The Board of Trustees
Splendora Independent School District
Notice of Special Meeting

A Special Meeting of the Board of Trustees of Splendora Independent School District will be held June 2, 2026 beginning at 5:30 PM in the Administration Building Boardroom, 23419 FM 2090, Splendora, Texas 77372.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

I. **Call to Order**
II. **Audience**
III. **Board Protocol, Invocation, Pledge & Good Things**
   A. Invocation
   B. U.S. & State of Texas Pledge of Allegiance
IV. **Action and/or Discussion Item (s)**
   A. Consider the Approval of the 2026-2027 Compensation Plan.
   B. Consider Approval of the Award of RFP 26-05 for the 2026-2027 Medical Provider Evry Health/Globe Life.
V. **Adjourn**

Closed meeting will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act, including but not limited to the sections and purposes listed in item III. Closed Session.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on May 28, 2026, at 4:30 PM.

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Dustin Bromley, Ed. D., Superintendent of Schools

Splendora ISD Board of Trustees
Agenda Item Information Form

ACTION ITEM

BOARD MEETING DATE: June 2, 2026

AGENDA ITEM NAME: Compensation Plan

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

BACKGROUND INFORMATION:

As part of our ongoing efforts to ensure a competitive and equitable compensation structure, Splendora ISD partners annually with the Texas Association of School Boards (TASB) to conduct a comprehensive Pay System Maintenance Study. This study provides a data-driven analysis of our district's pay structures in comparison to other school districts within our identified market group.

The TASB Pay Maintenance Study evaluates market competitiveness for each job group, including professional, paraprofessional, and auxiliary positions. It identifies areas where salary ranges or pay practices may be misaligned with regional benchmarks and offers recommendations to maintain or improve market alignment.

The results of this annual study are used to guide compensation planning, inform budget decisions, and support the district's efforts to attract and retain high-quality employees. This proactive approach ensures that our compensation system remains fair, strategic, and responsive to labor market trends.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends approval of a 2.5% General Pay Increase, based on the midpoint of each pay grade, for all full-time employees. This recommendation reflects the district's continued commitment to maintaining competitive compensation and recognizing the contributions of all staff across the organization.

ATTACHMENTS:

Teacher Scale

Pay Plan

BUDGET INFORMATION: Total Budget Impact: $1,558,412 (approximately)

General Pay Increase: $1,212,424

Equity Adjustments” $152,000

Cost of Benefits: $193,988

Total Budget Impact: $1,558,412

RESOURCE PERSONNEL: Dr. Shane Conklin, Deputy Superintendent

RECOMMENDED MOTION:

I move that the Board approve the 2026-2027 compensation plan as presented, which includes a 2.5% General Pay Increase on the midpoint for all eligible employees.

