



NORTH EAST INDEPENDENT SCHOOL DISTRICT

Date: August 11, 2025

Presenter: Dan Villarreal
Susan Lackorn, Executive Director
Finance and Accounting
David Gracia, Senior Director
Risk Management & Health
Services

Subject: Health & Dental Insurance
Premiums

Related Page(s): Attachments

ACTION ITEM

BACKGROUND INFORMATION

The District self-funds three comprehensive medical plans, Blue Choice Low Option, Blue Choice High Option and Blue Edge High Deductible Health Plan, which are administered by BlueCross BlueShield of Texas, Inc. In addition, the District self-administers a hospital indemnity plan.

The District self-funds a dental care program that is administered by Delta Dental.

ADMINISTRATIVE CONSIDERATION

The Risk Management Department is working to develop employee communication regarding the schedule of benefits and premiums for the 2026 plan year. Open enrollment will take place in October 2025 with no increase to district/employee contributions for health plans, and plan elections will be effective January 1, 2026.

The 2026 plan year includes no planned increases to the District contributions for the comprehensive medical plans. There is no change to the PPO Low or PPO High dental plan premiums.

BUDGETARY CONSIDERATION

No increase to the District contribution and funding was accounted for in the adopted budget.

RECOMMENDATION

It is recommended that the Board of Trustees approve the attached employee premiums and District contributions for the 2026 plan year.

BOARD ACTION REQUIRED

Approval/Disapproval