

APPROVE FLEXIBLE SPENDING PLAN

We have completed our 18th year of our Flexible Spending Plan with Discovery Benefits. In the 17th year, we had 65 employees participate in the Medical FSA and 14 employees participate in the Dependent Care FSA and 5 employees participate in the HSA.

WEX will be charging \$4.39 per month per employee for the administration of this flexible benefits spending plan. Of that charge, participating staff pays 50% (\$2.19) and the board pays the other 50% (\$2.20) per the terms in the LEA collective bargaining agreement. For all other eligible employees from our groups, the Board pays the full amount.

WEX will be charging \$2.25 per month per employee for the administration of the Health Savings Account (HSA) to be partnered with the High Deductible Health Plan the district introduced in January 2024. Of that charge, participating staff pays 50% (\$1.12) and the board pays the other 50% (\$1.13) per the terms in the LEA collective bargaining agreement. For all other eligible employees from our groups, the Board pays the full amount.

We recommend that the Board of Education approve the continuation of the Flexible Spending Plan with Discovery Benefits for the 2025-2026 school year.