

Red Wing Public Schools
2451 Eagle Ridge Drive
Red Wing, MN 55066



Phone 651.385.4500

www.redwing.k12.mn.us

School Board Meeting Agenda Item

Topic: Employee Insurance Plans for 2024
Contact(s):
Presenter(s): Lisa Rider, Director, Finance & Operations
Paige Heimerman, Talent Development, Recruitment, & Human Capital Specialist

Nature of Action Requested by Board

Board action
Board information or scheduled report

Background Information

LMC Recommendation:

After review of the proposed renewal rates provided by Blue Cross Blue Shield for 1/1/2024 medical insurance it is the recommendation of the Labor Management Committee (LMC) to remain with Blue Cross Blue Shield for 1/1/2024 medical insurance. As well as remaining with Blue Cross Blue Shield it is the recommendation of the committee to expand the 2024 plan options to include the 2023 existing 5 medical insurance plans and to add 1 new medical insurance plans resulting in a total of 6 medical insurance plans as options for employee consideration. Details of existing plan cost, new alternative plan designs, and overall estimated cost for the plan may be found in the contained attachments.

LMC also reviewed the proposed 2024 renewals BCBS provided for dental insurance, and the renewals Guardian provided for long-term disability and life insurance. For each of these insurances, the renewal rates were a zero percent increase remaining as they were in 2023 and no changes to plans.

Recommendation

I move to approve Blue Cross Blue Shield, with 2024 renewal rates, as the District's health and dental provider, and Guardian with 2024 renewal rates, as the District's long-term disability and life insurance provider for calendar year 2024.