

# MEETING OF THE BOARD OF DIRECTORS

**NOVEMBER 13, 2023 | 11 AM**

**ZOOM MEETING ID: 836 9619 5403 | PASSWORD: 186743**

**Board Members Present: Dawn Eubanks, Bruce Lesser, Scott Solomon, Joann Wszolek**

**Others Present: Eldron Blackwell, Leigh Botwinik, Olivia Burgess, Kelly Davenport, Nate Durant, Paul Ramirez**

**Meeting Start, 11:02 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. The board must vote on whether and how much an employee should contribute to the plan.
3. TECH Freire Charter School currently has an IBC fully insured health plan where Freire employees currently contribute 0% of premiums. TECH Freire is in the top percentile for health insurance costs covered by the employer. Other Freire Schools have already implemented the below proposals.
4. There are three proposed changes to health insurance contributions:
  - a) Raise contributions for all tiers (employee only, employee + spouse, etc.) to 3% in Y1 (2024) and to plan to change it to 5% in Y2 (2025).
  - b) Reduce the HRA such that employees pay the last \$2000 of the out-of-pocket maximum for the employee tier, and \$3000 for dependent tiers.
  - c) Implement a spousal surcharge of \$200 a month for enrolling a spouse who is eligible for insurance through their employer.
5. For the first proposed change (a) on raising contributions on all tiers to 3%, Joann Wszolek makes a motion to approve. Bruce Lesser seconds.
6. Dawn Eubanks, Bruce Lesser, Scott Solomon, and Joann Wszolek vote in favor of the motion. There are no votes against and no abstentions.
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 a motion for the current proposals now.
8. Joann Wszolek makes a motion to approve proposals (b) and (c) to reduce the HRA as proposed and to implement a spousal surcharge. Bruce Lesser seconds.
9. Dawn Eubanks, Bruce Lesser, Scott Solomon, and Joann Wszolek vote in favor of the motion. There are no votes against and no abstentions.

*Meeting Adjourned, 11:36 AM*