

PARIS INDEPENDENT SCHOOL DISTRICT INNOVATION PLAN AMENDMENT TO CURRENT LOCAL INNOVATION PLAN

AREA OF INNOVATION

With regard to each area of innovation, the District declares exemption from the listed statutory provisions, as well as any implementing rules or regulations promulgated pursuant to those statutory provisions by any state agency or entity, including but not limited to the Commissioner of Education, Texas Education Agency, State Board for Educator Certification, and State Board of Education.

1. Preclusion from providing alternative Uniform Group Coverage Program once the program of coverages under Chapter 1579, Insurance Code is implemented.

Exemption from: TEC §22.004(i)

Related Board Policies: PISD CRD (LEGAL) and CRD (LOCAL)

Manner in which statute inhibits the goals of the plan

TEC §22.004 (i) states that a school district may not make group health coverage available to its employees pursuant to TEC 22.004(b) after the date a District implements the program of coverages provided under Chapter 1579 of the Texas Insurance Code. The current process allows no flexibility in the legislative Hotel California-esque design of group health insurance benefits to fit the needs of all Paris ISD employees. This statute also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost. This result is in direct contradiction to the wishes of the local Board of Trustees.

The district believes that Texas Education Code 22.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan pursuant to Texas Education Code 12A.004 and the list of the Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1309.

Innovation Strategies

- a. Increased local control of the group health benefits plan to allow the District to be responsive to employee and community needs.
- b. Increased local control of the group health benefits plan will provide employees options that best suit their personal benefit coverage and financial needs.
- c. Increased local control of the group health benefits plan may result in greater coverage options that then increases the attractiveness of Paris Independent School District to potential applicants and may result in a greater pool of quality applicants.