

MEDICAL INSURANCE

BUDGET RATES FOR 2025-2026

July 1, 2025 will start the second year of the District's two-year agreement with BlueCross BlueShield for the District's medical insurance administration. A formal bid as part of the Health Insurance Transparency Act (HITA) is not required at this time, however the District does determine any change in the District budget rates for our self-funded plan each school year.

The District's Insurance Committee, made up of members of each bargaining unit and administrators, has evaluated the utilization data, consulted with the District insurance brokers and considered options regarding the utilization of the District Self-Insured Health Fund reserve balance.

Reviewing the Self-Insurance Health Fund (Internal Service Fund) numbers ending June 30, 2024, the reserve balance was \$2.3 million; a decrease of \$2.8 million from the previous year. The full balance is not considered for usage as the District strives to maintain a reserve amount and the amount from June 2024 does not reflect the expenses incurred for the 2024-2025 plan year. The final recommendation is for an overall budget rate increase of 10.3%, utilizing zero dollars of the Self-Insurance Health Fund reserve balance.

In addition, the Insurance Committee is recommending a change in the HSA Health plan to increase the deductible from \$3,200 Single/\$6,400 Family to \$3,300 Single/\$6,600 Family. This change is needed to maintain the embedded deductible status as required under IRS regulations.

Copay plan (all groups), overall budget rate change of 10.2%

	2024-2025	2025-2026
Coverage Type	Budget Rates	Budget Rates
Single Coverage	\$921.28	\$1,036.57
Family Coverage	\$2,598.53	\$2,819.20

Nutrition Services VEBA plan (Nutrition Services), overall budget rate change of 12.2%

	2024-2025	2025-2026
Coverage Type	Budget Rates	Budget Rates
Single Coverage	\$815.31	\$923.77
Family Coverage	\$2,310.83	\$2,512.86

Teacher VEBA plan (Teachers), overall budget rate change of 10.0%

	2024-2025	2025-2026
Coverage Type	Budget Rates	Budget Rates
Single Coverage	\$744.63	\$848.49
Family Coverage	\$2,122.28	\$2,312.05

HSA plan (BIS, Clerical, Custodian/Drivers, Education Assistants, LPN/ARN, Non-Units, Paraprofessional and Principals), overall budget rate change of 11.0%

	2024-2025	2025-2026
Coverage Type	Budget Rates	Budget Rates
Single Coverage	\$682.43	\$782.19
Family Coverage	\$1,961.34	\$2,140.60

ACA plan (all groups), overall budget rate change of 12.2%

	2024-2025	2025-2026
Coverage Type	Budget Rates	Budget Rates
Single Coverage	\$535.39	\$625.60
Family Coverage	\$1,569.08	\$1,722.84

Therefore, the Director of Human Resources recommends the following resolution:

BE IT RESOLVED by the School Board of Independent School District No. 622 that there be an overall 10.3% increase to the current budget rates approved for the period July 1, 2025 through June 30, 2026.

MOTION:

SECOND: