



Decatur Independent School District
Board of Trustees Agenda Item

To: Board of Trustees
From: Taylor Williams
Subject: Employee Medical Insurance
Meeting Date: June 15, 2026
Type of Item: Information Presentation Consent Agenda Discussion Action
Supporting Documents: Yes No

Background Information and Rationale:

When the District opted out of medical insurance with the Texas Teacher Retirement System Active Care insurance, a five-year waiting period was issued before the District could opt back into the TRS Active Care system. For 2023-2024 the District was in a interlocal agreement with Texas School Health Benefits Program (TSHBP) with other districts for medical insurance. That plans final expenses exceeded revenue and supplemental appropriations were necessary from the districts in the plan. For Decatur ISD, those additional appropriations were paid off in 2024-2025. For 2024-2025 and 2025-2026 TSHBP used an agent of record to seek and procure medical insurance on behalf of TSHBP and for both years Blue Cross was selected.

The District currently cannot get back into TRS ActiveCare until 2028-2029. Hence for 2026-2027 and 2027-2028 the District needs to procure insurance. The insurance market for medical insurance is complex and increasingly expensive. In order to help the District go through the competitive procurement process the District let a Request for Qualifications (RFQ) for Insurance Agent of Record for Medical Insurance and hired Higginbotham to work with the District to procure medical insurance.

The District has received six proposals. However, given the usage history of Decatur ISD and the status of the market overall, Higginbotham is continuing to negotiate with the vendors to be able to present a reasonable plan for Decatur ISD employees. The Administration anticipates Higginbotham will be working through the week of June 8th to continue negotiations. An update or recommendation will be made at the Board meeting.

Support of Strategic Goals:

- 4.1 DISD will ensure strong financial stewardship and fiscal responsibility.
- 4.3 DISD will provide operational efficiency, effectiveness, and transparency to maximize taxpayer dollars.

Fiscal Implication:

Process still under evaluation

Administrative Recommendation:

A recommendation may be made at the Board meeting.

Contact Person(s)

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Respectfully submitted,

Taylor Williams
Superintendent

Gary Micinski
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