

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** **2026-2027 District Contribution For Health Insurance**

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**Date:** May 18, 2026

**Administrator Responsible/Position:** Paul Neuhoff, Alicia Boswell

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**A. Purpose of Agenda Item:**

- Information Only       Action Needed       Receive Input

**B. Authority for This Action:**

- Local Policy       Law or Rule       N/A

**C. Priority, Goal, or Need Addressed:**

- Strategic Plan       District/Campus Improvement Plan       Other

**Priorities**

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

**Board Goals for 2023-2028**

- Goal 1\*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2\*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- Goal 3\*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

**D.**

**Summary:** **Board review and approve increase in the district contribution to health insurance for the 2026-27 school year.**

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**Background Information:** **For the 2025-26 school year the district contributed \$347 per month for employee health care coverage through TRS Active Care. This contribution represented approximately 74% of the cost of the employee**

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only coverage under the TRS Active Care Primary plan.

TRS recently released the rates for the 2026-27 plan year. The rates for available plans are shown below.

	2025-26	2026-27	% Increase
TRS ActiveCare Primary	\$ 468	\$ 499	6.6%
TRS ActiveCare Primary+	\$ 548	\$ 586	6.9%
TRS ActiveCard HD	\$ 482	\$ 515	6.8%

The district's compensation task force had previously recommended maintaining the same percentage contribution of 74% of the cost of the TRS ActiveCare Primary plan.

To maintain this percentage will require the district contribution to increase from the current \$347 to \$370, an increase of \$23.

This will result in an increase in costs of approximately \$73,000 per year.

These amounts will be accounted for in the 2026-27 budget.

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**E. Comments Received:**

LT

DEIC

Other

All agenda items are reviewed by the Superintendent's Leadership Team.

**F. Administrative Recommendation:** That the Board approve the increase of the district health insurance contribution by \$23 to \$370 per month.

**G. Fiscal Impact and Cost:**

**Amount:** \$73,000

Budget

Grant/Special  
Funds

Other

Bond

**H. Exhibits:** None

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**I. Action:** "I move to approve/disapprove/postpone" the increase to the 2026-27 district health insurance contribution as recommended.

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Motion by: \_\_\_\_\_ second by: \_\_\_\_\_

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson  
ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED