

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.

Dustin Bromley, Ed. D., Superintendent of Schools



Splendoria 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, Splendoria 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.



Splendor 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				
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 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