

**Manor Independent School District**  
**Board of Trustee Meeting Agenda Item**  
*April 21, 2025*

<b>ACTION ITEM SHEET</b>
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**RE:** Consideration and Approval of the RFP - Health Insurance and Cafeteria Plan Options for 2025-26

**Supporting Documents:**

1. Gallagher – RFP Executive Summary
2. Summary of RFP Results and Administration Recommendation

**District Goals:**

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 4: EQUITY & INNOVATION- By 2026, 100% of Manor ISD scholars, staff, campuses, and school communities will have equitable access to innovative academic, human, financial, capital, technological, and all other necessary resources and supports.

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**Background Information:**

The District procured its Third Party Administrator Services during December and awarded the contract to Gallagher. The District, along with Gallagher, have conducted a Request for Proposals (RFP) for Health Insurance and Cafeteria Plans for the 2025-26 school year.

Manor ISD currently provides BlueCrossBlueShield (BCBS) health insurance and has been a non-TRS Active Care member since it opted to leave TRS two years ago. The District also offers various cafeteria insurance options to employees for dental, vision, optional life, etc.

The results of the RFP are attached along with the scoring tabulation summary.

**Fiscal Implications:**

All purchases or payments of \$50,000 or more require board approval prior to the purchase. The total employer contribution to health insurance is \$6.7MM annually, whereas the cost to the employees is \$1.6MM. Optional employee insurances are at no cost to the district.

**Administrative Recommendation:**

That the Board approves the administration's recommendation.

**Motion Language:**

I move that the board approves the health and welfare benefits package as recommended by administration, as submitted.

Moises Santiago, CFO

**Contact Person**

Dr. Robert Sormani

**Approved by Superintendent**