



CROSBY INDEPENDENT SCHOOL DISTRICT

14670 FM 2100 CROSBY, TEXAS 77532

281-328-9200

Regular Agenda Item

Meeting Date	August 17, 2026
Action	Consider approval of a \$51 increase to the District's monthly contribution toward employee health insurance premiums, increasing the contribution from \$365 to \$416 per employee.
Motion	Move to approve a \$51 increase to the District's monthly contribution toward employee health insurance premiums, increasing the contribution from \$365 to \$416 per employee.
Administrative Recommendation	The Administration recommends the increase to the District's contribution to employee health insurance premiums, as presented.
Authority for this Action	Board Policy: • CRD(LOCAL): ○ The Board annually shall determine the District's contribution to employee health insurance premiums as part of the budget development and adoption process.
Goal/Objective Addressed	Crosby ISD will be a good steward of taxpayers' money.
Background	The Affordable Care Act (ACA), enacted in March 2010, requires employers to offer affordable health insurance coverage to employees. The District currently contributes \$365 per month toward employee health insurance premiums. Due to increases in premium costs, the District's monthly contribution must increase to \$416 per employee to maintain compliance with ACA affordability requirements. The estimated cost of increasing the District's monthly contribution by \$51 for the 2026–2027 fiscal year is \$216,000.
Staffing Implications	N/A
Budget Information	The estimated increase to the District's contribution to employee health insurance premiums was included in General Fund budget adopted on June 15, 2026.
Impact of this Action	Meet requirements of the Affordable Care Act.
Attachments	TASB ACA Affordability Calculator
Resource Personnel	Robert L. Heniff, Chief Financial Officer