

ADMINISTRATIVE REPORT

DATE: July 18, 2024
TOPIC: #5.19 - Health Care Savings Plan – South Washington
County Schools Executive Cabinet
PRESENTER: Julie Nielsen, Superintendent
REFERENCE TO POLICY/STATUTE: 701 – School District Budget

A. PURPOSE OF REPORT

- a. Employees of South Washington County Schools who are Executive Cabinet members will participate in the Health Care Saving Plan (HCSP) administered by Minnesota State Retirement System (MSRS). All current and future Executive Cabinet members of the district will participate as outlined by this agreement.

This policy is effective July 1, 2024, and will remain in force for 2 years or until renewed by the parties, whichever is later.

Executive Cabinet Members include: Assistant Superintendents, Executive Director Human Resources & Operations, Executive Director of Student Support Services, Director of Business Services, Director of Communications & Community Relations, Director of Community Education.

South Washington County Schools will handle the administrative responsibilities of remitting and accounting for the district contribution to MSRS. District contribution to the HCSP will be \$2,350 per year per Executive Cabinet member. This is consistent with the District contribution to the HCSP for Principals.



Individual members may neither increase nor decrease their contributions from the amount established by this agreement. All employees must participate as outlined by this agreement unless eligible to opt out of the Plan. The employee must apply for a waiver in a format approved by MSRS.

Upon the employee's death, contributions owed but not yet paid to the HCSP will be paid to the employee's designated beneficiary.

B. RECOMMENDATION

- a. It is recommended to approve this new benefit.

C. CONNECTION TO STRATEGIC PRIORITY

- a. Operations, Staffing, and Finance

