



Board of Education Meeting
Wednesday, August 6, 2025

Action Item IV-A: Approval of 2025-2026 Health and Dental Insurance Plan Renewals and Premiums

Presented by: Tracy Flynn Bowe, Executive Director of Human Resources and General Counsel

Background:

Tracy Flynn Bowe and George Vander Weit, Senior Benefits Consultant with One Digital, will present information on the Labor Management Committee's recommendations related to the District's self-insured health and dental insurance plans effective October 1, 2025, as follows:

Health Plan

Move to Blue Cross Blue Shield as our Third Party Administrator

Single Premium: 11.54% increase - rates would increase to \$992.12 per month

Family Premium: 11.54% increase - rates would increase to \$2,289.26 per month

Dental Plan

Remain with Delta Dental as our Third Party Administrator

Single Premium: 0% Increase – rates hold at \$32.93 per month

Family Premium: 0% Increase – rates hold at \$94.70 per month

Administration Recommendation:

The Administration recommends approval of the Labor Management Committee's recommendations related to the District's self-insured health and dental insurance plans effective October 1, 2025.