



UNITED INDEPENDENT SCHOOL DISTRICT INFORMATIONAL ITEM

TOPIC Employee Benefits Committee (EBC) Re-negotiation Renewal Rates of Supplemental Life– Sun Life and Delta Dental Renewal

SUBMITTED BY Ofelia Dominguez , Director **OF:** Risk Management

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: May 13, 2020

DATE ASSIGNED FOR BOARD CONSIDERATION: May 13, 2020

The Employee Benefits Committee (EBC) has concluded renewal negotiations for the Voluntary District Group benefits. The Supplemental Life Insurance and the Dental Insurance premiums are 100% employee paid. The EBC has selected the following awards as they provide the best value in terms of coverage, providers, guarantee rate and price.

1. Voluntary Life Insurance – Sunlife

New Renewal Negotiations

7% REDUCTION WITH A 3 YEAR RENEWAL GUARANTEE RATES

****IN LIEU OF 5% DECREASE PREVIOUSLY PRESENTED AT BOARD MEETING ON MARCH 19, 2020****

SEPTEMBER 1, 2020 – AUGUST 31, 2021

FIRST DECREASE AFTER 3 YRS OF GUARANTEE RATES

2. Dental - Delta Dental

2.5% INCREASE FOR 2020-2021 PLAN YEAR

2nd and 3rd year caps at 5%

| YEAR | HIGH PLAN | | LOW PLAN | |
|------|-----------|---------|----------|---------|
| | EO | EF | EO | EF |
| 2020 | \$25.64 | \$69.16 | \$18.21 | \$51.85 |