



## Gregory-Portland Independent School District

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### BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: CHRIS CASAREZ

CC: BOARD OF TRUSTEES  
DR. ISMAEL GONZALEZ III  
DEBORAH GARZA  
MICHAEL THIEME  
DR. MICHAEL NORRIS  
PENNY ARMSTRONG  
BRITTNEY SOLIZ-SANDOVAL

DATE: Monday July 21, 2025

SUBJECT: Consider Approval of Contract Renewal for RFP #2122-15  
Workers' Compensation Fixed Cost Program

#### PRIORITIES

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

N/A

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

N/A

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

N/A

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

4.1 Annual Improvement of Operational Processes

4.3 Ensure Strategic Alignment of Resources

#### BACKGROUND INFORMATION:

In August 2022, the District sought a qualified Insurance provider to provide Workers Compensation Fixed Cost Program for the 2022-23 School Year. This insurance covers medical care for work-related employee injuries and pays the employee if they are unable to work

while they recover. Employees are paid a percentage of their wages during this time. The district had been covered by School Comp for the past 28 years, but noticed that the pricing structure was not favorable to the district and costs were continuing to escalate. We reached out to both respondents School Comp and TASB Risk Management about a fixed cost program. This would allow all fees and claims to be in a fixed cost that would cover any claims related to that fiscal year with no carry over.

**School Comp Costs by year:**

2024-25 (although covered by TASB): \$12,307 (to date)- carry-over claims from previous years

2023-24 (although covered by TASB): \$66,774- carry-over claims from previous years

2022-23 (although covered by TASB): \$106,625- carry-over claims from previous years

2021-22: \$263,401

2020-21: \$245,994

**TASB Risk Management Cost:**

2022-23: \$147,170

2023-24: \$159,181

2024-25: \$186,664

**RECOMMENDATION:**

Administration recommends renewing the contract with TASB Risk Management Services for Workers Compensation Fixed Cost Program for the 2024-25 School Year. The program has produced a \$328,265 in savings over a three-year period since changing formats in 2022. The fixed cost structure also ensures that there will not be carry-over claims from previous years, which we continue to pay under the School Comp structure even though we ended workers' compensation insurance with them in 2022. Our Benefits Coordinator has also reported that TASB's online claims tool has made the process much more user-friendly and efficient.

**FINANCIAL IMPACT:**

2025-26 Renewal Cost: \$163,070

2024-25 Cost: \$186,664

2023-24 Cost: \$159,181

2022-23 Cost: \$147,170

The District currently has an estimated payroll of \$41,697,415 for the 2025-26 School Year. However, the overall net annual charge was reduced, resulting in savings. Contributions are based on a formula that is dependent on the payroll amounts.

BOARD-RELATED POLICY:

CH (LEGAL)

CH (LOCAL)

ACTION ITEM SUGGESTED MOTION (if applicable):

The School Board accept Administrations recommendation to renew the contract with TASB Risk Management Services for Workers Compensation Fixed Cost Program the 2025-26 School Year in accordance with RFP# 2122-15 at a fixed rate of \$163,070.