



San Elizario ISD
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MEMORANDUM

To: Members of the Board of Trustees
From: Roberto E Gallegos, Risk Management Coordinator
Subject: Health Plan Premium Rates and Benefits for the 2024-2025 Plan Year
Date: June 25, 2024

HISTORY:

The current employee yearly premium contributions to the health fund are not sufficient to maintain a solvent health fund.

RATIONALE:

The expenses to the health fund for the 2024-2025 benefits plan year are projected to exceed revenues. To offset the deficit, it is necessary to make revenue increases. Modifying the medical benefit plans and increasing the employee's monthly medical premiums will generate enough revenue to cover the projected expenses. All scenarios assume that the employer contribution will remain at \$625 per member per month.

BUDGET:

Modifying the medical plan benefits and increasing the employee's monthly premiums will increase revenues to ensure the health fund remains solvent.

ADMINISTRATIVE RECOMMENDATION:

The administrative recommendation is for the board of trustees to review the health benefits design premium rate increases as presented and provide direction to administration.

Please check one: For approval Report / Information only Recognition
 Attachment Included

San Elizario ISD's mission is to graduate students with skills to meet the demands of a changing world by promoting student success as non-negotiable, channeling resources to match learning needs of students, employ and retain a quality staff so that San Elizario is a proud, innovative, and academically superior district.