



Agenda IV.B.7
April 9, 2026

To: Board of Education
Dr. Latanya Daniels, superintendent

From: Stacey Sovine, executive director of administrative services

Date: April 9, 2026

Re: Approve Third Party Administrator for Flexible Spending Account (FSA) and Health Reimbursement Arrangement (HRA)

RECOMMENDATION: That the Board of Education approves Benefits Extra as the Flexible Spending Account (FSA) and Health Reimbursement Arrangement (HRA) Third Party Administrator to reimburse employee payments for the district's self-funded plans.

A Request for Proposals (RFP) was conducted generating response from five vendors. A review of the proposals was made and the finalists were invited to present to representatives from the Benefits Committee. The unanimous consensus of the team was for Benefits Extras. References were then followed up with other school districts currently using Benefits Extras with favorable feedback.

Annual Third Party Administrator Fee is ~\$80,000 for the first two years to process an average of 12,000 claims a year. The transition will begin immediately with full implementation in place by July 1, 2026.