

**Denton ISD**  
**Approval of Medical Benefit Rates**  
June 10, 2025

**SUMMARY:**

This item requests approval of Employee Health Insurance rates effective September 1, 2025.

**BOARD VALUES**

**Growth & Management...**In the pursuit of excellence, we value

- providing leadership and/or oversight to ensure Denton ISD meets all fiscal, legal, and regulatory requirements.
- demonstrating effective and efficient management of district resources.

**Culture & Climate...**In the pursuit of excellence, we value

- promoting health, wellness, and emotional well-being.

**PREVIOUS BOARD ACTION:**

On May 14, 2024, the Board approved fully insured medical plan rates from the Blue Cross Blue Shield of Texas.

**BACKGROUND INFORMATION**

Since June 2023, Higginbotham Public Sector has assisted in negotiating medical health benefits on behalf of Denton ISD with Blue Cross Blue Shield of Texas. In that same month, Denton ISD entered a two-year contract with Blue Cross Blue Shield to include rate caps. For the 2024-2025 plan year, Higginbotham Public Sector played a key role in negotiating employee health benefits that were more favorable than the established rate caps. Over the past two years, the district's health policy has been fully insured by the Blue Cross Blue Shield of Texas.

**FISCAL IMPLICATIONS:**

Administrative Services Only (ASO) contract with Blue Cross Blue Shield (BCBS) of Texas, along with an individual stop loss of \$415,000 and \$23,864,000 aggregate stop loss will be in place to cover liability for claims to Denton ISD employees. An additional Pharmacy Benefit Manager (PBM) contract for prescription drugs will also be implemented. Medical plans costs will be passed on to employees.

**BENEFITS OF ACTION:**

The approval of the 2025-2026 contract with Blue Cross Blue Shield (BCBS) of Texas will help control the annual costs of employee health plans. This shift allows for greater flexibility and control in designing and offering medical plans to employees. With guidance from Higginbotham Public Sector Broker Services, the overall program is expected to enhance the quality and value of medical benefit offerings.

**SUPERINTENDENT'S RECOMMENDATION:**

Recommends the Board approve employee medical benefit rates for one year with a term of September 1, 2025, through August 31, 2026.

**STAFF PERSONS RESPONSIBLE:**

Dr. Jeremy Thompson, Deputy Superintendent  
Chris Bomberger, Executive Director of Administrative Services  
Sarah Johnson, Director of Benefits

**ATTACHMENTS:**

2025-06-10 Higginbotham Regarding ASO Plan Designs and Rates for Plan Year  
2025-06-10 Blue Cross Blue Shield of Texas Regarding Intent

**APPROVAL:**

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Signature of Divisional Leader: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_