These minutes are Pending Board Approval

Mission Statement: *"ACADEMICS. LEADERSHIP. COMMUNITY."*

George Washington Academy
Thursday October 22nd, 2026
7:00 p.m.

Board Meeting Minutes

Location: George Washington Academy
2277 South 3000 East
St. George, Utah
Learning Lab

Board Training was held at 7:00pm prior to the Board meeting business.
"*Governing for Greatness" Finance and Budgeting for Sustainability,* chapters 4-6.

The Board meeting convened at 7:30pm.

Board Welcome: Shannon Greer, President
Roll Call: Shannon Greer
Prayer: Sharna Rowe
Pledge of Allegiance: Laura Pressley

Board Members Present: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Board Members not Present: Brady Pearce

Others Present: Blake Clark, Debbie Kauvaka, Lydia Mooney, Emily Winona, Jaycee Rogers, Steve Erickson, Chance Manzanares and Spencer Adams.

A quorum was established.

GWA Year Goals:
Academics- By May 2027, we will increase grade- level reading fluency from 76% to 84%, ensuring more students demonstrate grade-level reading proficiency.
Discussion- Currently at 81%, the school is progressing toward the goal, which is anticipated to be achieved by mid-year. Once achieved, a new, higher target will be established.

Approval of Minutes:
Casey Unrein made a motion to approve the Minutes from the September 24th, 2026 Board Meeting as outlined in the Board Packet, with the correction of the meeting time extension time from 8:35pm to 7:35pm.
Ericka Ivie seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

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Public Opportunity to Address the Board:
None

Set time for adjournment:
David Stillman set time for adjournment for 8:30pm.

Strategic Planning: Laura Snelson gave the report.
Laura presented the 2026 Annual Board Governance Evaluation, reviewing its purpose, methodology, findings, and recommended action items. The evaluation supports continuous improvement and aligns with the school's strategic plan for capacity and sustainability. The survey assessed ten governance domains with 14 respondents. Board members rated themselves an average of 4.36 and the board as a whole 4.39, for an overall average of 4.38 out of 5. Three domains met the target rating of 4.5, with generally favorable results overall.
Priority recommendations included adopting a formal evidence based Executive Director evaluation framework and 26/27 goals, defining the Board KPI dashboard and reporting calendar, finalizing and adopting the Strategic Plan with measurable outcomes, and adopting a Board development and onboarding plan that includes training. Discussion highlighted opportunities to clarify board and executive director roles, establish measurable performance expectations, and improve documentation of existing governance practices. It was clarified that the evaluation assesses board governance, not the executive director's performance. Board members acknowledged areas of strength and opportunities for improvement, emphasizing the importance of clear expectations, consistent processes, and preserving institutional knowledge. Laura was asked to share her presentation and detailed survey results for further board review.

Teacher Reports: Emily Winona and Lydia Mooney gave the report.
The Board received updates on instructional activities, student learning opportunities, and school programs across several grade levels.
Second grade students participated in a presentation by Utah's Hogle Zoo focused on animal habitats and adaptations, supporting science curriculum standards. Students will also participate in an upcoming Greek Day field trip featuring Olympic style activities to reinforce their understanding of ancient Greece and Greek mythology.
Fourth grade is preparing for a hands on presentation by Dixie Power focused on energy transfer, aligned with Utah Science Standard 4.2.1.
Kindergarten reported continued success with the implementation of vertical whiteboards to promote collaboration, critical thinking, and communication. Teachers are also completing assessments and preparing targeted interventions to support individual student needs.
The Special Education team reported an increased demand for evaluations and IEP services. Currently, 16.7% of GWA students have IEPs, compared to the state average of 13.25%. These figures do not include pending referrals or students with 504 plans. The team was recognized for its dedication and quality of service as the school's special education needs continue to grow.
Lastly, GWA's fourth through seventh grade Hope Squad attended a conference at Utah Tech, where students learned to recognize concerning behaviors and report them to trusted adults. Students were commended for representing GWA and demonstrating kindness, care, and leadership.

Administration Report: Blake Clark gave the report.
Administration reported current student enrollment at 1,052 students and highlighted the Media Literacy elective, where students developed a quarterly publication featuring interviews with staff and students, book reviews, and school related topics. The project received positive feedback and provided students with opportunities to develop communication and media skills.
Administration discussed the implementation of six week instructional coaching cycles designed to strengthen instructional practices and improve student achievement. Fourth grade completed the first

