



Splendoria ISD Board of Trustees Agenda Item Information Form

BOARD MEETING DATE: June 16, 2025

AGENDA ITEM NAME: Insurance Contribution

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Quality Staff

BACKGROUND INFORMATION:

Blue Cross Blue Shield of Texas (BCBSTX) has a one-year rate cap of 9.5% for year 2 of Splendoria's medical insurance renewal. BCBSTX made the decision to raise our premium at the 9.5% cap.

Current School Contribution: \$225

TEA Contribution: \$75

Total: \$300

ADMINISTRATIVE RECOMMENDATION:

The Human Resources Department recommends an increase of \$30 to the district's monthly contribution toward employee health insurance premiums. This adjustment would raise the district contribution from \$225 to **\$255** per employee, per month. With this increase, the **total monthly contribution** from the district and the Texas Education Agency (TEA) would be **\$330** per participating employee.

This recommendation supports our commitment to attracting and retaining high-quality staff by helping offset rising healthcare costs and providing competitive benefits.

ATTACHMENTS:

BUDGET INFORMATION: \$180,000 additional cost to the budget

RESOURCE PERSONNEL: NA

RECOMMENDED MOTION:

"I move that the Board of Trustees approve the increase of \$30 to the district's monthly contribution toward employee health insurance, bringing the total district contribution to \$255 per employee per month. This adjustment will result in a combined monthly contribution of \$330 from the district and the Texas Education Agency (TEA)."