

BOARD REPORT

TO: Board of Education

FROM: Director of Human Resources Emily Herman

DATE: Monday, October 27, 2025



TOPIC/PURPOSE OF REPORT: Health Savings Account Memorandum of Understanding

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 101 Legal Status of the School District

RECOMMENDED BOARD ACTION: Action Item

DATE FOR BOARD ACTION: Monday, October 27, 2025

REPORT

The District requests board approval of MOUs with Teachers, Food Service, Custodial, and Kids' Choice employees to add district contributions towards a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) effective January 1, 2026. The District will provide a monthly contribution to employees who elect this plan, consistent with VEBA contributions. Approval ensures employees have consistent HSA contributions during Open Enrollment.

RECOMMENDATION

For the Board of Education to approve the Health Savings Account Memorandum of Understanding presented.