



Purchasing Group Health Insurance Policy

Reason for Policy

New City School seeks to comply with the Minnesota Health Insurance Transparency Act (HITA) and Minnesota law as set forth in Minn. Stat. § 124E.12, subd. 5(b) to establish and publish its policy for purchasing group health insurance coverage.

Policy

1. At least once every two years, New City School will issue a Request for Proposal ("RFP") from at least three different group health insurance sources or issuers. In consultation with its agent, New City School will determine from which insurance carriers to issue an RFP, whether to issue an RFP to more than three carriers, and evaluate a self-funded coverage option, if appropriate.
2. New City School will cooperate with the agent to supply the required information and documentation in connection with the RFP, including obtaining required information from employees.
3. The RFP will include a deadline by which proposals must be submitted. Such deadline will be selected by the School's agent and will provide the agent and the School sufficient time following receipt of the proposals to review the proposals, negotiate with providers, select the winning proposal, and implement the new group health insurance contract prior to its effective date.
4. All responses to the RFP must be delivered to School in a sealed envelope. All sealed proposals will be opened by the designated authorized representatives at the same time and will be closed to the public. The School's agent may be present at this meeting.
5. After the opening of the proposals, the authorized school representatives will, within a reasonable period of time, transmit information regarding each proposal to the New City School Board of Directors.
6. The School, with the assistance of the agent, reserves the right to request additional information regarding any proposal and/or to negotiate changes to the proposal.
7. The School's authorized representatives, with the assistance of the agent, will evaluate all proposals, including any revisions thereto. The School reserves the right to accept the proposal which, in the judgment of the School, is determined to be in the best interest of the School and taking into account multiple factors, including but not limited to rates, benefit plan designs, provider networks, prescription drugs, aggregate benefits, and any other factors the School determines to be relevant to its decision. The School reserves the right to reject any or all proposals.
8. The authorized school representatives will select the group health insurance contract into which the School will enter. Such action will be presented for approval at a meeting of the Board of Directors.
9. Following the selection of the group health insurance contract, the School will notify all eligible employees of any changes in the group health insurance coverage that occur as a result of entering into a new group health insurance contract. The School will provide such required notice prior to the effective date of the new group health insurance contract.

10. The proposals will become public data upon opening in accordance with Chapter 13 of Minnesota Statutes.

Adopted by the New City School Board of Directors April 9, 2020