintendent Executive

III.D. Other Items Deemed Necessary by the School Board



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: Monday, August 12, 2024

Place on Agenda: Work Session

Action Requested: None. Discussion Only

Attachment: None.

Topic: PeaceMaker Minnesota
Presenter(s): John Laliberte
Background: <p>PeaceMaker Minnesota is an organization that helps schools to be safer places, free from bullying and harassment, and to help youth learn positive relational skills like empathy, respect, cooperation and how to resolve conflicts peacefully.</p> <p>Kaposia Education Center has been utilizing PeaceMaker’s services for a number of years. On Monday evening, former Kaposia Principal John Laliberte will provide some highlights of how Kaposia has been utilizing PeaceMaker’s services.</p>
Recommendation: N/A
Alternatives:

Passionate Learners Positively Changing Our World



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: Monday, August 12, 2024

Place on Agenda: Work Session

Action Requested: Approval

Attachment:

Topic:
Presenter(s):
Background: The District uses a company called MEDSURETY to help manage our employee’s voluntary benefits such as Health Reimbursement Accounts (HRAs) and Voluntary Employee Beneficiary Associations (VEBAs). Previously, the District offered a VEBA plan for employees to be able to set aside pre-tax income for future payment of medical expenses. The District has been notified by MEDSURETY of upcoming changes to our previous VEBA Trust partner. This will impact employee members of the plan who still have dollars in their grandfathered HRA/VEBA. Currently MEDSURETY has two Funded HRA/ VEBA trusts; BPAS and MATRIX. MEDSURETY has terminated the BPAS trust. This requires that they transfer the district’s current trust over to their MATRIX trust.
Recommendation: Administration recommends approval of the proposed change moving from the BPAS to MATRIX HRA/VEBA Trust, effective Fall of 2024.
Alternatives: Do not approve and direct administration with next steps.

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SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: Monday, August 12, 2024

Place on Agenda: Work Session

Action Requested: Approval

Attachment: Proposed 2025 Health, Dental & Other Insurance Rates

Topic:																														
Presenter(s):																														
<p>Background:</p> <p>In 2017 we moved to a self-insured plan for dental insurance and in 2018 for health insurance, with rates determined annually by the district. A key component of a self-insured plan is to build and maintain an adequate reserve to ensure funds are available to offset fluctuating costs.</p> <p>Based on analysis of claims history, expected future claims and the need to continue to maintain our reserve account for payment of claims; administration recommends no change in rates and approval of the proposed 2025 health and dental insurance rates presented. Additional information regarding this recommendation is listed below:</p> <ul style="list-style-type: none"> • We have reached our reserve fund goal. • The chart below illustrates health & dental rate changes since moving to self-insured plans. <table border="1" data-bbox="302 1077 1206 1520"> <thead> <tr> <th>Year</th> <th>Health Self-Insured % of Rate Change</th> <th>Dental Self-Insured % of Rate Change</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>--</td> <td>0%</td> </tr> <tr> <td>2018</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2019</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2020</td> <td>8%</td> <td>0%</td> </tr> <tr> <td>2021</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2022</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2023</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2024</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>2025</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> • The proposed 2025 health, dental and other ancillary insurance rates are attached. <p>The recommendation for the 2025 health & dental insurance rates were shared with the district’s insurance committee.</p>	Year	Health Self-Insured % of Rate Change	Dental Self-Insured % of Rate Change	2017	--	0%	2018	8%	0%	2019	8%	0%	2020	8%	0%	2021	0%	0%	2022	0%	0%	2023	0%	0%	2024	0%	0%	2025	0%	0%
Year	Health Self-Insured % of Rate Change	Dental Self-Insured % of Rate Change																												
2017	--	0%																												
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2021	0%	0%																												
2022	0%	0%																												
2023	0%	0%																												
2024	0%	0%																												
2025	0%	0%																												
<p>Recommendation:</p> <p>Administration recommends approval of the proposed 2025 health, dental and ancillary insurance premium rates.</p>																														
<p>Alternatives:</p> <p>Do not approve and direct administration with next steps.</p>																														

South St. Paul Schools

Proposed 2025 Health and Dental Insurance Rates

Health Insurance

Coverage Type	\$500-\$35 Deductible Plan Annual Rate	\$1500-\$35 Deductible Plan Annual Rate	\$3200-80% HSA Plan Annual Rate
Single	\$10,383.68	\$9,367.88	\$7,717.94
Single + One	\$21,878.16	\$19,737.95	\$16,261.43
Family	\$29,541.28	\$26,651.46	\$21,957.22

