



HEALTH INSURANCE PLAN RENEWAL ACTION PLAN- FALL 2020

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. On January 1, 2015, the SDMA ended a decades long relationship with Humana and hired Medica as a new third party administrator of the plan. 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 2020:

Summer 2020- School officials communicated with USI Insurance Services (formerly known as ABRC) consultant to review ACA requirements, claims history, anticipated renewal rates, initial ideas for possible plan design changes, COVID-19 provisions, and to develop a timeline for the 2020 renewal.

July 30- School officials met with representatives from USI to discuss the 2020 renewal. Because of the district's good plan performance in the past years, a very competitive renewal was offered in July. The USI consultant was instructed to look into incorporating telemedicine services into our existing contract at no additional costs to plan members. Currently our telemedicine services are outsourced with a different provider.

September 3- Communications were held with USI to discuss telemedicine services from Medica.

September 14- An Insurance renewal timeline will be shared with the Board and get input as to any expectations regarding the renewal parameters for 2020.

September 24 - The SDMA Health/Medical Committee will meet to review renewal information.

September 28- The Board will review the renewal offer and discuss possible acceptance.

October 12- Board consideration of health insurance plan effective January 1, 2021.

October 22- The SDMA Health/Medical Committee will meet to review approved renewal information.

October 26-November 20- SDMA benefit presentations will be held across the school district and other staff information sessions will be held (as needed) with the insurance carrier and USI.

November 2-24- Open enrollment for staff.

January 1, 2021- Effective date of any plan changes.