

3. Vendor/Carrier Relationship History

- a. Timeline of TPA and carrier selection/renewal decisions, and the stated rationale (*RFP results, cost comparisons, board minutes)

Question: see attachment 3

Procurement doesn't make carrier selection, nor renewal decisions nor stated rationale

*CSP results and cost comparison (tabulation) are attached to the agenda

It is recommended not to release as part of this meeting because the solicitation is still in process and recommendation hasn't been made nor a decision has been made to end this CSP process. This could lead into bid rigging and also future vendor protests.

Board Directed Administration to Solicit for TPA

(See attached minutes)

Pages: 44 thru 49

6. Discussion, consideration and possible action on the recommendations of the Employee Benefits Committee (EBC) with a directive to start the process for CSP's submissions in April 2026, to seek the best available coverage for BSD employees. (Board Agenda Request Neida Ruth Grantland/Daniella Lopez Valdez)

Ms. Neida Ruth Grantland, Board Member stated, Madam President, I want to make something very crystal clear. At the last meeting, I abstained on this issue, and I did so for a specific reason, and I want to make it very clear to everyone that it was not for lack of fortitude on voting one way or another. It was so that we could have a discussion such as tonight and come to a conclusion. I wanted to bring it back. I was trying to make an amended motion that evening, but with everything that was transpiring, I was not able to be recognized in time. And so rather than to vote one way or another, I decided that I would abstain so that I could bring it back with my amended motion, which was to review the recommendations from the committee, the Benefits Committee, to also try and comply with the need that I'm feeling we have. And I do agree, we need to go out and look for other options. I would very much like for us to even look at TRS active and see how that can help us. I do not like the idea that this district is self-insured and obviously not succeeding at something we don't really do. We're in the business of education, we're not in the business of insurance. I've said this ever since they initiated self-insured before I retired from this District. And even then, there were losses. And I understand that there have been some years where we were in the black after I retired. But still, it's a risky business. And it's one that we really, in my opinion, don't need to have. I think there's other ways to handle this. Here's the facts. Fact number one, we are \$7 million in debt in this situation. Fact number two, it didn't happen in a vacuum. It happened because over the years, the premiums were not adjusted annually. Maybe we were trying to be nice. Maybe we overlooked it. I have no idea, but they were not adjusted. Fact number three, Everyone did get their insurance, they did get their coverage, they got what they needed when they needed it. So that was a positive thing that happened, but now here we are faced with this issue. I don't like the idea of taking money from people who make little money. But all of us, no matter how much money we make, it's a relative thing. We have to set priorities and we have to come to a conclusion of what we can do without and what we can do with. And I do not, not for one moment, do I minimize our bus drivers' need, our classified people's need. I do understand this is going to be a burden. But I do understand that it came from the employees. Now, whether some of us think that it was coerced or some of us don't, I have to believe in humanity. And I have to believe that that committee did their very best work to represent the issue, take it back to the campuses. And I know, I'm not naive, I know that when I say this, there will be people that don't want this. But I'm not here to please people. I'm here to do what's best for our students. With this \$7 million deficit, our students will suffer. Because already we are underwater in our fund balance which is not something that we should do lightly because that fund balance is a requirement for our survival as a school district according to the state mandates. So here we are in a precarious situation and I do appreciate the fact that our employees are sacrificing to try and help this out, to mitigate it, to lessen the debt to about \$2 million, which is more workable. I do appreciate all the work that they put into it, all the time they spent on it. I do appreciate the guidance from our staff. Now, do we doubt the vendor? Do we not doubt the vendor, the consultant? I don't know. You know, it may be that we should doubt it. It may be that we shouldn't. But that's not the issue. The issue is our district is in trouble and the village comes to together. And so I do appreciate what the

