THOMAS EDISON CHARTER SCHOOLS
GOVERNING BOARD MEETING
Date: June 4, 2026
Special Board Meeting – Employee Benefits Discussion
Edison South: 1275 W 2350 S, Nibley, UT 84321

Meeting called to order at 11:33 am by Lindsey Fowers
Board Members Present: Lindsey Fowers and Ryan Reeves
Board Members Attending Electronically: Mikelshan Bartschi and Courtney Carpenter
Board Members Absent and Excused: Jeff Mason and Ester Israelsen
A quorum was not initially present; however, the meeting proceeded with the expectation of an additional board member joining electronically.

1. Approval of Agenda

   The Board adopted the agenda as presented.

2. Public Comment

   No public comments were made.

Board member Courtney Carpenter arrived at 11:55 am

3. Employee Benefits and Insurance Renewal Discussion

   The Board welcomed Ernie Sweat to present information regarding employee health insurance renewal options and long-term cost considerations.

   Mr. Sweat reviewed the school's transition from Cigna to Public Employees Health Program (PEHP) in 2025 and explained that the current renewal increase for the upcoming plan year is 7.2%, consistent with budget expectations. The Board discussed the advantages of remaining within a pooled insurance structure to help mitigate claims risk.

   Mr. Sweat reviewed the current employee health insurance structure, noting that Thomas Edison Charter School currently provides employee coverage at no cost to employees and offers a Health Reimbursement Arrangement (HRA) to offset deductible expenses.

   The Board discussed long-term sustainability of employee health benefits and reviewed potential future plan design options, including:

   - Maintaining the current insurance plan structure with the 7.2% renewal increase;
   - Offering multiple plan options to employees, including:
     - A lower deductible high-deductible health plan (HDHP) option; and/or
     - A $4,000 deductible HDHP with lower premium costs;

- Allowing employees to "buy up" to a higher coverage option;
    - Potential use of Health Savings Accounts (HSAs) and possible employer contributions to employee HSA accounts.

Mr. Sweat explained that a higher deductible plan could reduce overall insurance costs by approximately 27%, potentially generating significant savings to the school budget. Discussion included balancing employee retention, financial sustainability, and maintaining competitive employee benefits.

Board members discussed:

- The impact of future medical cost trends and anticipated premium increases;
- Employee education needs regarding HSA plans and tax advantages;
- The importance of providing staff with adequate information and transition support if changes are implemented;
- Possible staff informational meetings, including opportunities for spouses to attend;
- Employee choice between insurance plans based on medical utilization and financial circumstances.

Board members emphasized the importance of maintaining strong employee benefits to support staff recruitment and retention while planning for long-term financial sustainability.

No action was taken. Staff will continue analyzing financial scenarios and budget implications before bringing recommendations back to the Board.

Mikelshan Bartschi left the meeting at 12:34 pm

4. Financial and Budget Considerations

Mr. Peterson reported that the approved budget currently assumes the 7.2% insurance renewal increase under the existing plan structure. Additional financial modeling will be conducted to evaluate alternative insurance plan scenarios and potential savings.

The Board discussed long-term budget implications of rising healthcare costs and the need to evaluate sustainable approaches for future years.

5. Adjournment at 12:43 p.m.