BOE Agenda Item Executive Summary
June 10, 2024

Topic: Self-Funded Insurance Reserve (Annual)

Background Information: The district has operated self-funded plans since 1981. We have worked with third-party administrators to design and administer benefits plans that meet the financial limits established through negotiations.

Income Protection Plan (Short Term Disability)
In 1983, the Board adopted a resolution that a Disability Reserve Fund be created for the purpose of paying self-funded short-term disability claims for eligible district employees.

After meeting a five-day waiting period, employees without accumulated temporary leave are reimbursed 70% of their regular pay for workdays missed up to 180-calendar days of disability. Beginning with the 181st day of continuous disability, an employee may be eligible for long-term disability from KPERS disability and Social Security Disability.

Effective July 1, 2005, the disability rate was increased to 0.40% of payroll. Effective 9/9/2016, the disability rate was decreased to 0.32% of payroll. The disability rate was increased to 0.35% of payroll for the 2018-19 fiscal year, and outside of a single year at 0.60% (2020-2021), has remained at this rate.

	2024-2025 Projected	**2023-2024 (YTD as of 3/31/24)**	**2022-2023**	**2021-2022**	**2020-2021**
Expenses	$1,410,276	$1,212.302	$1,636,281	$1,266,570	$3,426,288
Premium Rate	.35%	.35%	.35%	.35%	.60%

Risk Management Reserve Fund
In 1984, the Board established the Risk Management Reserve Fund as per KSA 12-2615 for the purpose of paying losses under the school district's self-insured retention and paying certain self-insured liability as well as obligations under BOE Policy 3713: repair or replace district owned property that is damaged, lost, or stolen.

Other Programs and Expenses in the 47 Fund:
Employee Wellness and ergonomics expenses
ADA accommodation expenses
Administration and office expenses
Property and Casualty replacement expenses