



Uniform Group Health Benefits Program Comparability Report 2025-2026

In compliance with Section 22.004 of the Education Code, the following information is available regarding the district's health care coverage:

1. The Board of Trustees Resolution authorizing a self-insurance plan for school district employees and of the district's review of its ability to cover the liability assumed is attached.
2. The schedules of benefits and plan booklets are posted on the school district website under Human Resources – Benefits – Plan Documents.
3. The monthly premium, district contribution, and employee contribution for each plan are:

Blue Choice PPO HDHP	Total Monthly Premium	District Contribution*	Employee Contribution
Employee Only	\$546	\$446	\$100
Emp & Spouse	\$1,248	\$446	\$802
Emp & Child(ren)	\$868	\$446	\$422
Emp & Family	\$1,446	\$446	\$1,000

Blue Essentials HMO	Total Monthly Premium	District Contribution*	Employee Contribution
Employee Only	\$630	\$446	\$184
Emp & Spouse	\$1,634	\$446	\$1,188
Emp & Child(ren)	\$1,064	\$446	\$618
Emp & Family	\$1,784	\$446	\$1,338

Blue Premier HMO	Total Monthly Premium	District Contribution*	Employee Contribution
Employee Only	\$604	\$446	\$158
Emp & Spouse	\$1,524	\$446	\$1,078
Emp & Child(ren)	\$998	\$446	\$552
Emp & Family	\$1,608	\$446	\$1,162

**Substitute, part-time, temporary, and yearlong teacher resident employees are not eligible for the district contribution, so they are responsible for this portion of the premium.*

4. As of September 1, 2025, the district's self-funded insurance plan covers 6,246 employees.
5. The 2025-2026 Comparability Report was easily completed as required.
6. The Conroe Independent School District offers group health coverage comparable to the basic health coverage provided under Chapter 1551 of the Insurance Code to State of Texas employees, and the district has complied with Section 22.004 of the Education Code in completing the comparability report based on the analysis completed by Gallagher Benefit Services, Inc.

**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE CONROE INDEPENDENT SCHOOL DISTRICT**

March 22, 2016

WHEREAS, the Conroe Independent School District ("CISD") Board of Trustees recognizes" that it has an obligation to make available to its employees group health coverage; and

WHEREAS, CISD employs, as of the date of this resolution, approximately 7,100 benefits eligible employees; and

WHEREAS, CISD has opted, in accordance with Texas Education Code section 22.004, to provide for such insurance by establishing a self-funded plan; and

WHEREAS, CISD has reviewed its ability to cover the liability assumed in connection with providing group health coverage to its employees.

It is therefore:

RESOLVED that the Board of Trustees of Conroe Independent School District hereby authorizes a self-funded insurance plan for group health coverage for its employees; and

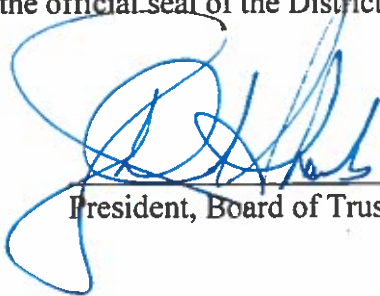
RESOLVED that, to the extent necessary to cover potential liability, the District may procure stop-loss insurance for certain liabilities that exceed the limits of the District's self-funded plan.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Conroe Independent School District during a regularly scheduled meeting on March 22, 2016. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes:	<u>6</u>
Nays:	<u>0</u>
Abstentions:	<u>0</u>

To certify which, witness my hand and the official seal of the District this 22nd day of March, 2016.



President, Board of Trustees