



ALBERT LEA
SCHOOL DISTRICT 241

Memo

To: Superintendent David Krenz, School Board

From: Paul Durbahn, Director of Finance and Operations

Date: April 21, 2025

Re: July 1, 2025 Insurance Renewal Rates and Health Plan Administration Bid Results

Please consider approving the July 1, 2025 health renewal premium rates and the RFP award recommendation as outlined. The district insurance committee met on March 25 with Aaron Casper and reviewed the information in depth.

Health Insurance

Our claims increased significantly over the last year. The most recent 12 months of claims were \$9,875,889 compared to the prior 12 months which were \$8,830,346. Using this historical data and projected claims for the coming year the formula calculates that we need a 10.0% premium increase to avoid jeopardizing our reserve fund.

Plan	Number on Plan	Current Premium	Proposed Renewal
\$1,200/\$2,400 deductible single	137	\$1,191.00	\$1,310.00
\$1,200/\$2,400 deductible family	28	\$2,992.00	\$3,291.00
\$2,250/\$4,500 deductible single	36	\$1,094.00	\$1,203.00
\$2,250/\$4,500 deductible family	27	\$2,748.00	\$3,023.00
\$3,000/\$6,000 deductible single	42	\$1,022.00	\$1,124.00
\$3,000/\$6,000 deductible family	109	\$2,568.00	\$2,825.00
\$6,350/\$12,700 deductible single	0	\$842.00	\$926.00
\$6,350/\$12,700 deductible family	0	\$2,118.00	\$2,330.00

Dental Insurance

National Insurance Services negotiated a rate guarantee, so there will not be a premium increase for the year beginning July 1.

Plan	Number on Plan	Current Premium	Proposed Renewal
Employee	112	\$49.22	\$49.22
Employee + 1	29	\$101.44	\$101.44
Family	62	\$170.22	\$170.22

Vision Insurance

For July 1, 2025, our vision plan is transitioning from Avesis to Blue Cross Blue Shield. National Insurance Services has negotiated a 36 month rate guarantee.

Plan	Number on Plan	Current Premium	Proposed Renewal
Single, Low	19	\$8.57	N/A
Family, Low	11	\$19.72	N/A
Single, High	56	\$10.58	N/A
Family, High	47	\$24.77	N/A
Single	N/A	N/A	\$5.45
Family	N/A	N/A	\$13.03

Long-term Disability and Life Insurance

There will not be premium increases for either of these for the July 1, 2025 renewal.