



Special Meeting of the Rocketship Public Schools Business Committee Agenda (2026-27 - Q2)

Monday, October 5, 2026 at 4:00 PM PST

2001 Gateway Pl Ste. 230E, San Jose, CA 95110

Teleconference locations:

683 Sylvandale, San Jose, CA 95111

1700 Cavallo Rd, Antioch, CA 94509

2351 Olivera Rd, Concord, CA 94520

909 Roosevelt Ave, Redwood City, CA 94061

1198 Crestmont Drive, Lafayette, CA 94549

351 Linfield Dr, Menlo Park, CA 94025

5 S. Somerset Ave, Ventnor City NJ 08406

2477 Cottle Ave, San Jose 95125

1. Opening Items

- A. Call to Order
- B. Public comment on off-agenda items

2. Consent Items

- A. Approve minutes from the September 2, 2026 meeting of the Rocketship Business Committee

3. Action Items: Applications & Resolutions - Review and Recommend Approval

- A. Insurance Plan Update and Recommendation

4. Adjournment

- A. Adjourn Meeting

THE ORDER OF BUSINESS AND TIMINGS MAY BE CHANGED WITHOUT NOTICE: Notice is hereby given that the order of consideration of matters on this agenda may be changed without prior notice, provided that the Board takes action to effectuate such change.

REASONABLE ACCOMMODATION WILL BE PROVIDED FOR ANY INDIVIDUAL WITH A DISABILITY: Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability

who requires reasonable accommodation to attend or participate in this meeting may request assistance by contacting us at compliance@rsed.org.

SPANISH & VIETNAMESE TRANSLATION: If you need Spanish or Vietnamese audio translation in order to access the Rocketship Board meeting, please send a request to compliance@rsed.org at least 24 hours before the start of the meeting. If you would like to make a public comment in Spanish or Vietnamese and would like us to translate to English for the Board, please send a request to compliance@rsed.org at least 24 hours before the start of the meeting.

Si necesita traducción de audio al español para acceder a la reunión de la Mesa Directiva de Rocketship, envíe una solicitud a compliance@rsed.org por lo menos 24 horas antes del inicio de la reunión. Si desea hacer un comentario público en español y desea que lo traduzcamos al inglés para la Mesa Directiva, envíe una solicitud a compliance@rsed.org por lo menos 24 horas antes del inicio de la reunión.



Rocketship Public Schools Business Committee Meeting Minutes (2026-27 - Q1)

Wednesday, September 2, 2026 at 10:30 AM PST

2001 Gateway Pl Ste. 230E, San Jose, CA 95110

Teleconference locations:

950 Owsley Ave, San Jose, CA 95122

1700 Cavallo Rd, Antioch, CA 94509

2351 Olivera Rd, Concord, CA 94520

909 Roosevelt Ave, Redwood City, CA 94061

1198 Crestmont Drive, Lafayette, CA 94549

351 Linfield Dr, Menlo Park, CA 94025

222 North Wolfe, Sunnyvale, CA 95085

5 S. Somerset Ave, Ventnor City NJ 08406

2477 Cottle Ave, San Jose 95125

1. Opening Items

A. Call to Order

At 10:31am, Ms. Detweiler took roll call. With a quorum of committee members present, Ms. Detweiler called the meeting to order.

Present: Alex Terman, Courtney Shenberg, Dan Sanchez, Mike Fox, Charmaine Detweiler

Absent: --

B. Public comment on off-agenda items

At 10:32am, Ms. Detweiler called for public comment on off-agenda items. No members of the public provided public comment.

2. Consent Items

A. Approve minutes from the June 9, 2026 meeting of the Rocketship Business Committee

At 10:33am, a motion to approve consent item 2(A) was made by Mr. Sanchez, seconded by Ms. Shenberg, and carried unanimously by a roll call vote.

Yes: Alex Terman, Courtney Shenberg, Dan Sanchez, Mike Fox, Charmaine Detweiler

No: --

Abstain: --

3. Information Items

- A. List of checks in excess of \$100k
At 10:33am, the committee discussed information item 3(A). No action was taken.
- B. Organizational Health Dashboard Review
At 10:40am, the committee discussed information item 3(B). No action was taken.
- C. Benefits Transition Update
At 10:52am, the committee discussed information item 3(C). No action was taken.
- D. Development Update
At 11:30am, the committee discussed information item 3(D). No action was taken.
- E. 2025-26 EOY Financial Review
At 11:39am, the committee discussed information item 3(E). No action was taken.
- F. Family Recruitment and Enrollment Update
At 11:59am, the committee discussed information item 3(F). No action was taken.
At 12:02pm, Mr. Fox left the meeting.

