

**Abilene Independent School District Board Document - Agenda Item XX.XX**

Meeting Date: May 11, 2026

Meeting Type: Regular Meeting

Item Type: Business Item

Future Action Required: Yes

If Yes, Month: May

Subject: Abilene ISD Medical Insurance

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Background Information:

Since opting out of TRS-ActiveCare in 2021, the district has experienced escalating loss ratios, largely driven by high-cost claimants and increasing pharmacy expenses. The RFP process yielded limited vendor participation, reflecting broader market constraints, and resulted in significantly higher renewal projections, with the lowest proposed plan (Blue Cross Blue Shield) increasing costs by 62.1%. Looking ahead, the district will explore a potential return to TRS-ActiveCare for 2027–2028 while also considering strategies to improve employee health outcomes and cost efficiency through enhanced benefits education and wellness initiatives.

Attached Supporting Documents:

Medical Insurance Presentation

BCBS Best and Final Rates

Fiscal Implications:

No immediate financial impact to the District; rate increases will apply to individual employees

Administrative Recommendation:

Approve Blue Cross Blue Shield as the District's medical insurance provider for the 2026-2027 plan year.

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