Health Insurance Review

USD 261 - 2024-2025

Ten Year Look Back

Historical Medical Review

Year	Contracts	Renewal	Premium	Claims	Claims Over $50,000	Claims Over $50,000	Medical Loss Ratio w/IBNR
2014	493						
2015	490	2.90%	$2,518,832	$1,791,933	3	$271,363	92.7%
2016	510	13.40%	$4,293,775	$3,932,351	7	$552,371	113.2%
2017	529	11.70%	$4,682,597	$4,529,251	14	$1,594,830	113.5%
2018	553	1.80%	$5,443,933	$4,471,231	13	$1,589,516	97.0%
2019	582	-5.00%	$6,097,110	$4,278,690	11	$1,098,762	96.0%
2020	595	3.20%	$6,165,429	$4,771,810	12	$1,159,150	95.8%
2021	620	6.80%	$6,462,402	$5,364,391	20	$1,701,435	98.8%
2022	627	4.90%	$6,941,596	$6,194,441	24	$2,131,265	101.9%
2023	603	13.44%	$7,206,047	$7,253,008	19	$2,947,124	119.1%
2024	526	5.00%	$7,062,063	$7,892,407	14	$3,660,410	139.8%

Medical Plan Renewal/Options

Plan Benefits	Blue Cross Blue Shield of Kansas		
	Renewal		
Plan Type	PPO	PPO	HDHP
Deductible			
Single	$500	$1,000	$5,000
Family	$1,000	$2,000	$12,700
Coinsurance %	20%	20%	0%
Coinsurance Out-of-Pocket			
Single	$5,000	$5,000	N/A
Family	$10,000	$10,000	N/A
Office Visit Copay	$25	$25	Deductible
Emergency Services	$100, then Ded/Coins	$100, then Ded/Coins	Deductible
Retail Prescription Drugs:			
Generic Formulary Name Brand Non Formulary Name Brand Specialty	$15 $50 $75 $100	Ded $100/$200; then 50% Coins	Deductible then, $15/$50/$75
Maximum Out of Pocket			
Single	$6,350	$6,350	$6,350
Family	$12,700	$12,700	$12,700
Enrollment:	**Option 1**	**Option 2**	**Option 3**
Employee	138	168	68
Family	66	69	17
Total	**204**	**237**	**85**
Premiums:	Renewal		
Employee	$897.02	$829.37	$705.75
Family	$2,032.12	$1,878.73	$1,598.44
Estimated Monthly Total	$257,909	$268,967	$75,164
Estimated Annual Total	$3,094,904	$3,227,598	$901,974
Estimated Grand Total		**$7,224,476**	
$ Change in Rates		**$345,607**	
% Change in Rates		**5.02%**	

Rate Changes for FY2025 after Board Benefit

Premium Increases					
	Option 1	23-24	24-25	Difference	Percent Increase
Single	$500	$309.78	$352.02	$42.24	13.6%
Family	Deductable	$1,091.46	$1,187.12	$95.66	8.8%
	Option 2				
Single	$1000	$245.28	$284.37	$39.09	15.9%
Family	Deductable	$945.21	$1,033.73	$88.52	9.4%
	Option 3				
Single	$5000	$123.35	$160.75	$37.40	30.3%
Family	Deductable	$668.75	$753.44	$84.69	12.7%
			Average	$64.60	15.11%

Process for Renewing Insurance

The Team:

- Brown & Brown - Broker/Team
- Benefits Department
- Asst Supt Finance
- HEA

Renewal Process - Review

- Claim Reviews throughout the year
- Informational Meeting
- Pre-Renewal Meeting
- Renewal

Property and Casualty Insurance Renewal

USD 261 - 2024-2025

Insurance Breakdown

2023-2024

Breakdown	Haysville USD 261
Property	$567,385.57
Automobile	$111,249.71
Liability	$98,096.24
School Board Liability	$62,435.67
Crime	$16,078.06
Pollution	$6,037.00
Gallagher Crisis Protect	$7,970.14
Cyber	$34,383.89
KASB	$0.00
Total	**$903,636.30**

FY2025 - Renewal

	Renewal
Property	$806,078.86
Automobile	$16,591.74
Liability	$29,407.32
School Board Liability / Educators' Legal Liability	$11,761.01
Crime	$892.18
Cyber Liability	$32,407.62
Pollution Liability	$6,456.04
Crisis Protect	$8,863.15
23-24 Adjustment	-$3,298.42
Pay this amount:	**$909,159.50**

Cost Neutral

- Health Insurance premiums cooled after a tough year
- Property Insurance - Flat
- Work Comp stays - Flat
- Fuel and Utilities - Trending Flat

This will offset some cost for declining enrollment, however, we cannot expect it year-over-year.