

Health Insurance Opt-out Option

Background:

Our support staff asked the school board to consider providing Medicare supplemental insurance to our staff who are over 65 and on Medicare. We investigated this option, but we have been unable to find a provider willing to supply us with a Medicare supplemental insurance policy.

Our alternative solution is to provide a financial alternative to those employees who do not take our district health insurance.

This year, our teachers get \$675 toward health insurance. Health insurance premiums for our teacher group (starting July 1, 2021) will be \$466.73. This leaves \$208.27 that goes into a Health Savings Account (HSA).

Our BK support staff get \$615 toward their health insurance. Their monthly health insurance premiums are the same as the teachers at \$466.73. This leaves \$148.27 monthly in an HSA.

We propose a \$210 monthly alternative paid to all employees covered by our district health insurance who wish to opt out of our coverage.

Cost/benefit Analysis:

We have some faculty and staff who take our district health insurance but do not use it as they are on a partner's policy. They take our insurance just so they can get the \$208.27 in an HSA.

We believe our district may actually save money by offering this alternative to our health insurance.

Recommended Action:

We would like to hear the board's thoughts on this to get some kind of an indication about support. We can wait until our June meeting to decide this if the board decides it needs time to consider this issue.

I recommend the board move to approve offering a \$210 monthly alternative for employees covered by our district health insurance who wish to opt out of our coverage.