committee has done. I do appreciate that they are going to sacrifice, it was a very self-sacrificing recommendation. And this is why I abstained last time, and this is why I brought it back this time, and I stand by what I'm saying. I vote for the students, I vote for the teachers, and yes, sometimes it hurts. I don't pretend to please everyone with my vote. Ms. Minerva Pena, Board Member stated, question? Ms. Jessica Gonzalez, Board Member stated, I have a motion. I want to make a motion to approve as written, recommend for the EBC with a directive to start the process of CSP submissions in August 2026 to seek the best available coverage for BISD employees. Ms. Pena stated, it says April the way it's written, could you repeat that. Ms. Gonzalez stated, I'm sorry, April 2026. Ms. Pena stated, thank you, Jessica. Ms. Denise Garza, Board Member stated, Second. Ms. Lopez Valdez stated, got a first and a second, Ms. Pena. Ms. Pena stated, yes, and Dr. Chavez. I know that they're saying we're in a deficit, you know, how much money do we get to start the year with for the whole district, for every little thing, compensation for inventory and for our... Ms. Lopez Valdez stated, Ms. Pena. I know that item maybe we can talk about outside because this is not on the current agenda. Right now we're talking about insurance. Ms. Pena stated, okay, insurance. Is it a possibility that we can do this without raising any of the money, because I am here for the employee. I am blessed to be able to support myself. Thank God and a lot of people I help a lot of people that can't my question to you is and you say well It's no big deal \$22. Can we do this without raising it? Raising anything for the employee and still be able to make it because I know that we still have funds that will help us make it. So is there any way you can sacrifice that sir to help our employees, to be able to continue and let's look at what we can do for next year, you know like miss Grantland recommended when we go out to do the what is it, the CSPs? Ms. Grantland interjected TRS Active Care. Ms. Pena stated, yeah, the CSPs, I wasn't looking for the TRS, ma'am. Ms. Grantland stated, (inaudible). Ms. Pena continued, let me finish thank you, sorry, I love that everybody interrupts me. No, everybody interrupts me. But if I interrupt, they want to kill me. Ms. Denise Garza, Board Member interjected, I'd just like to make mention to Ms. Pena. Ms. Pena stated, can I please find out... Ms. Lopez Valdez stated, bring back what's currently on the agenda. Ms. Garza interjected, but we're not raising premiums or anything like that, we are just approving to go out for CSPs. Ms. Pena stated, no, but on this would this, at this point in time, raise any changes? Ms. Garza stated this is not affecting any changes. Ms. Pena interjected, no mama, I need to hear it, I need to hear it. Ms. Lopez Valdez stated, I need to call order here, hold on Ms. Pena. Ms. Pena stated, I need to please hear it. Ms. Lopez Valdez stated, hold on Ms. Pena, hold on, okay. Ms. Pena continued, Dr. Chavez, can you answer the question? Ms. Lopez Valdez interjected, Ms. Pena, let's talk about what's on the agenda. Ms. Pena continued, Dr. Chavez, this thing on the agenda that Ms. Grantland and Daniela put on there. Ms. Lopez Valdez stated, so the current item that is currently on the agenda has to do with the CSP submission and going out to approve the EBC committee, which is currently written on number six, if you want to read that item. That is what we are discussing right now. We got a first and a second. Mr. Elizondo stated, just clarification, you're saying that the, so this does not include the raising of the rates? Ms. Lopez Valdez stated, this is what the EBC proposed to us. Mr. Elizondo stated, well, hold on, because she just said over there that it doesn't. Ms. Garza (inaudible). Ms. Grantland stated the EBC (inaudible). Ms. Pena interjected, Dr. Chavez, why do you tell Daniela to tell me something instead of you talking to me... Ms. Lopez Valdez interjected, Dr. Chavez didn't tell me anything. Ms. Pena interjected, I heard him turn to you, tell her what's next. Ms. Lopez Valdez stated, okay. Ms. Pena stated, I heard it, Daniela. Ms. Lopez Valdez stated, should we take a

recess so that we can come back and... Ms. Gonzalez interjected, yes. Ms. Pena continued, but Daniela, I heard him say that, Daniela. Ms. Lopez Valdez stated, okay I call a recess. Ms. Pena stated, Daniella I heard him with my own ears, I have excellent hearing that is the bad part about it.

Board Recess: 8:38 p.m.
Board Reconvenes: 8:42 p.m.

