

## Lyon County School District Board Memo

**Date:** 12/17/2024  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** LP Insurance Services

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### **Recommendation:**

That the Board of Trustees appoint LP Insurance Services (“LP”) as Lyon County School District’s (“District”) broker of record for all employee benefits-related insurance products, effective January 1, 2025. District leadership is recommending that the District enter into a three-year contract with LP Insurance Services for brokerage and consulting services, effective Jan. 1, 2025, with the option to have three additional one-year extensions.

### **Background Information:**

A committee composed of members from the District’s Leadership, Human Resources, Finance and Operations teams recently solicited proposals from qualified broker/consultants to assist with insurance brokerage and consulting services for the District’s health benefits program. The purpose of the Request for Qualifications ("RFQ") was to obtain information that would enable the District to select an ideal candidate that can effectively partner with the District to perform various services associated with components of the District’s health benefits program. These services have been provided by Clark and Associates for approximately 14 years in the LCSD.

After consideration of all qualified submissions, and after interviewing members of the top three firms whose submissions were received, the committee selected LP Insurance due to their amazing service options for our employees, communication plan, negotiating power, and work with many other school districts in Nevada.

### **Rationale:**

It has been approximately 14 years since the district previously sought vendors for our health insurance broker. While the health insurance broker selection does not fall under the purview of the LCSD Health Insurance Committee, LP Insurance Services personnel met with the committee on December 12, 2024 and provided an overview of their services.

LP Insurance is best positioned to deliver the resources and expertise needed to help manage the District’s benefits program. They specialize in providing brokerage and consulting services to Nevada’s public employers and currently work with over forty public entities, including several school districts. In addition to their unique

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experience in the Nevada public sector, LP offers a broad range of technical, administrative, and compliance resources, all of which the Committee believes will place the District’s benefits program in the best possible position going forward.

**Potential Impact on Students/Staff:**

District leadership recommends the approval of the three-year contract with LP Insurance for the potential positive impact on staff, which in turn positively affects our students. Maintaining a sustainable health insurance program helps us better recruit and retain staff. Not only will LP provide claims support and guidance to District employees and their covered family members, but the committee also expects LP to play a positive and productive role interfacing with the District’s insurance committee. Finally, LP’s technical and brokerage experience will help ensure District employees have the best possible insurance pricing and coverage at all times.

**Budget Considerations:**

The District’s expense for the brokerage and consulting services outlined in the provided contract shall include a monthly retainer of \$6,500, which creates an annual budget consideration of \$78,000. For reference, the current insurance broker contract with the LCSD has an annual budget consideration of \$37,999.92.

**Attachment(s):**

- Draft Contract
- LP Insurance Services Proposal
- LP Board Meeting Presentation Deck

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