

Innovation Title: Local Control of Group Health Benefits for Temple ISD Employees	
Texas Education Code Chapters: TEC §22.004(i) Group Health Benefits for School Employees	Corresponding Board Policies Requiring Revision: <ul style="list-style-type: none"> • CRD (Legal) TRS Active Care
<p>Rationale: This provision prohibits the District from procuring group health insurance benefits that may provide better or enhanced coverages for its employees at a lower cost. On February 12, 2019, the Board of Trustees adopted findings declaring that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District’s local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner’s prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309. Once a district opts in to TRS-Active Care they cannot opt out or make changes to group health coverage available to its employees pursuant to TEC 22.004(b) as defined by the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process provides no flexibility in the design of group health insurance coverage to acquire benefits packages that would potentially be more attractive to prospective employees and fit the needs of all Temple ISD employees.</p>	
<p>Innovation: This exemption will allow Temple ISD to increase local control of the group health benefits plan to allow the District to be responsive to employee and community needs by providing an option to TISD to offer additional benefits options to employees. Temple ISD will continue to offer the TRS Active Care health plans in addition to the District selected health plans made available through this exemption.</p>	
<p>Required Exemptions from Texas Education Code: TEC §22.004(i)</p>	