



San Elizario ISD
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MEMORANDUM

To: Members of the Board of Trustees
From: Stephanie Ruiz – Coordinator - Human Resources
Subject: Consider and possible Board action on approval of Metlife Contract Renewal – Two-year extension
Date: August 13, 2025

HISTORY: On August 10, 2022, the Board of Trustees approved the original competitive sealed proposal # 23-1118, with Metlife for Life Insurance, Basic, Supplemental, and AD&D Insurance for three years with an option to extend two additional one-year terms.

The current contract for life insurance with MetLife will expire on August 31, 2025. The contract must be renewed to continue providing these benefits to employees as of September 1, 2025. The San Elizario Independent School District provides a benefit to eligible employees of \$25,000 basic life insurance at no cost to the employee. This contract will be to extend for two additional one-year terms.

RATIONALE: The renewal contract reflects an increase of 9% for the 2025 year to the basic life insurance rates. There is no increase to the Basic AD&D, Supplemental Life, and AD&D.

The current \$0.152/1000 rate will increase to \$0.182/1000 from September 1, 2025 – August 31, 2026.

BUDGET IMPACT: The budget impact depends on how many employees the district has covered for the given month and on the funding source for each specific employee. The district currently has 567 employees. The approximate annual premium for basic life insurance is \$28,094.43.

- Basic AD&D Insurance – No increase. The rate of \$0.016/\$1000 will remain in effect until August 31, 2026. Approximate annual premium - \$2,469.84
- Supplemental Life Insurance – No increase. Please see the contract for details.
- Supplemental AD&D – No increase. The rate of \$0.017/\$1000 will remain in effect until August 31, 2026. Approximate annual premium - \$1,315.80

ADMINISTRATIVE RECOMMENDATION: The administrative recommendation is to approve the contract with MetLife for the 2025-2026 term as presented.

For Approval? ☒ Yes ☐ No

If no, please check one: ☐ Presentation ☐ Report ☐ Information

Please check if applicable: ☒ Attachment Included

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.