Teachers Salary Plan Development

Splendora ISD

Model 4: $64,500 starting, 2.5% GPI

2025-2026 Years of Exp		2025-2026 New Hire Salary	+	TRA	+	2.5% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp		2026-2027 Proposed New Hire Salary	Current Market Median Value	Compare Before	Compare After	Exp Diff
													0 Years			
										0	→	**$64,500**	**60,750**	**104%**	**106%**	
0	→	$63,000	+		+	$1,740	+	$105	=	**1**		**$64,845**				345
1		$63,450	+		+	$1,740	+		=	**2**		**$65,190**				345
2		$63,750	+	$600	+	$1,140	+		=	**3**		**$65,490**				300
3		$64,600	+		+	$1,740	+		=	**4**		**$66,340**	*5 Years*			850
4		$64,850	+	$2,500	+	$0	+	$300	=	**5**		**$67,650**	**66,300**	**102%**	**102%**	1,310
5		$67,650	+		+	$1,740	+		=	**6**		**$69,390**				1,740
6		$67,950	+		+	$1,740	+		=	**7**		**$69,690**				300
7		$68,250	+		+	$1,740	+		=	**8**		**$69,990**				300
8		$68,550	+		+	$1,740	+		=	**9**		**$70,290**				300
9		$68,850	+		+	$1,740	+		=	**10**		**$70,590**	*10 Years*			300
10		$69,150	+		+	$1,740	+		=	**11**		**$70,890**	**68,398**	**101%**	**103%**	300
11		$69,450	+		+	$1,740	+		=	**12**		**$71,190**				300
12		$69,750	+		+	$1,740	+		=	**13**		**$71,490**				300
13		$70,050	+		+	$1,740	+		=	**14**		**$71,790**				300
14		$70,350	+		+	$1,740	+		=	**15**		**$72,090**	*15 Years*			300
15		$70,750	+		+	$1,740	+		=	**16**		**$72,490**	**70,295**	**101%**	**103%**	400
16		$71,200	+		+	$1,740	+		=	**17**		**$72,940**				450
17		$71,800	+		+	$1,740	+		=	**18**		**$73,540**				600
18		$72,450	+		+	$1,740	+		=	**19**		**$74,190**				650
19		$73,050	+		+	$1,740	+		=	**20**		**$74,790**	*20 Years*			600
20		$73,650	+		+	$1,740	+		=	**21**		**$75,390**	**73,301**	**100%**	**102%**	600
21		$74,250	+		+	$1,740	+		=	**22**		**$75,990**				600
22		$74,700	+		+	$1,740	+		=	**23**		**$76,440**				450
23		$75,000	+		+	$1,740	+		=	**24**		**$76,740**				300
24		$75,300	+		+	$1,740	+		=	**25**		**$77,040**				300
25		$75,600	+		+	$1,740	+		=	**26**		**$77,340**				300
26		$75,900	+		+	$1,740	+		=	**27**		**$77,640**				300
27		$76,100	+		+	$1,740	+		=	**28**		**$77,840**				200
28		$76,300	+		+	$1,740	+		=	**29**		**$78,040**				200
29		$76,500	+		+	$1,740	+		=	**30**		**$78,240**				200
30		$76,700	+		+	$1,740	+		=	**31**		**$78,440**				200
31		$76,904	+		+	$1,740	+		=	**32**		**$78,644**				204
32		$77,110	+		+	$1,740	+		=	**33**		**$78,850**				206
33		$77,316	+		+	$1,740	+		=	**34**		**$79,056**				206
34		$77,677	+		+	$1,740	+		=	**35**		**$79,417**				361
35		$77,883	+		+	$1,740	+		=	**36**		**$79,623**				206
36		$78,089	+		+	$1,740	+		=	**37**		**$79,829**				206
37		$78,707	+		+	$1,740	+		=	**38**		**$80,447**				618
38		$79,299	+		+	$1,740	+		=	**39**		**$81,039**				592
39		$79,917	+		+	$1,740	+		=	**40**		**$81,657**				618
40		$80,535	+		+	$1,740	+		=	**41**		**$82,275**				618
41		$81,179	+		+	$1,740	+		=	**42**		**$82,919**				644
42		$81,694	+		+	$1,740	+		=	**43+**		**$83,434**				515
43+		$82,209														

General pay increase is applied to the market median salary ($69,595).

2026-2027 Proposed Administrative Professional Pay Plan
Splendora ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
101						
	Coordinator - District PEIMS	223	**Daily**	**$290.50**	**$350.00**	**$409.50**
	Coordinator - Education Foundation	223	**183 Days**	53,162	64,050	74,939
	Specialist - Accountability & Assessment	217	**202 Days**	58,681	70,700	82,719
	Manager - Payroll	223	**217 Days**	63,039	75,950	88,862
	Speech Lang Path Asst	183	**223 Days**	64,782	78,050	91,319
	Student Success Liaison	183				
102						
	ARD Facilitator	183, 197	**Daily**	**$331.17**	**$399.00**	**$466.83**
	Coordinator - Bilingual Programs	223	**183 Days**	60,604	73,017	85,430
	Coordinator - ESL Program	223	**197 Days**	65,240	78,603	91,966
	Coordinator - GT & Robotics	223	**202 Days**	66,896	80,598	94,300
	Instructional Coach	202	**223 Days**	73,851	88,977	104,103
	Instructional Specialist - Math	202				
	Librarian	202				
	Nurse - RN	183				
	Program Facilitator	197				
	Program Specialist	197				
103						
	Counselor - 6th	202	**Daily**	**$347.73**	**$418.95**	**$490.17**
	Counselor - ES	202	**197 Days**	68,503	82,533	96,563
	Counselor - HS	207	**202 Days**	70,241	84,628	99,014
	Counselor - JH	202	**207 Days**	71,980	86,723	101,465
	Counselor - Mental Health & Wellness	207	**223 Days**	77,544	93,426	109,308
	Diagnostician	197	**240 Days**	83,455	100,548	117,641
	Police Lieutenant	223				
104						
	Asst Principal - ES	207	**Daily**	**$365.12**	**$439.90**	**$514.68**
	Asst Principal - Sixth Grade	207	**197 Days**	71,929	86,660	101,392
	Coordinator - Counseling & Wellness	223	**207 Days**	75,580	91,059	106,539
	Coordinator - Instructional Technology	223	**223 Days**	81,422	98,098	114,774
	Coordinator - TIA/Human Resources	223	**240 Days**	87,629	105,576	123,523
	Coordinator - Language Arts	223				
	Coordinator - Math	223				
	Coordinator - Science/Social Studies	223				
	Director - Child Nutrition	223				
	Director - Custodial Svcs	240				
	Director - Maintenance	240				
	Director - Purchasing/Warehouse	223				

