

***Killeen Independent School District
Board Agenda Item Information Sheet***

Date: May 12, 2026

Agenda Item Caption: Discussion of Employee Health Plan Benefits Update

Purpose of Agenda Item: Information only

Administrative Recommendation: None; for discussion.

Background Information: Historically, BKCW, Employee Benefits Consultants, has provided an update on projected benefits changes, cost, and overall updates in the District's benefits. Killeen ISD changed to Teacher Retirement System (TRS) in January 2024 for a short plan transition year and renewed September 2024 for a state required 5-year term. This will be the end of the second full year with TRS-ActiveCare and BKCW will provide an update on employee engagement and overall fiscal analysis of projected 2027 plan year rates.

Fiscal Analysis: Healthcare coverage is voluntary for employees. The district contributes \$350 per month per employee, while the state contributes \$75. Therefore, each employee who elects coverage receives a total of \$425 per month towards the premium contribution for the plan of their choosing. Employees who are covered by another qualified group health plan and waive the district's health coverage are eligible to receive \$200 cash in lieu of health care benefits. The district pays \$11.12 towards employee dental premium.

Regulatory Requirement: None

Contact Person for Additional Questions/Information:

Name: William Baker, Assistant Superintendent for Human Resources

Email address: william.baker@killeenisd.org

Telephone Number: (254) 336-0043

Attachments: Presentation

Signature Requested: No