

# Ease into Health Savings Accounts (HSAs)—

## Move Toward Consumer Education & Choice!

*Blackstone Valley Regional Vocational Technical High School*

### Client Success Story

Students

**1,800**

Faculty & Staff

**250**

#### Background

Blackstone Valley Tech was formed in 1964 to provide an exciting and rewarding career education option for students in the towns of Bellingham, Blackstone, Douglas, Grafton, Hopedale, Mendon, Milford, Millbury, Millville, Northbridge, Sutton, Upton, and Uxbridge, Massachusetts. With 1,800 students and 250 faculty and staff, the school offers 20 vocational technical programs and a challenging academic curriculum, as well as a post-secondary program.

#### Significant Actions

Borislow Insurance (BI) and Blackstone Valley Tech (BVT) began the process of taking control of the spiraling cost of health care benefits offered to their employees several years ago. A double-digit increase over two consecutive years for their tier-copay HMO plan created a long-term budget challenge that needed to be addressed. With limited control over the key cost drivers in a quickly changing environment, Borislow partnered to educate school committee members, Insurance Advisory Committee members and employees. Borislow shared several recommendations that would help mitigate budget concerns.

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BI analyzed BVT specific data and made plan offering recommendations. This analysis was then presented to the School Committee, resulting in a soft launch implementation of the HDHP paired with an HSA. The introduction of the HDHP with the HSA was added as a nonnegotiable option. The district funds 50% of the deductible for both individual and families and continues to do so today.

Together, we created a multi-year strategy for educating, engaging, encouraging, and implementing consumerism for faculty, staff and their families. Over several years, a below trend renewal allowed the district to hold employee contribution increases to a minimum.

## Results

BVT introduced the HDHP HSA option, and initially, faculty and staff were cautious to adopt the new concept, enrolling eight in the HDHP. However, BVT learned that those who joined the HDHP were more engaged and shared their positive experience with their peers. Renewal increases for HPHC were consistently below trend. BVT introduced HYKE Decision Doc, which enhanced communication and education to all. BI continued to educate the IAC faculty and staff, resulting in the growth of the HDHP of 25%.

Each year, a favorable renewal did not create any budget obstacles. Many continue to embrace the HDHP due to cost savings through lower premium contributions. Due to the minimal increase over the past few years BVT has been able to offer additional value-added voluntary benefits. BI and BVT continue to evaluate data that can offer significant savings to overall budget, educating the IAC for future discussion.

**Blackstone Valley Tech**  
**Annual Rate Increases - HPHC Medical**  
*(11 Year Average Increase 5.23%)*



## Conclusion

The district, faculty and staff were provided with data analysis and tools to become more informed health care consumers leading to better choices. With proper planning and transparency, everyone wins. BVT and BI collaborated throughout this process, providing BVT's Finance, HR team, and faculty and staff with valuable resources.

## Your Borislow Team

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