

Meeting Date: April 14, 2026

Agenda Topic: Employee Benefit Update

Type of Item: Workshop

Guiding Outcome: Exceptional Workplace Environment

Summary: To Present the Board of Trustees, for their review and discussion, an Employee Benefit update for year 2025-2026.

Background Information/
Previous Board Action: Annual presentation and overview of plan offerings and utilization of required federal health coverage, including voluntary plan benefits available to eligible employees and their spouses, and dependents.

The Board previously approved Higginbotham Public Sector (HPS) for broker services in January 2023; Lincoln Financial Group critical illness insurance renewals in April 2024; Blue Cross Blue Shield of Texas (BCBSTX) medical plans and rates in June 2025; and a contract amendment with Concentra in June 2025.

Potential Operational Impact: Offering Denton ISD employees healthcare benefit options that support employees and families while enhancing recruitment and retention.

Potential Financial Impact: Eligible employees receive a \$260 monthly contribution when they enroll in a Denton ISD health care plan.

Recommendation (Consent or
New Business Only):

Division: Business & Administrative Services

Department: Benefits

Staff Member(s) Responsible: Dr. Jeremy Thompson, Deputy Superintendent
Chris Bomberger, Executive Director of Administrative Services
Sarah Johnson, Benefits Director

Attachments: 2026-04-14 Employee Benefit Update Workshop
2026-04-14 Concentra Stewardship Annual Report 2025
2026-04-14 Employee Benefits Glossary
2026-04-14 Employee Medical Clinic Concentra Glossary
2026-04-14 Workers' Compensation & Leaves Glossary