Ms. Lopez Valdez stated, yes, Ms. Pena, you may ask your question. Ms. Pena stated, yes. I am asking, please, for Ms. Grantland, when she says that she wants to approve the recommendations of the Employee Benefit Committee, I'm okay with that as long as we take the race of raising the insurance for our employees. I'm asking her if she would politely amend it to help our most vulnerable employee in the front line who does the hard work, who takes care of us, and allows us to be where we are as a great district. If she would politely amend it that the money not be raised. *Mr. Eden Ramirez, Board Counsel stated, so the motion was done by Ms. Jessica Gonzalez.* Ms. Gonzalez stated, I can re-read my motion if it was, if people were off. I know I got stuck with the month, if that helps. Ms. Lopez Valdez stated, Ms. Gonzalez, please re-read the motion. Ms. Gonzalez stated, okay, my motion is to approve the recommendations of the EBC committee with a directive to start the process for CSPs in April 2026. Ms. Pena stated, Ms. Daniella. Ms. Lopez Valdez stated, thank you Ms. Gonzalez, Ms. Pena. Ms. Pena stated, Ms. Gonzalez, would you consider Ms. Gonzalez? Ms. Gonzalez stated, I am hearing you. Ms. Pena stated, oh. I'm sorry, but you're talking over there, so I want to be sure. Mr. Elizondo stated be respectful ma'am, be respectful (inaudible). Ms. Gonzalez stated I can hear and talk at the same time, go ahead. Ms. Lopez Valdez stated, everybody be respectful, let's get back to the topic. Ms. Pena stated, Ms. Gonzalez, respectfully, I wanted to know if you could approve or that your agenda item that you motioned right now, we can approve the Employee Benefits Committee recommendations except for the race to the employee's benefit especially because it's going to affect our frontline in a negative manner because the race we're going to give them, we're going to take it back with the insurance. Ms. Gonzalez stated, may I answer. Ms. Pena stated, yes, so could you do that? Ms. Gonzalez stated, I will go on the record and I stand by the EBC Committee's recommendation. Ms. Pena stated, so you're okay with leaving the raise for the insurance for our employees, correct? Ms. Gonzalez stated, you can take it however you wish, Ms. Pena. I'm saying I stand by EBC. Ms. Pena stated, well, EBC recommended that we do the raise, so you're okay with that? That's what I'm asking. You're okay with the recommendation? Ms. Gonzalez replied, I think I've already answered your question. Ms. Lopez Valdez stated, she answered your question. Ms. Pena stated, why would she say yes? Why? Ms. Grantland interjected, I would like to clarify that the reason that I have placed this agenda item with taking the recommendations of the EBC is the fact that I cannot get past the fact that we have a \$7 million deficit that did not happen in a vacuum. It happened to help employees that needed the coverage at the time. They got what they needed. They got their medications. They got their treatments. It helped at the time with no increase in premiums. At this point in time, we're finding that that was not probably the best way to go. Not to up the premiums over a period of, what, four years or whatever it was? How much? **Dr. Cantu stated, since 2008.** Ms. Grantland continued, since 2008, I don't know in what universe that was a recommended thing to do, and it doesn't even matter at this point to see how who's responsible for that. We are all responsible and I say we are all and