Director - Transportation	240
School Psychologist	197
Speech Language Pathologist	197

105

Associate Principal- JH	223
Assistant Principal - JH	207
Coordinator - Special Ed Svcs	223
Coordinator - Special Ed Svcs	223
Occupational Therapist	197
Physical Therapist	183
Specialist - MTSS/504	183

Daily	$383.38	$461.90	$540.42
183 Days	70,159	84,528	98,897
197 Days	75,526	90,994	106,463
207 Days	79,360	95,613	111,867
217 Days	83,193	100,232	117,271
223 Days	86,608	103,003	120,513

106

Assistant Principal - HS	207
Associate Principal - HS	223
Associate Principal - ECHS	223

Daily	$411.27	$489.61	$567.95
207 Days	85,132	101,349	117,565
223 Days	91,713	109,183	126,653

107

Principal - Elementary	223
Principal - Sixth Grade	223

Daily	$430.49	$502.24	$573.99
223 Days	96,000	112,000	128,000

108

Director - Accountability	223
Director - Communications	223
Director - CTE	223
Director - Curriculum	223
Director - Fed Programs & Compliance	223
Director - Finance	223
Director - Fine Arts	223
Director - Multilingual Prog	223
Director - Student Services	223
Director - Teaching & Learning	223
Director - Technology	223
Head Football Coach	223
Police Chief	223
Director - Athletics	223
Principal - JH	223

Daily	$444.18	$528.78	$613.38
223 Days	99,052	117,918	136,784

109

Exec Director - Human Resources	223
Exec Director - School Leadership	223
Exec Director - Special Services	223
Principal - HS	223
Manager - Construction Project	223

Daily	$489.91	$576.37	$662.83
223 Days	109,250	128,531	147,811

110				
Assistant Superintendent	223	**Daily**	**$543.80**	**$639.77**	**$735.74**
		223 Days	121,267	142,669	164,070

111				
Chief Financial Officer	223	**Daily**	**$609.06**	**$716.54**	**$824.02**
Deputy Superintendent	223	**223 Days**	135,820	159,788	183,756

2026-2027 Proposed Clerical Paraprofessional Pay Plan

Splendora ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
201			**Hourly**	**$13.80**	**$16.43**	**$19.06**
	Aide - Classroom	183	**183 Days**	18,941	22,550	26,160
	Aide - MTSS	183	**202 Days**	20,907	24,891	28,876
	Aide - Nurse	183	**207 Days**	21,425	25,508	29,591
	Aide - Pre K	183	**223 Days**	23,081	27,479	31,878
	Clerk - Auxiliary	226	**226 Days**	23,391	27,849	32,307
	Clerk - District LPAC	202				
	Clerk - LPAC	207				
	Clerk - Purchasing	223				
	Hall Monitor	183				
	Paraprofessional - District Behavior	183				
	Receptionist - Bilingual/Dispatcher	207				
	Receptionist - ES	183				
	Receptionist - HS	183				
	Receptionist - JH	183				
202			**Hourly**	**$14.50**	**$17.27**	**$20.04**
	Aide - Media Specialist	202	**183 Days**	19,901	23,703	27,505
	Parent Liaison - Title III	183	**202 Days**	21,968	26,164	30,361
203			**Hourly**	**$15.75**	**$18.97**	**$22.19**
	Aide - Sp Ed Self Contained	183	**183 Days**	21,617	26,036	30,456
	Admin Asst - Asst Principal	207	**207 Days**	24,452	29,451	34,450
	Admin Asst - Asst Principal/Counselor	207	**223 Days**	26,342	31,727	37,113
	Admin Asst - Asst Principal/Receptionist	207				
	Clerk - Education Foundation	223				
204			**Hourly**	**$16.75**	**$20.18**	**$23.61**
	Admin Asst - Sp Ed Evaluation	197	**197 Days**	24,748	29,816	34,884
	Clerk - Attendance HS	207	**207 Days**	26,004	31,329	36,655
	Clerk - Attendance JH	207	**223 Days**	28,014	33,751	39,488
	Clerk - Attendance/PEIMS/Registrar ES	207	**240 Days**	30,150	36,324	42,498
	Clerk - PEIMS JH	207				
	Coordinator - Route	240				
	Receptionist - District/HR Generalist	223				
	Registrar - ES	207				
	Registrar - JH	207				
	Specialist - Data Support	223				
205			**Hourly**	**$18.50**	**$22.30**	**$26.10**
	Admin Asst - Advanced Academics	202	**202 Days**	28,028	33,785	39,542
	Admin Asst - Child Nutrition	223	**207 Days**	28,721	34,621	40,520
	Admin Asst - Maintenance	223	**223 Days**	30,941	37,297	43,652
	Admin Asst - Multilingual Dept	223	**240 Days**	33,300	40,140	46,980
	Admin Asst - Police Dept	223				

