

**Ector County Independent School District  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees  
**FROM:** Tom Crowe, Superintendent of Schools  
**SUBJECT: REQUEST FOR APPROVAL OF 2016 HEALTH INSURANCE PREMIUM  
AND PLAN CHANGES**  
**DATE:** September 15, 2015

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Attached are the recommended plan and premium changes for 2016.

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It is recommended that the Board of Trustees approve the insurance premium and plan changes as presented.

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Respectfully submitted,

**Tom Crowe,**  
Superintendent of Schools

**Brian J. Moersch,**  
Chief of Staff