I use the term loosely because I'm not insured by the District, but it's a responsibility that came about because of services that were given to people and because of processes that were not necessarily in good strategy. So, at this point, we have this \$7 million deficit. We do have employees that need every penny they make. And we do have employees that are very sick and need insurance. And so at this point, it's time to face the situation and try and do the best we can. This is a group of employees that spent time pondering the problem and coming up with some sort of solution. That they liked it, probably not. I'll bet you every single one of those people didn't really want to do that. Of course not. Who wants to take money out of their pocket when they need it? But at the same time, there's a responsibility there. There's a responsibility from the people that receive the services. There's a responsibility from the district. There's a responsibility to make this right. And we're not taking it from the fund balance because our fund balance is how much underwater? **Dr. Chavez stated, currently, when you think of the fund balance, we have a fund balance of \$113. But remember, we have a \$17 million deficit. So we're going to be underwater.** Ms. Grantland continued, so this is my point. Thank you. Ms. Pena stated, can you clarify that, sir? 113 what, sir? Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena continued, I want him to speak to what we understand, 113 hundred? Ms. Lopez Valdez stated, Ms. Pena. Ms. Grantland interjected, million. Ms. Pena stated, and you're going to take the 113, 17 million from... Ms. Lopez Valdez interjected, the conversation This conversation, hold on, right now right now we have a first and a second on this item. Ms. Grantland interjected, so having said all that I've been repeating myself at this point I'm calling the vote. Mr. Elizondo stated, good, I have a comment real quick. Ms. Lopez Valdez stated, let's go ahead and vote. Mr. Elizondo stated, I have a comment, ma'am. Ms. Lopez Valdez stated, you can comment after the vote. Ms. Pena stated Daniella let me comment... Mr. Elizondo stated, I have a comment now. Ms. Pena interjected, Daniella, please Daniella. Ms. Lopez Valdez stated, we'll wait after the vote, thank you. Mr. Elizondo stated, sir. *Mr. Ramirez stated, so right now you're in the discussion portion of it.* Mr. Elizondo stated, thank you, ma'am. *Mr. Ramirez continued, and there is still time allotted there. So just following your rules, we have to at least allow for the time to come down.* Ms. Grantland has 22 seconds. Ms. Minerva has 45 seconds. You have 4.46. Mr. Elizondo stated, those are your rules, ma'am. Ms. Lopez Valdez stated, okay, go ahead and speak Mr. Elizondo. Mr. Elizondo stated, thank you for recognizing your own rules. Ms. Lopez Valdez stated, you're welcome. Mr. Elizondo stated, thank you. How much do I have? Mr. Pena stated, four minutes. **Ramirez replied, 446.** Mr. Elizondo stated, four minutes. *Mr. Ramirez stated 4 minutes 46 seconds.* Ms. Pena stated four minutes, forty-six seconds. Mr. Elizondo continued, just real quick, just to clarify, it's not about the employees paying their due. It's the mismanagement of this administration, this Board, that we have forced that burden on them. And now we want to make sure that they can pay their fair share to get us out of the hole. That's why I have an issue. This is the reason I wanted to go out there to see if there was a better option for them where it wouldn't cost our employees any extra money. This is the reason why. Whether you'd like to look at it or not, most of the employees didn't choose our health insurance. It was forced on them and the amount of money that they have to pay out of pocket regardless who sits here or not. TRS care is zero for you. That's your right. You're retired. These people have not retired. Ms. Grantland interjected, no, I pay fees. Mr. Elizondo continued, exactly, that's right. But you're retired. TRS comes from the state. These gentlemen are being forced to use something that we voted on. Most of the individuals at EBC was just a small portion of the amount of employees who were going to be out there being forced to take something that they have