Admin Asst - Principal ES	202
Admin Asst - Principal JH	207
Admin Asst - Technology	223
Attendance & Residency Officer	207
Bookkeeper - HS	223
Registrar - HS	207
Supervisor - Route	240

206

Admin Asst - Athletic Director	223
Admin Asst - Director	223
Admin Asst - Principal HS	223
Administrative Asst	223
Coordinator - Communications & Comm Ed	223
Specialist - Accounts Payable	223
Specialist - Purchasing	223

Hourly	**$20.25**	**$24.41**	**$28.57**
223 Days	33,868	40,826	47,783

207

Admin Asst - CFO	223
Admin Asst - COO	223
Admin Asst - Deputy Supt	223
Admin Asst - Executive Director	223
Coordinator - Benefits	223
Nurse - LVN	183
Specialist - Payroll	223
Supervisor - CN/Menu Planner	223

Hourly	**$23.50**	**$28.31**	**$33.12**
183 Days	32,254	38,855	45,457
223 Days	39,304	47,348	55,393

208

Admin Asst - Superintendent	223

Hourly	**$33.00**	**$39.29**	**$45.58**
223 Days	55,193	65,713	76,233

2026-2027 Proposed Auxiliary Pay Plan

Splendora ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			**Hourly**	**$12.50**	**$15.06**	**$17.62**
	Bus Aide - Special Needs	173	**173 Days**	17,300	20,843	24,386
	Crossing Guard	173	**184 Days**	18,400	22,168	25,937
	Parking Lot Security	184				
302			**Hourly**	**$13.50**	**$16.26**	**$19.02**
	Child Nutrition Worker	184	**184 Days**	19,872	23,935	27,997
	Custodian	250	**250 Days**	27,000	32,520	38,040
303			**Hourly**	**$15.00**	**$18.07**	**$21.14**
	Groundskeeper	250	**250 Days**	30,000	36,140	42,280
	Lead Custodian - HS	250				
	Lead Custodian - JH	250				
304			**Hourly**	**$16.00**	**$19.28**	**$22.56**
	Cafeteria Manager Trainee	184	**184 Days**	23,552	28,380	33,208
	CN Warehouse/Office Asst	207	**207 Days**	26,496	31,928	37,359
	Kitchen Lead	184	**250 Days**	32,000	38,560	45,120
	Specialist - Equipment	250				
305			**Hourly**	**$17.00**	**$20.48**	**$23.96**
	Coordinator - Catering	223	**184 Days**	25,024	30,147	35,269
	Manager - Child Nutrition ES	184	**223 Days**	30,328	36,536	42,745
	Manager - Child Nutrition HS	184	**240 Days**	32,640	39,322	46,003
	Manager - Child Nutrition JH	184				
	Warehouse Worker	240				
306			**Hourly**	**$19.20**	**$23.14**	**$27.08**
	Manager - Skating Rink	250	**250 Days**	38,400	46,280	54,160
307			**Hourly**	**$21.15**	**$25.48**	**$29.81**
	Building Technician II	250	**223 Days**	37,732	45,456	53,181
	Computer Technician	223	**240 Days**	40,608	48,922	57,235
	Lead Computer Technician	223	**250 Days**	42,300	50,960	59,620
	Lead Dispatcher	240				
	Mechanic	240				
	Specialist - Inventory	223				
	Supervisor - Custodial	250				
308			**Hourly**	**$24.25**	**$29.22**	**$34.19**
	Coordinator - Quality Control	223, 250	**223 Days**	43,262	52,128	60,995
	Specialist - Data Application	223	**250 Days**	48,500	58,440	68,380

