

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

June 11, 2024

APPROVED BY BOARD

MEMORANDUM

To: Members of the Board of Education
From: Monique T. Felder, Interim Superintendent of Schools
Subject: Contract Approval for RFP No. 4178.5, Dental Plans

On March 8, 2024, Montgomery County Public Schools (MCPS) issued a Request for Proposal No. 4178.5, Dental Plans, soliciting proposals for the administration of dental insurance plans. The goal of this procurement effort was to select plan administrators who could meet the plan design requirements at a competitive cost while offering proactive cost management strategies.

Requests for Proposals were disseminated to several vendors, and multiple companies submitted proposals. Aon Consulting and staff from the Employee and Retiree Service Center evaluated each proposal based on evaluation criteria on pricing, performance guarantees, and specific contractual commitments.

CareFirst and Aetna were the most responsive and responsible bidders to MCPS for the vendors to administer the dental insurance plans. The Joint Employee Benefits Committee recommends approval of CareFirst as the Preferred Provider Organization plan administrator, and Aetna as the Dental Maintenance Organization plan administrator.

WHEREAS, The Board of Education established an employee benefit plan in 1958 (Resolution No. 563-58) to provide life and health insurance to eligible employees; and

WHEREAS, The Board of Education expanded the employee benefit plan by Resolutions 448-72, 457-72, and 43-76, to include dental coverage, vision coverage, a prescription drug plan, and dependent life insurance; and

WHEREAS, The Board of Education periodically has bid separate elements of the employee benefit plan for the benefit of its employees and to reduce administrative costs; and

WHEREAS, Montgomery County Public Schools has solicited proposals to administer the dental insurance plans effective January 1, 2025; and

WHEREAS, Having been duly advertised under Request for Proposal No. 4178.5, Dental Plans, benefit firms were asked to submit proposals for consideration; and

WHEREAS, Montgomery County Public Schools has engaged the services of a benefit consultant, Aon Consulting, to assist in the evaluation of proposal responses; and

WHEREAS, The evaluations have identified that the dental insurance plans proposed by CareFirst and Aetna best meet the needs of Montgomery County Public Schools; and

WHEREAS, The Joint Employee Benefits Committee recommends that CareFirst and Aetna be selected as the dental plan options for employees; and

WHEREAS, Montgomery County Public Schools and its employees will continue to have high-quality dental insurance benefits; now therefore be it

Resolved, That contracts for the administration of the Montgomery County Public Schools dental insurance plans be awarded to CareFirst and Aetna commencing January 1, 2025; and be it further

Resolved, That the Board of Education president and the interim superintendent of schools be authorized to execute the documents necessary for this transaction.

MTF:MBH:RR:amd