Dental Insurance

Coverage Type	Annual Rate
Single	\$612.00
Family	\$1,587.12

2024-2025 Ancillary Insurance Rates (The Standard)

Basic Life & AD&D Insurance Rates

Plan	Rates/\$1,000
Basic Life	\$0.090
Basic AD&D	\$0.020

Voluntary Life & AD&D Insurance Rates

Age Range	Employee Rate per \$1,000
<25	\$0.05
25-29	\$0.05
30-34	\$0.06
35-39	\$0.08
40-44	\$0.10
45-49	\$0.15
50-54	\$0.23
55-59	\$0.43
60-64	\$0.52
65-69	\$0.96
70+	\$1.97
AD&D Rate	\$0.02

Long-Term Disability Insurance Rate

Long Term Disability	Rate
LTD Rate/\$100 of Covered Payroll	\$.320



SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Meeting Date: Monday, August 12, 2024
Place on Agenda: Work Session
Action Requested: None. Discussion Only
Attachment: Organizational Excellence Foundational Principles

Topic: Studer Update
Presenter(s): Dr. Brian Zambreno, Superintendent
Background: <p>District leaders are collaborating with Studer Education to revitalize the district’s strategic plan. In addition, Studer will support us in leadership development and provide tools to enhance communication and culture. This initiative will actively involve a broad range of stakeholders through various channels, including a strategic plan steering committee and focus groups.</p> <p>On Monday evening, we will outline the key components of the process and the anticipated outcomes.</p>
Recommendation: N/A
Alternatives:

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Organizational Excellence Foundational Principles

- Principle 1: Commit to Excellence**
Set high expectations to achieve results while living out mission and values.
- Principle 2: Measure the Important Things**
Continuously track progress to achieve results with an improvement mindset.
- Principle 3: Build a Culture Around Service**
Serve others with great care and concern.
- Principle 4: Develop Leaders to Develop People**
Coach people to be their best at work.
- Principle 5: Focus on Employee Engagement**
Attend to aspirations and desires in the workplace.
- Principle 6: Be Accountable**
Commit individual accountability to achieve organizational goals.
- Principle 7: Align Behaviors with Goals and Values**
Apply consistent practices to move the organization in a positive direction.
- Principle 8: Communicate at All Levels**
Build connections so that people know why what they do matters.
- Principle 9: Recognize and Reward Success**
Value and appreciate people working together to get results.





SOUTH ST. PAUL PUBLIC SCHOOLS

School Board Agenda Item

Meeting Date: August 12, 2024
Place on Agenda: Work Session
Action Requested: None. Review and Discussion Only

Topic: Public Relations and Community Engagement
Presenter(s): Lisa Brandecker, Manager of Administrative Services and Communications
<p>School Board members will engage in conversation regarding opportunities to partner with the students, staff, and families of South St. Paul Public Schools, as well as the greater South St. Paul community, to continue moving the District’s mission and vision forward.</p> <ul style="list-style-type: none"> ● Monday, August 26 (11:30 – 3:30 PM) SSPPS Opening Days Event with All Staff Food Trucks – in front of Central Square (11:30 – 12:30 PM) and Program in Auditorium (12:00 – 3:30 PM) ● Wednesday, August 28 (2:00 – 6:00 PM) SSP Farmer’s Market Behind Wakota Federal Credit Union (1151 Southview Blvd.) ● Wednesday, September 25 (2:00 – 6:00 PM) SSP Farmer’s Market Behind Wakota Federal Credit Union (1151 Southview Blvd.) ● Saturday, October 5, 2024 (TBD) On the Road Again Southview Blvd ● Thursday, October 31, 2024 (TBD) Great Halloween Get Together Marie Avenue <p>The purpose of this list is to provide the School Board with opportunities for engagement. While it’s not necessary for all School Board members to attend every event, it would be beneficial to prioritize the list and identify who is interested and available to participate. Some events, such as <i>On the Road Again</i> and <i>The Great Halloween Get Together</i>, require firm confirmations so we can register and secure tables at these events.</p>
Recommendation: N/A
Alternatives: N/A

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SOUTH ST. PAUL PUBLIC SCHOOLS
School Board Agenda Item

Place on Agenda: Work Session

Action Requested: None. Discussion Only.

Attachment: None

Topic: Committee Updates
Presenter(s): School Board Members
Background: School Board members will provide an update for the following committees that they serve on: <ul style="list-style-type: none">● District 917● AMSD● Community Education● Educational Foundation● Finance, Facilities, and Long-Range Planning● Local Issues● Policy● SSP Open Foundation● Superintendent Executive
Recommendation: N/A
Alternatives: N/A

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