



INDEPENDENT SCHOOL DISTRICT

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| Meeting Date:                                     | May 12, 2026  |
| Agenda Topic:                                     | Employee Health Plan Report   |
| Type of Item:                                     | Report <input type="button" value="v"/>   |
| Guiding Outcome:                                  | Exceptional Workplace Environment <input type="button" value="v"/>  |
| Summary:  | The purpose of this report is to provide an update on plan design and cost for the 2026-2027 insurance year beginning on September 1, 2026.   |
| Background Information/<br>Previous Board Action: | <p>The evaluation of the District's employee health benefit plan includes a comprehensive review of key cost components, including the pharmacy benefit manager, administrative expenses, individual and aggregate stop-loss coverage, and potential plan design modifications to support the long-term financial sustainability of the program. The evaluation also includes a comparison of the District's plan design with TRS Active Care, as well as consideration of compensation expectations for the upcoming school year.</p> <p>Key milestones in this process include the pharmacy benefit manager request for proposals, scheduled for Board consideration on May 12, 2026; the availability of the TRS Board meeting report on May 1, 2026; receipt of BlueCross BlueShield of TX stop-loss information in early May; and subsequent plan design recommendations from Higginbotham following receipt of stop-loss data. Final plan cost projections for the 2026–2027 plan year are anticipated in late May.</p> |
| Potential Operational Impact:                     |   |
| Potential Financial Impact                        | The district provides a \$260 per month contribution to employees who select a health plan.   |
| Recommendation (Consent or<br>New Business Only): |   |
| Division:   | Business & Administrative Services  |
| Department:                                       | Benefits  |
| Staff Member(s) Responsible:                      | Dr. Jeremy Thompson, Deputy Superintendent<br>Chris Bomberger, Executive Director of Administrative Services<br>Sarah Johnson, Director of Benefits   |
| Attachments:                                      | 2026-05-12 TRS Board-Book-Benefits-April-2026<br>2026-05-12 Medical ASO Fund 756<br>2026-05-12 UEA Employer Health Plan Contribution Comparison   |