

# BOARD REPORT

TO: Board of Education  
FROM: Dave Bernhardson, Superintendent  
DATE: Monday, December 9, 2024



TOPIC/PURPOSE OF REPORT: Benefits Consultant

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 610 Field Trips

RECOMMENDED BOARD ACTION: Consent Item - Review for School Board Approval

DATE FOR BOARD ACTION: Monday, December 9, 2024

## **REPORT**

The district has met in consultation with CESO, the Center for Effective School Operations, to seek proposals for a new benefits consultant. The purpose of a benefits consultant is to support our district by working with carriers, conducting requests for proposals, negotiating renewals, developing plan designs, and assisting staff with benefit needs. Consultants also develop employee benefit education and communication plans, offer compliance and HR support, as well as general benefit administration management.

The insurance committee chose to seek proposals for a new benefits consultant after being surprised by the January 1, 2025 renewal numbers and the desire to combine our medical/dental/vision benefit consultant with our Life/LTD benefit consultant into one benefit consultant as a cost saving measure.

Inver Grove Heights has worked with One Digital over the past nine (9) years. Through the request for proposal (RFP) process, we received responses from 4 consulting firms and interviewed 3. Interviews were scored based on a rubric of cost, quality of presentation, K-12 education experience, self-funding experience, availability of resources for staff, and quality of proposal and presentation. National Insurance Services (NIS) achieved the best score. We appreciate the years of support George Vander Weit with One Digital has provided to Inver Grove Heights School District. His customer service has been phenomenal. We look forward to the opportunity of working with NIS presents.

## **RECOMMENDATION**

It is recommended that the board approve the contract to move forward with National Insurance Services as the district benefit's consultant effective January 1, 2025.