4. Action Items: Finance - Review and Recommend Approval

- A. Recommend Approval of 2026-27 Revised Budget to the Rocketship Board of Directors
At 12:05pm, the committee discussed action item 4(A).

At 12:16pm, a motion to recommend approval of action item 4(A) to the Rocketship Board of Directors was made by Mr. Terman, seconded by Mr. Sanchez, and carried unanimously by a roll call vote.

Yes: Alex Terman, Courtney Shenberg, Dan Sanchez, Charmaine Detweiler

No: --

Abstain: --

5. Information Item

- A. Business Team 2026-27 Priorities and Structure
At 12:20pm, the committee discussed information item 5(A). No action was taken.

6. Action Items: Finance - Review and Recommend Approval

- A. Recommend Approval to Authorize Opening a New Bank Account to the Rocketship Board of Directors
At 12:15pm, the committee discussed action item 6(A) prior to information item 5(A).

At 12:19pm, a motion to recommend approval of action item 6(A) to the Rocketship Board of Directors was made by Ms. Shenberg, seconded by Mr. Terman, and carried unanimously by a roll call vote.

Yes: Alex Terman, Courtney Shenberg, Dan Sanchez, Charmaine Detweiler

No: --

Abstain: --

7. Adjournment

A. Adjourn Meeting

At 12:32pm, a motion to adjourn the meeting was made by Mr. Sanchez, seconded by Mr. Terman, and carried unanimously by a roll call vote.

Yes: Alex Terman, Courtney Shenberg, Dan Sanchez, Charmaine Detweiler

No: --

Abstain: --

Q2 Rocketship Special Business Committee Meeting

October 5, 2026



Agenda

1. Opening Items

- A. Call to Order
- B. Public comment on off-agenda items

2. Consent Items

- A. Approve minutes from the September 2, 2026 meeting of the Rocketship Business Committee

3. Action Items: Applications & Resolutions - Review and Recommend Approval

- A. Insurance Plan Update and Recommendation

4. Adjournment

- A. Adjourn Meeting



Public Comment

Consent Items



Insurance Plan Update and Recommendation

Health Insurance Transition Update

- Background:
 - Rocketship currently uses two *fully-insured* health insurance providers:
 - Kaiser Permanente - available for CA staff
 - CIGNA - available for all staff
 - The total cost of health benefits last year was \$11.7mm, or about 5% of total revenues. These are our largest non-rent expenses by far and have increased by 20% as a proportion of revenue in 5 years.
- Since July 2025, we've been working to design the next phase of Rocketship's employee healthcare
 - After changing healthcare brokers in January 2026, we evaluated current plans and determined that transitioning the CIGNA pool to a *self-funded* model would be in our and our employees' best interest.
- Goals of this change are:
 - Reduced expense for Rocketship and employees
 - Improved responsiveness to employee needs

	FY23	FY24	FY25	FY26	FY27 (Budget)
Medical as % of Public Revenue	4.5%	4.9%	4.9%	5.3%	5.6%

Why make a change

- Economics:
 - Rocketship is a profit center for traditional insurance (Loss Ratio = 0.6)
 - Our pool size and demographics make us a favorable candidate for alternative models
 - Health insurance is our largest expense after rent and is growing fast.
- Flexibility
 - We would like to better match our plan structures and costs to the needs of our population



