

Lafayette Parish School Board
202 Rue Iberville
Lafayette, LA 70508 - 5:00 P.M.
2.3: Health Insurance Premiums and Benefits - INFORMATION UPDATED

1. ROLL CALL

Subject : 1.1 Roll Call - Board Members
Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2
Category : 1. ROLL CALL
Type : Procedural

Public Content

Britt Latiolais, President; Hannah Smith Mason, Vice-President; Roddy Bergeron, Chad Desormeaux, Joshua Edmond, Jeremy Hidalgo, Kate Bailey Labue, David LeJeune, Amy M. Trahan, Board Members; Francis Touchet, Jr., Secretary-Treasurer /Superintendent

2. AGENDA

Subject : 2.1 ACADEMICS: Discussion and/or action regarding Early Obligation of Textbooks/Site Licenses Funds - Rabalais/LaFleur
Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2
Category : 2. AGENDA
Type : Action
Recommended Action : That the Board approve the early obligation of textbooks/site licenses and release of funds to purchase ELA, Math, Science, and Social Studies Textbooks and consumables for the 2024-2025 school year in the amount of \$5,063,429.80 as attached in the public content section of this agenda item.

File Attachments

[Agenda Item for Early Obligation of Textbooks \(1\).pdf \(39 KB\)](#)

Subject : 2.2 BOARD: Discussion and/or action in regards to Board Insurance Committee Recommendation for Health Insurance Premium and Benefits - Hidalgo
Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2
Category : 2. AGENDA
Type : Action

Recommended Action : That the Board Insurance Committee recommend the following benefit and cost saving changes to the full Board as on Page 12 of FY 24-25 Budget Review from HUB. Enhanced Plan Deductible for Individuals increase from \$800 to \$1,100 - Family from \$2,400 to \$3,300. Basic Plan Deductible - Individual \$950 to \$1,200 - Family \$2,850 to \$3,600. Blue Saver - no changes in the deductible. All three plans will decrease from 80% to 70% for Co-insurance - Effective January 1, 2025.
Addition to accept Prudent RX recommendation from HUB with an annual projected savings of \$612,199 effective July 1, 2024.
And to provide that all Medicare eligible members are enrolled in a Medicare Advantage Plan effective January 1, 2025.
And that there be a 10% premium increase to Enhanced, Basic and High Deductible plans effective July 1, 2024.

File Attachments

[3.25.24 HUB Report BIC Meeting TL \(1\).pdf \(1,263 KB\)](#)
[Historical Lookback Premium Increase Chart.pdf \(41 KB\)](#)
[2.2 Agenda 10.pdf \(117 KB\)](#)
[2.2 Agenda One Pager.pdf \(170 KB\)](#)

Subject : 2.3 BOARD: Discussion and/or action in regards to an alternative recommendation for Health Insurance Premiums and Benefits - Latiolais/LeJeune

Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2

Category : 2. AGENDA

Type : Action

Recommended Action :

That the Board approve a 5% premium increase to Enhanced, Basic and High Deductible plans for active employees, and a 15% increase to Enhanced, Basic and High Deductible plans for retired employees effective July 1, 2024.
The following plan changes affect all members both active and retired. Enhanced Plan Deductible for Individuals increase from \$800 to \$1,100 - Family from \$2,400 to \$3,300. Basic Plan Deductible - Individual \$950 to \$1,200 - Family \$2,850 to \$3,600. Blue Saver - no changes in the deductible. Plans will remain at 80% /20% for Co-insurance - Effective January 1, 2025.
Addition to accept Prudent RX recommendation from HUB with an annual projected savings of \$462,199 effective September 1, 2024.

File Attachments

[2.3 Agenda 5.15.pdf \(117 KB\)](#)
[2.3 Agenda 5.15 One Pager.pdf \(170 KB\)](#)

Subject : 2.4 INSURANCE: Discussion and/or action regarding a District Mandate of Medicare Parts A & B on/after May 8,

2024, for Retired Members - Gardner/LeBouef

Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2

Category : 2. AGENDA

Type : Action

Recommended Action : That the Board approve a District mandate of Medicare Parts A & B on/after May 8, 2024, for retired members.

Public Content

With the approval of the FY24.25 budget on May 8, 2024, the District will implement a mandatory Medicare Parts A & B enrollment for retired members/dependents who turn 65 years old on/after May 8, 2024. Upon Medicare enrollment, a subsequent notification to the LPSS Insurance & Benefits Department is a requirement of continued eligibility. The District will impose an internal LPSS surcharge and/or members will experience the loss of any/all Group Health Insurance benefits with the District should this mandate not be followed. Members are required to maintain their Medicare Parts A & B status in order to continue any/all Group Health Insurance benefits with LPSS.

3. ADJOURN

Subject : 3.1 Adjourn Meeting

Meeting : Apr 17, 2024 - LPSB-Special Board Meeting - REVISION #2

Category : 3. ADJOURN

Type : Procedural