

SUCCESS STORY**Analytics case study**

Niles Township High School District 219 achieves \$3.2M reduction in Rx costs

The goal

Niles Township High School District 219 is dedicated to inspiring every student and preparing them for the future. Although the district had been part of a large cooperative that serves many Illinois school districts, leaders wanted more – better analytics, pharmacy rebate savings, concierge employee advocacy, and actionable insight into wellness engagement. Seeking a new approach to improve coverage options, expand employee resources and control costs, District 219 engaged us to evaluate benefits and claims data and model the financial and operational implications of an alternative to the cooperative.

The action plan

We conducted a comprehensive review of plan design, three years of claims history, PBM and stop-loss arrangements, and vendor performance to identify major cost drivers and targeted savings opportunities, with a special focus on prescription drug spend. The engagement combined data-driven analytics, financial modelling and hands-on implementation support. Our claims advocacy team provided frontline assistance to faculty and staff, resolving medical, dental, vision and pharmacy issues and removing administrative burden from the district's HR team. Our analytics team delivered monthly claims reporting so District 219 could monitor trends and tighten control over medical and Rx spending.

In addition, our health management team worked with the district to strengthen wellness participation and expand resources, building on biometric screenings and a flu shot clinic. To advance employee well-being and workplace culture, District 219 launched a wellness microsite with resources and activities, including a districtwide walking challenge

Your future is limitless.™**Client profile**

Education

\$3.2M

reduction on Rx spend

\$49K

in savings on benefit administration costs

\$118K

in faculty and staff adjusted claims

\$119K

in specialty drug savings to faculty and staff

To learn more about how your district can optimize benefits and reduce costs, reach out to an MMA representative.

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(participants logged roughly 500,000 steps), wellness scavenger hunts and a cooking class. A representative wellness committee with faculty and staff from each school ensured programming met employee needs. Concurrently, our HR technology team implemented a new benefits administration system at no cost to the district, centralizing data and providing weekly coordination to support new initiatives.

The result

The results were measurable and significant. District 219 limited medical expense growth to just 3.89% over one year without changing BlueCross BlueShield of Illinois, employee plan design or their networks – versus the 15-20% increase experienced by many organizations in their prior cooperative – producing a meaningful reduction in employee premium spend. Analytics and PBM work produced \$3.2M in Rx savings, and claims advocacy team logged roughly 1,200 hours with faculty and staff, returning \$118,000 to employees. The no-cost HR system implementation reduced benefits administration costs by \$49K. Wellness activations and ongoing engagement improved employee participation and strengthened the district’s benefits culture. Most recently, MMA secured a 3.8% renewal for District 219 while many cooperative members faced roughly 20% increases.



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