

Health Insurance Recommendation

Background:

The school board pays a monthly stipend toward health insurance for Certified and Support Staff. The single health insurance coverage actually costs less than the stipend, and our employees get to put the remainder in a Health Saving Account (HSA).

When Belmond-Klemme first went to high deductible health plans, the monthly stipend was nearly enough to cover the annual deductible for a single health plan. Monthly premiums have risen over the years, causing the HSA contribution to be reduced. This year alone, premiums rose by \$22.20.

The annual deductible on the district plan is \$2,850.

This chart shows the current contributions and health insurance premiums:

	Board Contribution	Single Health Monthly Premium	Monthly HSA Contribution	Annual HSA Contribution
Certified Staff	\$708.00	\$628.33	\$79.67	\$956.04
Support Staff	\$648.00	\$628.33	\$19.67	\$236.04

Recommended Action:

I recommend the board increase the monthly insurance stipend to \$735 for Certified and Support Staff, effective July 2024. The total cost of this increase is approximately \$60,000.