



*Keller ISD will **educate** students to achieve, **inspire** them to dream, and **challenge** them to grow, so that they are prepared to be productive members of the community in which they learn, live, and work.*

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| DATE: | May 14, 2026 |
| SUBJECT: | <u>APPROVAL OF EMPLOYERS WORKERS' COMPENSATION EXCESS INSURANCE</u> |
| DEPARTMENT: | Human Resources |
| 5 OVER 5: | <input type="checkbox"/> Impactful Instruction <input checked="" type="checkbox"/> Efficient Process & Systems <input type="checkbox"/> Engagement for All <input type="checkbox"/> Communication that Drives Clarity <input checked="" type="checkbox"/> Fiscal Responsibility & Transparency |
| FISCAL NOTE: | Workers' Compensation Fund |

Background Information:

- The current policy with Star National Insurance Company was awarded through the District's Request for Proposal (RFP) process in 2023.
- The District requested proposals for the Workers' Compensation Excess Insurance.
- Three (3) responses were received.
- An in-depth analysis was completed by the District, and all three vendor proposals were evaluated according to the criteria established by the District.

Administrative Considerations:

- Employers represent the most balanced and strategic solution for Keller ISD.
- Employers have a lower total cost structure than our current carrier without requiring a \$2M upfront loss fund.
- Employers have a more favorable aggregate retention.
- Employers maintain a strong excess protection while preserving cash flow.

Communication Deployment:

- Board Meeting Minutes

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The administration recommends that the Board of Trustees approve the purchase of Employers Workers' Compensation Insurance policy through USI Southwest, Inc., as presented.

Respectfully submitted,

Sheri Rich
 Director of Human Resources