



PROSPECT HEIGHTS DISTRICT 23 FINANCE COMMITTEE INFORMATION ITEM

Date: March 4, 2024

Title: Discussion of Preliminary Employee Benefits Renewal through Educational Benefits Cooperative (EBC)

Contact: Amy McPartlin, Assistant Superintendent for Finance & Operations

BACKGROUND INFORMATION AND PROGRAM OVERVIEW:

The Educational Benefit Cooperative (EBC) is an entity created under Illinois state law, which allows school districts to join together for the purpose of purchasing insurance. The EBC, established in 1984, began with eight school districts and has grown to current membership of 128 school districts, 115 individual members and 3 sub pools. Prospect Heights School District 23 has participated in the EBC since 2003.

The purpose of the EBC is to provide economies of scale and risk pooling that allow members greater long-term financial stability than purchasing insurance products individually in the commercial insurance market. Each member district retains the ability to create and change their PPO, HMO, Dental and Life plan design and offerings, which is often required by the nature of bargained contracts. The PPO and Dental plans are self-funded. The HMO is funded on a Cost-Plus funding arrangement and the Life insurance is insured by a third party.

The full Board and all participating districts meet twice a year to discuss the annual audit and preliminary renewal figures and then again for the final renewal.

PRELIMINARY EBC RENEWAL SUMMARY:

District 23 participated in the Pre-Renewal Meeting on Thursday, January 31st. Through the Insurance Committee, District 23 has had further discussions with both Blue Cross - Blue Shield and our EBC representative, Nancy Bellosa to review the current loss ratios and significant claims to date, and discuss opportunities for cost-savings for the District. Following is a brief highlight of the EBC renewal projection.

The EBC sponsored plans are PPO medical, HMO medical, dental, and life insurance.

- The PPO medical rating formula produces an average rate adjustment of **9.3%**
 - Typical market 2024 trend for PPO plans: 8.0%*
- The HMO projection indicates a rate adjustment of **11.9%**
 - Typical market 2024 trend for HMO plans: 7.0%*
- The Dental rating formula produces a rate adjustment of **7.4%**

- Typical market 2024 trend for dental plans: 4.0%*
- The Life/Accidental Death and Dismemberment (AD&D), Supplemental Life and Dependent Life insurance is underwritten by Reliance Standard Life Insurance Company.
 - EBC rates for both Life and Accidental Death & Dismemberment (AD&D) have been guaranteed with no additional increase through 6/30/2027.

* Typical market trend is a forecast of per capita claims cost that takes into account price inflation, utilization, government-mandated benefits, new treatments, therapies and technology. There is usually a high correlation between trend rate and actual cost increases assessed by insurance carriers.

EBC is in the process of reviewing and revising services for prescription benefits under the FlexAccess Program and provision of benefits for gene therapy. Additionally, this fall, the District will be working with EBC in conducting a full Eligible Dependent Audit. Tele-health options continue to provide an opportunity for lower-cost screenings and the District continues to realize savings through its participation in the annual Wellness program.

NEXT STEPS:

Following further conversations with the Insurance Committee, District 23 will attend the EBC Board Renewal Meeting on March 16, 2024 and I will prepare a recommendation for the Board's action at the April meeting.