



MEETING OF THE BOARD OF DIRECTORS

OCTOBER 30, 2023 | 8:30 AM

ZOOM MEETING ID: 823 8840 0842 | PASSWORD: 466803

LOCATION: ZOOM

Board Members Present: Kiara Allison, Paul Archibald, Dave Bryant, Steve DeAnglis, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, Kathleen O'Connell

Others Present: Leigh Botwinik, Olivia Burgess, Kelly Davenport, Chris Moore, Paul Ramirez, Andrea Zepp

Meeting Start: 8:31 AM

I. Public Comment

A. There is no public comment.

II. Resolutions

A. Health Insurance Plan*

1. Paul Ramirez reviews the health insurance slide deck with the board.
2. Paul shares there are 3 different Medical Insurance Plan options the board must choose from to approve for a health insurance plan for Freire Charter School employees
3. The board must also vote on the contribution amount for all employees; whether and how much an employee should contribute to the plan as well.
4. Freire Charter School currently has an IBC (PPO) fully insured health plan where Freire employees currently contribute 1% of premiums for employees who enrolled dependents (ranging from \$14 to \$24 a month).
5. Freire also had previously introduced a \$200 monthly spousal surcharge to enroll spouses who opted to join our insurance instead of their own employer-sponsored insurance. Even with these changes, Freire remains in the top percentile for health insurance costs covered by the employer.
6. In the prior board meeting there were two proposed changes in regard to how should employees contribute to medical coverage:
 - a) Raise contributions for all tiers (employee only, employee + spouse, etc.) to 3% in Y1 (2024) and 5% in Y2 (2025).
 - b) Modify the HRA structure so that employees would need to contribute the first \$300/\$600 in Y1 (2024), and the first \$500/\$1000 in Y2 (2025).
7. Bruce Lesser shares that he believes the Board will need to consider a larger reduction to the HRA benefit or higher employee contribution to the premium in the future, though he will support this motion now.
8. Freire Charter School will change medical insurance plans, moving to a Benecon self-funded insurance plan for the 2024 calendar year.
9. Steve DeAnglis makes a motion to approve. Lisa Hoffstein seconds.
10. Kiara Allison, Paul Archibald, Dave Bryant, Steve DeAnglis, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor of the motion. There are no votes against and no abstentions.
11. Freire Charter School will raise premium contributions to 3% on all tiers during this renewal in January and plans to increase contributions to 5% next January. Further, the Health Reimbursement Arrangement (HRA) will be reduced such that employees pay the last \$2000 of the out-of-pocket maximum for the employee tier, and \$3000 for dependent tiers.
12. Paul Archibald makes a motion to approve. Bruce Lesser seconds.
13. Kiara Allison, Paul Archibald, Dave Bryant, Steve DeAnglis, Lisa Hoffstein, Nicole Jenkins, Raquel Leach, Bruce Lesser, and Kathleen O'Connell vote in favor of the motion. There are no votes

against and no abstentions.

Meeting Adjourned, 9:53 AM