THOMAS EDISON CHARTER SCHOOLS
GOVERNING BOARD MEETING – electronic meeting only
Date: July 15, 2026
Edison South: 1275 W 2350 S, Nibley, UT 84321

Meeting called to order at 5:31 pm
Board Members Present: n/a
Board Members Attending Electronically: Lindsey Fowers, Courtney Carpenter, Ryan Reeves, Mikelshawn Bartschi, and Ester Israelsen
Board Members Absent and Excused: Jeff Mason

1. Approval of Agenda

   The Board adopted the agenda as presented.

2. Public Comment

   No public comments were made.

3. Approval of Minutes
   a. June 3, 2026 – Governing Board Meeting

      Motion to approve the minutes from the June 3rd meeting as distributed: Lindsey Fowers
      Second: Ryan Reeves
      Affirmative Vote: Lindsey Fowers, Courtney Carpenter, Ryan Reeves, Mikelshawn Bartschi, and Ester Israelsen
      Resolved: unanimous

   b. June 4, 2026 – Board Study, Insurance

      Motion to approve the June 4th Board Study meeting minutes as distributed: Lindsey Fowers
      Second: Courtney Carpenter
      Affirmative Vote: Lindsey Fowers, Courtney Carpenter, Ryan Reeves, Mikelshawn Bartschi, and Ester Israelsen
      Resolved: unanimous

4. Insurance: Ernie Sweat

   The school will continue offering the current traditional health plan at no cost to employees, with a 7.2% premium increase. Beginning in 2026, employees will also have the option to select a $4,000 individual/$8,000 family high-deductible health plan (HDHP) with access to a Health Savings Account (HSA). Employees who choose the HDHP will receive employer HSA contributions of $50-$80 per month for single coverage, $150 for one dependent, or $200 for two or more dependents, and may contribute additional pre-tax funds subject to IRS limits. Employees who do not actively elect the

HDHP will remain on the traditional plan. The traditional plan includes an HRA, but employees who choose the HDHP will no longer be eligible for HRA reimbursements.

5. Insurance Discussion: Board, Administration, Jim Peterson, Steve Finley

The school will continue offering the current $2,000-deductible PPO plan as Plan 1, with copays for office visits, urgent care, and prescriptions and an HRA that helps offset deductible costs. A new Plan 2 high-deductible health plan with a $4,000 individual/$8,000 family deductible will also be offered, with no copays and most non-preventive services applying to the deductible, followed by 30% coinsurance. Employees choosing Plan 2 may contribute pre-tax money to an HSA and receive employer contributions. The new option is intended to provide more flexibility for employees while helping the school manage rising health insurance costs and prepare for future financial pressures.

6. Final Recommendations: Jim Peterson, Ryan Reeves

Both Jim and Ryan supported offering a second high-deductible health plan as an option while continuing to provide the current $2,000-deductible PPO plan at no cost to employees for 2026. The HDHP could save the school approximately $400,000 annually if widely adopted, even with employer HSA contributions. The additional option also provides flexibility as health insurance costs continue to rise, with future cost-sharing decisions depending on premium increases. They agreed with offering only two plans for the upcoming school year: the existing $2,000 PPO plan and the $4,000 HDHP.

Motion to approve the approve the employee health and dental benefits for 26/27 school year as presented by Ernie with the renewal as presented on the spreadsheet he gave along with the high deductible option as a second option for employees: Lindsey Fowers
Second: Courtney Carpenter
Affirmative Vote: Lindsey Fowers, Courtney Carpenter, Ryan Reeves, Mikelshawn Bartschi, and Ester Israelsen
Resolved: unanimous

7. Construction Update: Principal Brad Larsen

The roof project is progressing well and is expected to be completed around August 7, there was a slight delay due to the need for longer screws because more insulation was found than anticipated.

The front office renovation has been postponed until next summer because permitting delays left insufficient construction time to complete the project properly before school starts. Raymond Construction will begin preparations and order materials this year, store them, and hold the budget so the project can be completed efficiently next summer.

Additionally, the Parent Organization approved funding for approximately a 40-by-40-foot turf area on the playground for activities such as a gaga pit and nine square. The school will cover the cost of adding concrete curbing around the turf to protect the investment from lawnmowers and other equipment.

8. Vendor Requests: Brad Larsen

   None

9. Adjournment at 6:24 pm