

DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

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Margo Empen, Superintendent
Doug Stansford, Asst. Superintendent
Marc Campbell, Business Manager

Date: October 15, 2025
To: Board of Education Members
From: Margo Empen, Superintendent & Marc Campbell, Chief School Business Official
RE: FY 26 – Health Insurance Renewal Recommendation

MMA, our insurance consultant, has met with administration and the insurance committee regarding the Employee Health Insurance Plan renewal for FY 26. Given our current health insurance costs, which includes medical claims, Rx claims, stop-loss coverage, and various administrative fees, the renewal premium will be an increase of 8.5%. The District has traditionally referred to this renewal premium as the COBRA rate and it is used to calculate employee contributions to the plan. These recommended COBRA rates are as follows.

Plan Coverage	Tier II/Month	Tier III/Month	FY 25
Single	\$1,215.00	\$1,171.00	\$1,118.00/month
Employee+1	\$2,808.00	\$2,682.00	\$2,587.00/month
Family	\$3,182.00	\$3,067.00	\$2,932.00/month

- These rates are effective 1/1/26 and go through 12/31/26.

Insurance Committee information/recommendation to the Board:

- The District is owed \$700,000 from the cooperative as reimbursement of over prepaid reserve from time when the District was self-insured.
- The District is currently operating at a combined plans Loss Run of 131%, meaning the premium payments are 31% less than the actual costs.
- Continue to offer two plans: Tier II and Tier III.
- The District is still working on the potential implementation of a third HDHP plan.
- Employee contributions are part of contract negotiations.

Recommendation:

It is the recommendation for the Board to approve the Employee Health Insurance renewal as presented.

Dixon Public Schools, in cooperation with the community, will provide students with a comprehensive educational program that produces well-educated, self-sufficient, and involved citizens.