309		Hourly	$26.25	$31.62	$36.99
Administrator - Applications	223	223 Days	46,830	56,410	65,990
Administrator - Systems	223	240 Days	50,400	60,710	71,021
Electrician	250	250 Days	52,500	63,240	73,980
Foreman - Transportation Shop	240				
HVAC Technician	250				

310		Hourly	$31.15	$37.09	$43.03
Police Officer	202	202 Days	50,338	59,937	69,536

311		Hourly	$32.75	$38.99	$45.23
Administrator - Network	223	202 Days	52,924	63,008	73,092
Police Detective	202	223 Days	58,426	69,558	80,690
Police Sergeant	223				

BD1		Hourly	$20.25	$24.05	$27.85
Bus Driver	173	173 Days	28,026	33,285	38,544
Cover Driver/Fueler	173				

BD2		Hourly	$22.25	$26.04	$29.83
Lead Bus Driver	184	184 Days	32,752	38,331	43,910

Splendora ISD Board of Trustees
Agenda Item Information Form

BOARD MEETING DATE: June 2, 2026

AGENDA ITEM NAME: Discussion and possible action to approve Evry Health- Globe Life as the employee medical insurance plan for the 2026-2027 school year.

THIS ITEM RELATES TO STRATEGIC PLAN PILLAR(S): Fiscal & Operational Systems; Professional Learning and Quality Staff

BACKGROUND INFORMATION: The RFP process was used to solicit proposals for fully insured, level-funded medical coverage for district employees. The current carrier, Blue Cross and Blue Shield of Texas, increased plan rates by 62%. Of all plans received, Evry Health, a Globe Life Company, offered the best value and options, with the lowest overall premium increase and positive reviews from currently enrolled entities in Texas.

ADMINISTRATIVE RECOMMENDATION: Enroll with Evry Health- Globe Life, effective September 1, 2026

ATTACHMENTS: Evry Health.Globe Life.pdf

BUDGET INFORMATION: General Fund

RESOURCE PERSONNEL: Dr. William Rhodes, Executive Director of Human Resources

RECOMMENDED MOTION: I move to approve Evry Health-Globe Life as the employee medical insurance plan for the 2026-2027 school year.