no responsibility, especially because there's a lot of families out there that take care of their insurance. They don't go out there and waste it. They're not these employees that are putting up million-dollar claims on the insurance. But you want to burden every, each and every family out there to pay their fair share because we didn't do the right thing? That's my concern. This is the reason I was going out there. Most of these employees don't have any money to add to their premiums any anymore. Not only that, I think they went from an 80-20 to a 70-30 plan. That means more out of their pocket if they need to go in there and get a surgery, a surgery that they probably need. Ms. Grantland stated, and I really agree. I'm sorry. Mr. Elizondo stated, I'm still, I'm still at it. I still got how much time do I have left? *Mr. Ramirez stated, 303.* Mr. Elizondo continued, okay. And so this is the reason that I'm pushing the issue so hard because it's not even for me. I don't have insurance in the school district. But most of these individuals that reach out to me that have families who have kids do not have any extra money because they don't get the, \$5,000 or the TIA money. They have no more money. And this is the reason that I say what Ms. Minerva was saying, yes, I'm all for insurance, but don't burden the employee with the mismanagement of this Board, the mismanagement of this administration. That's what I'm saying. I'll reframe my time. Ms. Pena stated, question? Ms. Lopez Valdez stated, Ms. Pena had a question and then Ms. Grantland. Ms. Pena stated, yes and I understand, but like the state agencies pay their insurance 100% for their employees. You have to buy insurance for your family, but the state agency pays 100%. And when you retire, they continue to pay 100%. This is a very minimal thing. I think we can do it and not burden the employee with this so we can help them. Because when I tell the employee I'm here to fight for you, I'm not going to say, well, because other people made mistakes. I think we need to do this. I'm just asking, sir, to please re-look at this and see if there's a possibility where we can help this and this year not raise it. Go look at it and see what happens in the future. But you prepare them not to just throw this on them and, you know what, we're going to raise it. Please. These are the hardest workers and without them. Excuse me, ma'am can you let me finish? I want him to listen to me he can't if you're talking with each other and I wanted you to please please please, I'm begging you to reconsider (inaudible). *Mr. Ramirez interjected, I do have time for Ms. Pena.* Ms. Lopez Valdez stated Ms. Grantland. Ms. Grantland stated, number one. I refuse to accept that this Board has been irresponsible. I also want to say that going out for CSPs is not going to take this debt away, it will relieve the process moving forward, but it's not going to deal with the \$7 million deficit. There still has to be something done, and as you heard, our fund balance is not fair game. So, at this point, I would like to call the question. I do agree that it is important to go out for new quotes. I do believe that, but I think we need to vote. Thank you. Ms. Lopez Valdez stated, we have a first and a second.

Motion made by Jessica Gonzalez, seconded by Denise Garza, to recommend to approve the recommendations of the Employee Benefits Committee with a directive to start the process for CSP's submissions in April 2026 to see the best available coverage for BISD employees.

The following vote was recorded

Yea: Ms. Lopez, Ms. Garza, Ms. Gonzalez, Ms. Grantland

Nay: Mr. Elizondo, Mr. Ortiz Ms. Pena

Abstain:

Motion Carried: 4-3-0

Ms. Pena stated, I'm sorry, I'm voting no, because I cannot do this to the employees.

7. Discussion, consideration and possible action in adopting a resolution in support of the Texas AFL-CIO repeal of the state-approved voucher bill. (Board Agenda Request Denise Garza/Board Support Daniella Lopez Valdez)

Ms. Jessica Gonzalez, Board Member stated, Motion to approve. Ms. Denise Garza, Board Member stated, Second. Ms. Garza continued, I put this on here as support since we know that the voucher bill is going to be something that we don't know how it's going to impact our district. So, this is the reason why we brought it forth. And so, I support this resolution and I second it, so I'm ready to vote. Ms. Minerva Pena, Board Member stated, questions. Ms. Lopez Valdez stated, Ms. Pena. Ms. Pena stated, yes, and the way the resolution is written, and I understand what we're doing, but why couldn't the district have something done, that we don't approve the vouchers independently and not sit here and doing what association or an organization wants. We need to do it as a Board, not just back up an organization. So why couldn't we put that in the resolution and not include that association? Because we're not here to back up associations. We're here to back up the district. Is it a possibility that we could do that and just put it that BISD is actually fighting to keep these vouchers fair whatever they give them they give us that's how I see it. They're going to give that to their students that they need to give it to us. But we as a district need to ask for that and not piggyback on someone else. Is there a possibility that we could do that? Mr. Attorney. *Mr. Eden Ramirez, Board Member stated, so it's an agenda item on the agenda like the other item before where we were able to modify what you all wanted it to be or say it's up to The Board to include the language amend the motion or it's up to the Board.* Ms. Lopez Valdez stated, Ms. Grantland. Ms. Neida Ruth Grantland, Board Member stated well, I would just like to say that in keeping with the fact that we do support our employees and our Association support our employees, why would we not as a Board support our Association who supports our employees? Ms. Lopez Valdez stated, thank you. Ms. Denise Garza, Board Member stated, thank you, Ms. Grantland. Ms. Pena stated, and if I may, I support our Associations, I just think you have stronger power in this resolution that the school district as a whole, pushing for this, not backing somebody else up. Because I think it's a mistake. Ms. Lopez Valdez interjected, Dr. Chavez. I actually believe we have had one, right? We have already done one of these resolutions. **Dr. Jesus Chavez, Superintendent stated, yes, ma 'am, this past school year, during our session, we actually, as a Board and as a District, approved a resolution very similar to this. And so we still have that as part of our record.** Ms. Pena stated, so tell me, Dr. Chavez, if we have that and they have this, why are we doing this again? Why can't they just take that with them and say, look, our Board approved this. Now we're approving it. Why do we have to do a second resolution with the Board? I'm asking Dr. Chavez, please, Daniela, can you let Dr. Chavez speak? Because he says if you don't let him speak, he won't speak. Can you please give him permission to speak, Daniela? Ms. Lopez Valdez stated Dr. Chavez, you have permission to speak. Ms. Pena stated, thank you, dear. **Dr. Chavez stated, let me say that we usually give preference to the Board Members before I get to speak, which I'm happy with, right? So here, as it relates to this resolution, I'm happy that yes, it's being considered. We as a District, as I said, had approved an earlier one. And if you tonight, you know, are wanting, willing to approve the one that you've got before you, great. We'll have two of them. We've already done that. And so, I tell you, when you go to the legislature, the more you have from the various**

