



# Roseville Area Schools

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**To:** Shari Thompson and Kenyatta McCarty  
**From:** Julie Cypar, Benefits & Insurance  
**Date:** March 31, 2026  
**Re:** 2026-27 insurance plan changes and renewals

## Medical Insurance

The district released an RFP for our group medical insurance, as required by HITA, for plan year starting July 2026. Both fully insured and self-insured quotes were received and indicated that a self-funded medical plan would not be financially beneficial. We will, however, continue to review self-funding at each renewal.

After consideration of costs and disruptions caused by changing insurance providers, the Committee recommends renewing our group medical plan with HealthPartners for the 2026-27 and 2027-28 plan years. The aligned rate renewal is approximately an 11% premium increase in 2026-27, and a guarantee that our rate increase would not exceed 12% in the second year.

To help control increases in premium costs, the Committee also recommends the following:

1. Increase the annual out-of-pocket maximum on the *copay* medical plan to match the deductible amounts on the open access *deductible* plan. The copay plan is closed to any new enrollment and represents only 5% of membership. However, the plan design and claims experience causes a significant negative impact on each renewal. No plan design changes are recommended for the open-access deductible medical plan and the accompanying HRA/VEBA plan.

2. Add a third medical plan option with a narrower, more defined network of medical providers. The "Select" plan would match our current open access deductible plan design but only includes HealthPartners and Park Nicollet providers. Due to the provider network, the Select plan has a 7% lower premium cost, which would offer a more affordable option for employees.

## Dental Insurance

HealthPartners revised their medical proposal with a 2% premium savings if we choose to have HealthPartners administer our dental plan. By bundling both medical and dental plans, our medical premium increase would be 9% in 2026-27, with the 12% rate cap guarantee in year 2027-28. Dental administrative service fees would be comparable.

HealthPartners estimates greater network savings, which is important for our self-funded dental plan, and has a 96% match of our top 100 dental providers based on paid claims.

HealthPartners would reach out to the 4 dental providers on our top provider list who are not currently in the HealthPartners network. Current coverage and benefits will remain the same.

Changing dental carriers is in no way a reflection of Delta Dental's exceptional service to the district over the past 30 years. The Committee felt it was the responsible decision due to cost savings alone.

Recommendation: To renew our group medical contract with HealthPartners for the 2026-27 plan year with recommended changes to the copay plan and the addition of the Select deductible plan. Recommend changing administrative services from Delta Dental to HealthPartners for our group dental plan.

### **Kavira**

Kavira was a new district paid benefit plan that began July 1, 2025. It is a membership-based primary and urgent care plan that provides everyday medical care to employees and their family members, offering free chat and video care, in-person home and work visits, 30 free lab tests and 300 free prescriptions. Because services provided by Kavira are not paid as medical claims, the costs are not included in our medical claims experience.

Utilization is high and comments have been positive. To date, there have been a total of 772 Kavira visits through text, video and in-home care, including 134 lab tests, 8 x-rays, 72 referrals for specialty care, and 272 free prescriptions. The estimated value of these services is \$293,000.

Recommendation: To renew our contract with Kavira for the 2026-2027 plan year.

### **Life and Long-Term Disability Insurance**

Rates for group term life insurance and long-term disability through The Standard were set to expire in June 2026, but Standard agreed to hold the current rates for two more years should we choose to renew with them. We will be required to go out to bid for plan year starting July 2028.

Recommendation: To renew our contract with The Standard for 2026-27 plan year.

Following Board approval, we will begin communicating the benefit changes to our staff in preparation for Open Enrollment in May. Thank you for your consideration of these recommendations.