

To: Board of Education

From: Margo Empen, Superintendent

Subject: Action Item – Approve the Insurance Renewal for FY 26 – October 15, 2025

PROPOSED MOTION BY THE BOARD OF EDUCATION

That the Board approves the insurance renewal for FY 26, as presented.

Moved by _____; Seconded by _____

YEA	NAY	YEA	NAY
____ David Fritts	____	____ Brandon Rogers	____
____ Melissa Gates	____	____ Jon Wadsworth	____
____ Kathleen Schaefer	____	____ Linda Wegner	____
____ Linda LeBlanc-Parks	____		

Background:

MMA, our insurance consultant, has met with administration and the insurance committee regarding the Employee Health Insurance Plan renewal for FY 26. Given our current health insurance costs, which includes medical claims, Rx claims, stop-loss coverage, and various administrative fees, the renewal premium will be an increase of 8.5%. The District has traditionally referred to this renewal premium as the COBRA rate and it is used to calculate employee contributions to the plan. These recommended COBRA rates are as follows.

<i>Plan Coverage</i>	<i>Tier II/Month</i>	<i>Tier III/Month</i>	<i>FY 25</i>
Single	\$1,215.00	\$1,171.00	\$1,118.00/month
Employee+1	\$2,808.00	\$2,682.00	\$2,587.00/month
Family	\$3,182.00	\$3,067.00	\$2,932.00/month

- *These rates are effective 1/1/26 and go through 12/31/26.*

Insurance Committee information/recommendation to the Board:

- The District is owed \$700,000 from the cooperative as reimbursement of over prepaid reserve from time when the District was self-insured.
- The District is currently operating at a combined plans Loss Run of 131%, meaning the premium payments are 31% less than the actual costs.
- Continue to offer two plans: Tier II and Tier III.
- The District is still working on the potential implementation of a third HDHP plan.
- Employee contributions are part of contract negotiations.

Dixon Public Schools, in cooperation with the community, will provide students with a comprehensive educational program that produces well-educated, self-sufficient, and involved citizens.

Recommendation:

It is the recommendation for the Board to approve the Employee Health Insurance renewal as presented.

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Exhibit A: Summary of Vendor Proposals

Vendor Name	Monthly cost for base equipment and service on 5 year term with Print Management & card readers	Total 5yr Obligation for contract of base equipment & service contract	Additional anticipated taxes & fees	Contracted monthly print volume	Contracted monthly volume Cost	B&W overage cost	Color overage cost	Print Management	Devices	Estimated 5 year cost without overages	Estimated Annual Cost without overages	Location		
SBM**	\$3,346.27	\$200,776.20	\$0/Month	3,840,000 b&w 480,000 color/year	\$2,403	0.0032	0.03	Papercut	Sharp	\$344,956.20	\$68,991.24	Sterling		
Marco Option #1	\$5,157.69	\$309,461.40	one time \$75 doc fee	4,200,000 b&w 480,000 color/year	Included	\$0.00	\$0.03	Papercut	Sharp	\$309,461.40	\$61,892.28	Rockford		
Marco Option #2	\$5,360.39	\$321,623.40	one time \$75 doc fee	4,200,000 black & 480,000 color/year	Included	\$0.00	\$0.03	Papercut	Sharp	\$321,623.40	\$64,324.68	Rockford		
Xerox Option 1	\$4,232.12	\$253,927.20	Property Tax to Leasing Company	0	\$0	0.0029	0.029	Papercut	Xerox			Davenport		
Xerox Option 2	\$4,232.12	\$253,927.20	Property Tax to Leasing Company	4,244,760 b&w 471,636 color/year	\$2,166	0.0029	0.029	Papercut	Xerox	\$383,863.80	\$76,772.76	Davenport		
City Blue*	\$3,509.59	\$210,575	\$289/month and one time lease fee \$85.00	0	0	0.0028	\$0.018 0-5% Page Coverage \$0.025 5-10% Page Coverage \$0.03 10% & up Page Coverage	Epson	Epson	\$329,375.40	\$65,875.08	Peoria		
*Total assumes B&W quantity of 4,200,000/yr and color quantity of 480,00/yr at average color cost														
**Reduced color prints by half and adjusted pricing to better compare proposals														
Marco option 2 has higher capacity trays and features better matching our current fleet														

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