Tentative Timeline



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

Tentative Solicitation Award Schedule
CSP # 26-112 Third Party Services, Preferred Provider Organization for Self-Funded BISD Employee Benefit Plan, Wellness and Disease Management

Action	Day of the Week	Date	Requirements
Development of Specifications and Scope of Work	Monday – Tuesday	February 23, 2026	Development of Specifications and Scope of Work
Bid Request Form	Wednesday	March 4, 2026	Bid request form due to the Procurement Services Dept.
Advertisement Request	Tuesday	March 10, 2026	Advertisement Request due to the Brownsville Herald
Release of Specifications	Saturday	March 14, 2026	Specifications and Scope of Work released/posted on our e-bidding system 1 st business day after 1 st advertisement
1 st Advertisement	Saturday	March 14, 2026	N/A
2 nd Advertisement	Saturday	March 21, 2026	N/A
Out to Market (Standard)	Monday – Friday	March 14, 2026 – April 16,, 2026	N/A
Addendums	Monday – Friday	N/A	While solicitation is out to market, if additional information is required by vendors, Addendums will be sent out during this time
Vendor Question Deadline	Tuesday	April 8, 2026	Vendors must submit all questions to Administration 7 days after the issuance of the last Addendum.
Submission	Tuesday	April 21, 2026 4:00 pm	Via on-line on the e-bidding system
Opening	Tuesday	April 21, 2026 4:15pm	Via Teams meeting platform
Processing of Submitted Solicitations	Tuesday – Tuesday	April 16, 2026 – April 21, 2026	Procurement Office to prepare submissions and forward to Insurance Consultant for Pre-evaluation
Ranking by Employee Benefits Committee	Wednesday	May 13, 2026 May 14, 2026	Ranking by the District's Employee Benefits
Ranking by Administration	Thursday	May 14, 2026 May 18, 2026	Ranking of Submissions by Administration Committee

Tentative Solicitation Award Schedule
CSP #26-112 Third Party Services, Preferred Provider Organization for Self-Funded BISD Employee Benefit Plan, Wellness and Disease Management

Action	Day of the Week	Date	Requirements
Board Insurance Committee Workshop	TBD	July 28, 2026 August ? As per Mr. Zorola	TBD
Vendor Presentations to Board	TBD	TBD	TBD
Board Meeting for Award	Tuesday	June 9, 2026 August 4, 2026 September 1, 2026	TBD

***Note:** Ranking by Employee Benefits Committee must be done after District staff returns to sites for the 2026-2027 school year.

****Note:** This date has been removed as Administration has already received direction from School Board at the October 7, 2025 meeting.

Procurement Services Department
1900 E. Price Road, Suite #107 | Brownsville, TX 78521 | (956) 548-8361
"Empowering Education, One Purchase at a Time"

