

To: Board of Education
From: David Cunningham, executive director human resources/ chief legal counsel
Re: Health Insurance Renewal
Date: May 24, 2018

Background:

The district's Fringe Committee has reviewed medical/dental/vision insurance benefits for the 2018-2019 plan year commencing September 1, 2018.

The committee recommends no change in medical, dental, or vision coverage.

The 2018-19 plan year increase for medical is 10.5% compared to the 2017-2018 plan year increase of 4.3%.

There is no premium increase for the dental or vision plans.

The monthly cost for the 2018-2019 core medical/dental/vision insurance plan will be \$540.84 compared to a monthly cost of \$491.46 for the 2017-2018 plan year.

The rates are as follows:

Plan Year	2017-2018	2018-2019	Difference
Medical	\$470.26	\$519.64	\$49.38
Dental	\$20.36	\$20.36	\$0.00
Vison	\$0.84	\$0.84	\$0.00
	\$491.46	\$540.84	\$49.38

The difference in medical premium costs between the core and qualified high deductible plans will be \$35.72 (\$32.32 for the 2017-2018 plan year) and that amount will be contributed to the health savings accounts.

Recommendation:

Staff recommends the board approve the current medical/dental/vision plan benefits at the new cost of \$540.84 per covered employee and retiree per month prorated for qualifying part-time employees for an estimated increased cost of \$1,114,231.

Motion:

"I move that the Board of Education approve current medical/dental/vision plan benefits at the new cost of \$540.84 per covered employee and retiree per month prorated for qualifying part-time employees for an estimated increased cost of \$1,114,231."