Renewal 09/01/2026	EvryHealth			
	PPO 0	**EPO 0**	**PPO HDHP**	**EPO HDHP**
CARRIER WEBSITE NETWORK	www.evryhealth.com	www.evryhealth.com	www.evryhealth.com	www.evryhealth.com
COINSURANCE LEVEL (IN/OUT)	**100% / 60%**	**100% / n/a**		
LIFETIME MAXIMUM	Unlimited	Unlimited	Unlimited	Unlimited
CALENDAR YEAR DEDUCTIBLE				
- Individual (IN/OUT)	**$0**	**$0**	**$4,000**	**$4,000**
- Family (IN/OUT)	$0	$0	$8,000	$8,000
OUT-OF-POCKET MAXIMUM (Includes Calendar Year Ded.)				
- Individual (IN/OUT)	**$5,250**	**$5,250**	**$7,000**	**$7,000**
- Family (IN/OUT)	$10,500	$10,500	$14,000	$14,000
OFFICE VISIT COPAY	**$0 PCP/$0 Specialist**	**$0 PCP/$0 Specialist**	**Deductible , then covered 100%**	**Deductible , then covered 100%**
URGENT CARE	**20% coinsurance**	**20% coinsurance**	**Deductible, then 40% coinsurance**	**Deductible, then 40% coinsurance**
PREVENTIVE CARE SERVICES	100% of allowed amount	100% of allowed amount	Deductible plus coinsurance	Deductible plus coinsurance
INPATIENT HOSPITALIZATION	20% coinsurance	20% coinsurance	Deductible, then 40% coinsurance	Deductible, then 40% coinsurance
EMERGENCY ROOM (facility only)	$300 copay plus 20% coinsurance	$300 copay plus 20% coinsurance	100% of allowed amount after deductible	100% of allowed amount after deductible
OUTPATIENT SURGERY	20% coinsurance	20% coinsurance	Deductible, then 25% coinsurance	Deductible, then 25% coinsurance
MATERNITY	20% coinsurance	20% coinsurance	Deductible, then 40% coinsurance	Deductible, then 40% coinsurance
PRESCRIPTION DRUGS:				
CALENDAR YEAR DEDUCTIBLE	None	None	Combined with Medical	Combined with Medical
RETAIL COPAYMENT:	-	-	-	-
Generic	$0 copayment	$0 copayment	$0	$0
Preferred Brand Name Drugs	20% coinsurance	20% coinsurance	Deductible, then 35% coinsurance	Deductible, then 35% coinsurance
Non-Preferred Brand Name Drugs	20% coinsurance	20% coinsurance	Deductible, then 35% coinsurance	Deductible, then 35% coinsurance
Specialty Drugs	20% coinsurance	20% coinsurance	Deductible, then 35% coinsurance	Deductible, then 35% coinsurance
EMPLOYEE COUNT			**522**	
EMPLOYEE ONLY	**76**	**247**	**16**	**16**
EMPLOYEE + SPOUSE	**11**	**8**	**2**	**2**
EMPLOYEE + CHILD(REN)	**23**	**85**	**5**	**5**
EMPLOYEE + FAMILY	**6**	**19**	**0**	**1**
MONTHLY RATES	**Proposed**	**Proposed**	**Proposed**	**Proposed**
EMPLOYEE ONLY	**$623.00**	**$490.00**	**$523.00**	**$421.00**
EMPLOYEE + SPOUSE	**$1,378.00**	**$1,080.00**	**$1,154.00**	**$925.00**
EMPLOYEE + CHILD(REN)	**$1,096.00**	**$857.00**	**$916.00**	**$733.00**
EMPLOYEE + FAMILY	**$2,164.00**	**$1,700.00**	**$1,814.00**	**$1,458.00**
EMPLOYER CONTRIBUTION			**EMPLOYER CONTRIBUTION**	
EMPLOYEE ONLY	**$330.00**	**$330.00**	**$330.00**	**$330.00**
EMPLOYEE + SPOUSE	**$330.00**	**$330.00**	**$330.00**	**$330.00**
EMPLOYEE + CHILD(REN)	**$330.00**	**$330.00**	**$330.00**	**$330.00**
EMPLOYEE + FAMILY	**$330.00**	**$330.00**	**$330.00**	**$330.00**
EMPLOYEE MONTHLY PREMIUM			**EMPLOYEE MONTHLY PREMIUM**	
EMPLOYEE ONLY	**$293.00**	**$160.00**	**$193.00**	**$91.00**
EMPLOYEE + SPOUSE	**$1,048.00**	**$750.00**	**$824.00**	**$595.00**
EMPLOYEE + CHILD(REN)	**$766.00**	**$527.00**	**$586.00**	**$403.00**
EMPLOYEE + FAMILY	**$1,834.00**	**$1,370.00**	**$1,484.00**	**$1,128.00**
MONTHLY TOTAL	$100,698.00	$234,815.00	$15,256.00	$13,709.00
ANNUAL TOTAL	$1,208,376.00	$2,817,780.00	$183,072.00	$164,508.00
ANNUAL TOTAL	**$4,373,736.00**			
PERCENTAGE CHANGE FROM CURRENT	**13.79%**			



$1,500 max out of pocket for prescription drugs on all plans

Evry Health 3-Year Premium

Rate Cap

The following table illustrates Evry Health's premium structure over a three-year period, providing both transparency and long-term financial predictability for the plan sponsor. The table presents the Year 1 premium rates along with projected premiums for Years 2 and 3 based on rate caps included in this offering, allowing the organization to clearly understand how premiums may evolve over time while maintaining strong cost management.

For **Year 2, Evry Health is offering a rate cap of 9.9%,** helping protect the organization from unexpected premium volatility and supporting budget stability. For **Year 3, Evry Health is providing a rate cap of 12.9%,** ensuring continued cost protection while maintaining the sustainability of the health plan. Together, these rate caps demonstrate Evry Health's commitment to being responsible, long-term partner – delivering high-quality, member-focused healthcare while helping employers manage rising healthcare costs with greater confidence and predictability.

Table

Group	Splendora ISD	9/1/2026	Annual Increase Assumption
Carrier	Evry Health	Source	Year 3 Assumption