



HEALTH INSURANCE PLAN RENEWAL ACTION PLAN FALL 2024

According to Policy 781, the Board of Education of the School District of the Menomonie Area shall establish a designated account for providing and managing a self-funded group health/medical plan of benefits for all eligible employees, consistent with provisions of state law. Medica has served as the third party administrator of the plan since 2015. In order to minimize cost, promote a quality benefit, and ensure alignment with ACA regulations, the following health insurance renewal action plan is recommended for the 2025 renewal:

- **Spring/Summer 2024-** The SDMA selected a new broker (The Insurance Center) to assist the district with benefits and insurance.
- **September-** School officials received the initial 2025 renewal offer from Medica and will be reviewing it with The Insurance Center. As anticipated, the renewal offer is once again coming in high.
- **September 9-** The Board will review the renewal timeline and may provide input as to any expectations regarding the renewal parameters for 2025.
- **September 10-19-** The SDMA will work with The Insurance Center to develop possible plan design options for 2025.
- **September 19-** The SDMA Health/Medical Committee will meet to review renewal information and to discuss potential plan design changes.
- **September 23-** The Board will review renewal offers and discuss possible recommendations.
- **October 8-** The SDMA Health/Medical Committee will meet to review the renewal recommendation.
- **October 14-** Board consideration of health insurance plan effective January 1, 2025.
- **October 21-November 15-** SDMA benefit presentations will be held across the school district and other staff information sessions will be held (as needed) with insurance carriers and The Insurance Center.
- **November 1-22-** Open enrollment for staff.
- **January 1, 2025-** Effective date of new plan year.