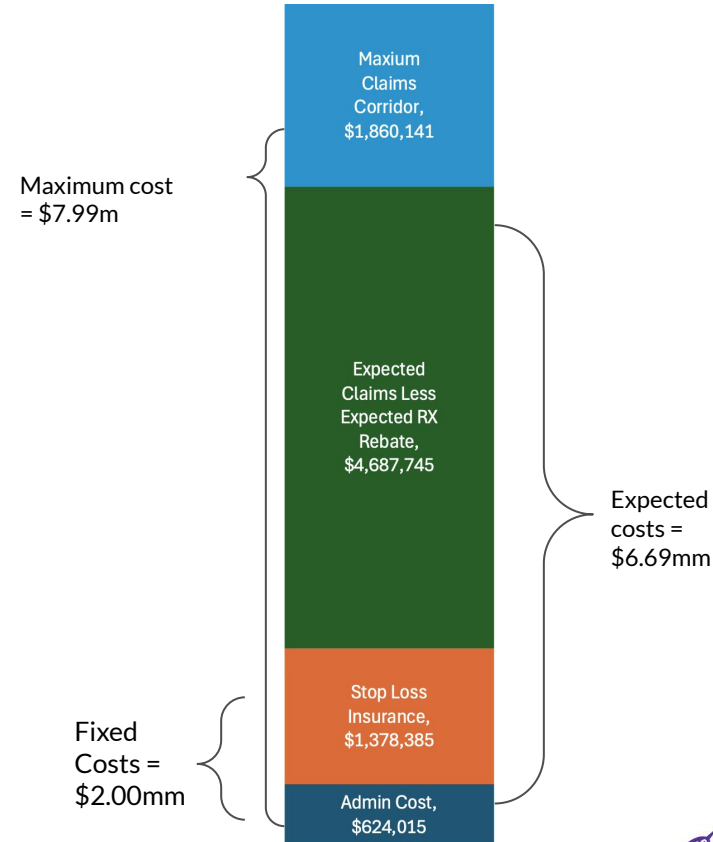
What is Changing 1/1 vs What Isn't

- Current Status: Opt-out (33% of staff)
 - No change
 - Passive open enrollment now and in 12 months
- Current Status: Kaiser (30% of staff):
 - No change in network or plan structure
 - Costs locked through 2027
 - Passive open enrollment now and in 12 months
- Current Status: Cigna (37% of staff):
 - Transitioning to Anthem network on a self-funded arrangement with identical plan structures and premiums.
 - Costs locked through 2027.
 - Passive open enrollment now and in 12 months



Budget Effect

- Option A: Sit Tight with Cigna for all of 2027:
 - Current contract fixed at \$8.15mm annualized through June 2027, assume another 10% renewal: projected **\$8.56mm** annual premium.
- Option B: Transition to Anthem Self-Funded Plan
 - “Expected” cost = **\$6.69mm** (21% savings)
 - Expected is fixed costs plus \$435k monthly projected claims based on current membership demographics and claims history, less pharmacy rebates
 - Maximum cost = **\$7.99mm** (6.7% savings)
 - Maximum is fixed costs plus 125% projected claims, above which stop loss insurance takes over claims costs
- Under the expected scenario, we would realize savings of about \$600,000 vs budget in this fiscal year.
 - Under the maximum scenario, we would be about flat to budget this fiscal year but see savings against trend starting in FY28.



Staff Communication and Support

Objectives:

1. 100% of employees know that this is their only opportunity to change/add benefits until December 2027 (excluding life events)
2. 95%+ of employees download the Strive app
3. 98%+ of employees engage with OE in Workday

Strategy:

- **Cascade** communications across channels with a clear rationale for the benefits updates using **multiple channels and modes of communication**
- Use **trusted messengers** who directly manage the audience to convey info, with Talent providing resources and answering specific questions.
- **Headlines:**
 - **New Plan Year** - Rocketship healthcare benefits will now run January to December (not aligned with the school year) so there won't be an open enrollment in the Spring like there has been in the past. Oct/Nov is the only opportunity to add/change plans until December 2027.
 - **New Network** – Beginning in January, Learn about the transition from Cigna to Anthem for medical coverage and what the change means for them.
 - **New Tools** – The new Rocketship Benefits App is custom made to help you manage every benefit offered by Rocketship. Download it today! Newly designed Benefits Guide will be an even stronger tool to support you in making the most of your benefits.

Communication Channels

- **Leader Communication**
 - Regional leaders and Executive Directors
 - Directors of Schools and other regional leaders
 - Principals and school leadership
 - Team and staff meetings
- **Digital communications**
 - Email / MyEmma
 - School Leader Central
 - Text messages
 - Workday notifications and Open Enrollment task
 - New Rocketship Benefits App
 - Jira automated messages
- **Employee resources**
 - Benefits Guide and website
 - FAQs and other how-to resources
 - Life and pre-recorded webinars
 - Virtual office hours
- **In-person support**
 - HR/Benefits and/or broker representatives host Lunch & Learns at campuses (schools) during the Open Enrollment period
 - Physical materials such as postcards, posters, or one-pagers

Backoffice Implications

- Accounting
 - New bank account at PNC set up to process claims charges
 - Accounting team drafting new SOPs to manage month end reconciliations and cost accounting
- Privacy
 - Vendor PHI policies received and reviewed
 - PHI controls in place with each vendor to ensure RPS staff not exposed to staff data
- Data Infrastructure
 - Workday consultant activated to create new open enrollment questionnaire and data integrations with new vendors



What is the Board Approving

Approval to purchase stop-loss insurance from Nationwide insurance (quoted at 235.38 per employee per month) for an estimated annual total of \$1.378mm.

Approval to contract with EVHC and its affiliates Luminaire and MedImpact to provide plan management and claims administration services (quoted at \$106.56 per employee) for an estimated annual total of \$624,000.

Approval to terminate the current contract with Cigna effective 12/31

Approval to begin paying medical claims approved under the plan specifications effective 1/1/2.

Approval to develop desk procedures and policies to execute the above consistent with Rocketship's Fiscal Policies.

Adjourn



Appendix

