

# Denton Independent School District

## Lincoln Critical Illness Voluntary Insurance

May 14, 2024

### SUMMARY:

This item requests approval offering the Lincoln Financial Group Critical Illness Voluntary Insurance benefit for the 2024-2025 plan year.

### BOARD VALUES

**Growth & Management...**In the pursuit of excellence, we value

- providing leadership and/or oversight to ensure Denton ISD meets all fiscal, legal and regulatory requirements.
- demonstrating effective and efficient management of district resources.

**Culture & Climate...**In the pursuit of excellence, we value

- promoting health, wellness and emotional well-being.

### PREVIOUS BOARD ACTION:

This product is a new voluntary benefit offering to eligible employees of Denton ISD.

### BACKGROUND INFORMATION:

Higginbotham Public Sector, formerly Financial Benefit Services (FBS), provides brokerage services for Denton ISD. Per the request of the district, in January of 2024, Higginbotham Public Sector issued a Request for Proposal (RFP) for Critical Illness Insurance. Three (3) responses were received and a panel of 5 Denton ISD Benefits Department employees, along with Higginbotham Public Sector, interviewed each candidate on February 1, 2024. Each candidate was evaluated for quality and cost. A follow-up, in-person interview was conducted with Lincoln Financial Group on February 20, 2024.

Offering the Critical Illness Insurance Voluntary Benefit allows the District to expand our benefits package while helping our employees protect their budgets from unexpected expenses that can come with a critical illness. Eligible participating employees receive a cash benefit when diagnosed with a critical illness. With this, the employee can choose to use their benefit however they wish, whether it be for medical or personal expenses.

### FISCAL IMPLICATIONS:

Selection of this benefit is voluntary, so all costs associated are the responsibility of the employee.

### BENEFIT OF ACTION:

Allows eligible Denton ISD employees the option of securing an additional voluntary benefit for the 2024-2025 plan year.

### SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the proposal offering the Lincoln Financial Group Critical Illness Voluntary Insurance benefit for the 2024-2025 plan year be accepted. Denton ISD will have the option to renew the offering for four (4) additional, one-year terms with a rate guarantee with no increase.

### STAFF PERSONS RESPONSIBLE:

Dr. Jeremy Thompson, Deputy Superintendent  
Chris Bomberger, Executive Director Risk Management, Benefits & Child Nutrition  
Sarah Johnson, Benefits Director

### ATTACHMENT:

2024-05-14 Lincoln Financial Proposal 2024  
2024-05-14 Critical Illness Benefits At-A-Glance

### APPROVAL:

Signature of Staff Member Proposing Recommendation: \_\_\_\_\_

Signature of Divisional Assistant Superintendent: \_\_\_\_\_

Signature of Superintendent: \_\_\_\_\_