



CROSBY INDEPENDENT SCHOOL DISTRICT

14670 FM 2100 CROSBY, TEXAS 77532

281-328-9200

Regular Agenda Item

Meeting Date	August 18, 2025
Action	Consider increase of \$42 per month to the District's contribution to employee health insurance premiums.
Motion	Move to approve the increase of \$42 per month to the District's contribution to employee health insurance premiums.
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: <ul style="list-style-type: none">• CRD(LOCAL):<ul style="list-style-type: none">○ 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) was signed into law in March 2010. ACA requires that employers offer insurance to full-time employees and that the insurance be affordable. During the budget process for 2025-2026, the District's contribution to employee health insurance premiums was raised \$50 per month. Due to higher-than-expected premium costs, the District will need to increase the monthly contribution to employee health insurance premiums by an additional \$42 to meet ACA affordability requirements. The 2025-2026 estimated cost to increase the District's contribution to employee health insurance premiums by \$42 is \$178,000.
Staffing Implications	N/A
Budget Information	The General Fund budget will be used to fund the increase.
Impact of this Action	Meet requirements of the Affordable Care Act.
Attachments	TASB ACA Affordability Calculator
Resource Personnel	Robert L. Heniff, Chief Financial Officer