

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: December 8, 2025

Agenda Item: K.4

Board Goal: N/A

Subject: Consideration and possible adoption a Resolution to Elect to Discontinue Participation in TRS-ActiveCare Health Program

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer
Deborah Ottmers, Chief Financial Officer

A. Purpose of Agenda Item:

☒ Action needed

☐ Information only

☐ Receive input

B. Authority for This Action:

☐ Local Policy:

☒ Law or Rule
SB 1444 (2021)

☐ N/A

C. Goal or Need Addressed: Elect to discontinue participation in TRS-ActiveCare Health Program to pursue a better option for employees

D. Summary:

☒ **Previous board action relating to this item:** The Board previously left TRS-ActiveCare to pursue self-funded insurance.

☒ **Future action anticipated:** If approved, the District would notify TRS prior to December 31 of intent to discontinue participation.

☒ **Background information:** Hays CISD employees are increasingly unhappy with TRS-ActiveCare. Insurance premiums are already costly on a monthly basis, but when employees need to use the insurance they've paid for, they face additional high costs for prescriptions, limited coverage for preferred prescriptions, requirements to see a primary care physician prior to being able to see a specialist which is time consuming and costly, high co-pays and deductibles, high costs for medical equipment, high costs for imaging, and general dissatisfaction with the quality of care. One of the Board goals this year for the HR and Finance Departments is to pursue a self-funded health insurance plan.

E. Comments Received:

☒ Cabinet

☒ DLT

☒ Teacher Org. Reps.

☒ Other: Hays CISD Employees via ThoughtExchange.

F. Administrative Recommendation: Administration recommends the district elect to discontinue participation in the TRS-ActiveCare Health Insurance Program.

Advantages and benefits of this proposal: The district would be able to pursue a self-funded option for health insurance that will make prescriptions, services, and medical equipment more affordable and accessible.

Expected results in terms of student benefit/achievement: When district employees are healthy, they are best able to serve students.

Effect of this action on other parts of the system: This may help with retention of our valuable staff. It may also help with recruitment for critical, hard-to-fill positions.

Consequences of not approving this recommendation: TRS-ActiveCare costs and associated ongoing costs for prescriptions and service will only increase in costs. This is more difficult for our employees to bear as our Legislature has not provided meaningful funding to public schools in the basic allotment, the revenue needed for well-deserved employee raises for all Hays CISD staff.

G. Fiscal Impact and Cost: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson, Deborah Ottmers

Evaluation method and timeline: Ongoing as the District explores options

Next report to the Board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt a resolution to elect to discontinue participation in the TRS-ActiveCare Health Insurance Program, as presented.