



**Glasscock County Independent School District**  
**“Achieving Excellence Together”**  
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**District of Innovation Committee Meeting – March 12<sup>th</sup>, 2020**

This meeting was called to order at 10:25 AM with Committee Members Laura Dieringer, Tiffany Parker, Carol Gully, Pricilla Nunez, Shelly Koenning, Perla Garcia, Stephanie Braden, Wayland Pierce, Brian Hastings, and Scott Bicknell present.

**General Information**

1. Shelly Koenning made a motion to approve the Amendment of Group Health Benefits Plan for Glasscock County ISD Employees, to the Glasscock County ISD District of Innovation plan, as presented by Mr. Bicknell, seconded by Brian Hastings CU (10-0)
2. Tiffany Parker made a motion to adjourn at 10:35 AM, seconded by Stephanie Braden. CU (10-0)

We are committed to a quality education where we enter to learn and leave to achieve

**GLASSCOCK COUNTY INDEPENDENT SCHOOL DISTRICT  
DISTRICT OF INNOVATION PLAN AMENDMENT**

**2018-2023**

**Innovations**

Glasscock County ISD, in conjunction with the District of Innovation Committee, proposes the following additional flexibility with the Texas Education Code ("TEC"). With regard to the following additional area of a innovation, the District declares exemption from the listed statutory provision, 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.

**Group Health Benefits for School Employees**

TEC 22.004(i)

GCISD CRD(LEGAL) and CRD(LOCAL)

**Currently:**

The District is precluded from providing an alternative Uniform Group Coverage Program once the programs of coverage under Chapter 1579 of the Texas Insurance Code was implemented.

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 design of group health insurance benefits to fit the needs of all Glasscock County ISD employees. This provision also prohibits the District from procuring group health insurance benefits that may provide better coverages for its employees and at a lower cost.** This provision is in direct contradiction to the wishes of the local Board of Trustees who represent community interests in this matter.

On February 17, 2020 the Board of Trustees adopted findings declaring that TEC §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 Strategy:**

Increased local control of the group health benefits plan to allow Glasscock County ISD to be responsive to employee and community needs.