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coaching cycle, demonstrating an average 25% improvement in student performance between pre and post assessments. The coaching cycles focus on targeted instructional strategies, collaborative teacher meetings, classroom implementation, and ongoing feedback rather than curriculum changes.
Administration reported positive teacher feedback and increased collaboration among grade level teams. Third grade will begin the next coaching cycle, with the long term goal of providing each grade level team two coaching cycles annually. Administration is also working with Classroom Mosaic to develop tools for tracking student assessment data and evaluating the effectiveness of instructional coaching.
Administration reviewed student support services, including Wellness Center utilization, student emotional needs, and resources available to families through IEPs and Section 504 accommodation plans. Efforts to provide parents with clearer, more accessible information regarding these services were highlighted.
The Board discussed the importance of understanding Section 504 accommodations and requested additional training on the differences between Section 504 plans and IEPs, including the services and supports available to students. Jaycee Rogers agreed to coordinate a training opportunity after the new year.
During the review of academic performance data, Mr. Clark clarified that minor fluctuations in reading assessment results may reflect small changes in individual student performance. It was further explained that midyear reading proficiency percentages may decline as benchmark expectations increase, even when students continue demonstrating academic growth.
The Board expressed appreciation for the detailed administrative updates and the continued focus on instructional improvement, student achievement, and support services.

Meeting Time:
Sharna Rowe made a motion to continue the Board Meeting at 8:30pm and set the new adjournment time to 8:50pm.
David Stillman seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Financial Report: Spencer Adams gave the report.
The financial report was presented, reflecting the first quarter of the fiscal year. Overall, the school's financial position remains strong, with most revenue and expense categories performing at or better than budget expectations.
Federal revenue was reported at 0%, primarily due to pending grant approvals and reimbursement processes through Utah Grants. While this is typical for this point in the fiscal year, Spencer noted that lunch program funding had not yet been received and is expected in an upcoming allotment.
Purchased property services expenses were slightly ahead of projections, primarily due to repairs and maintenance, which were at approximately 34% of the annual budget. These expenses will continue to be monitored, although no significant concerns were identified.
The school's financial ratios continue to exceed established goals. Additionally, the October 1st enrollment count exceeded budget projections, which is expected to result in increased state funding and further improvements to financial ratios as funding adjustments are received.
The Board discussed construction related expenditures associated with the school's expansion project. It was clarified that construction expenses are paid directly from bond funds and are not included in the operating cash balance used to calculate days cash on hand. This explains why operating cash reserves may increase despite higher overall expenditures.
Additional discussion addressed one time expansion funding received through the State Charter School Board. It was explained that these funds were previously awarded but carried forward until the school was in a position to utilize them. A spending plan was submitted as part of the funding requirements, and the funds are now being used to support the expansion project. Overall, the school's financial outlook remains positive, with no significant budgetary concerns identified at this time.

Committee Reports (3 min each):

- **Policies Committee** – Nothing to report.
- **Finance Committee** – Nothing to report.
- **Audit Committee** – Draft audit reports were received and are expected to be finalized soon. The committee discussed differences between monthly financial reports and audited financial statements, particularly regarding property values and construction related assets.
- **Benefits Committee** – The Board discussed the need for additional Board representation on the committee. Ericka Ivie volunteered to be the Board Representative.
- **Curriculum Committee** – The committee continues working toward greater curriculum alignment across grade levels. A seventh grade ELA teacher is piloting a new curriculum to better align with state standards. The committee also needs a new Board representative.
- **Outreach Committee** – Efforts are underway to update the school website and improve communication with families. With enrollment remaining strong, the committee is shifting its focus from student recruitment to retention and engagement with current families.
- **Technology Committee** – Nothing to report.
- **LAND Trust Committee** – Nothing to report.
- **PTO Committee** – The PTO recapped the success of the Fall Festival and also made an introduction of the new Spirit Store with a deadline of 11/14 to order. Ericka also announced plans for an in person book fair in early November. Progress toward establishing the PTO as an independent organization continues, with a Federal Employer Identification Number (FEIN) obtained and bylaws under review. The goal is to complete the organizational transition by January. The Board discussed concerns regarding the sale and use of hooded sweatshirts, including potential conflicts with the school's dress code. Members expressed concerns based on previous experiences and the challenges of enforcing uniform policies. Further discussion was deferred to a later date.
- **Board Development Committee** – A subcommittee consisting of Miguel, David, Brady, and Laura S. was established to review compensation, with the goal of presenting preliminary recommendations at the November Board meeting. The Board also discussed the Executive Director's evaluation process and the possibility of incorporating that responsibility into the compensation subcommittee. Further coordination will take place to determine the committee's responsibilities.
- **Campus Management Committee** – Nothing to report.

Meeting Time:

Laura Pressley made a motion to continue the Board Meeting at 8:50pm and set the new adjournment time to 9:20pm.
David Stillman seconded the motion.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Discussion and/or Action Items:

Sharna Rowe made a motion to approve the Website Refresh Invoice in the amount of $6,364.00.
Ericka Ivie seconded the motion.
The board considers this investment essential and it will be a 3 year agreement. The present monthly fee is $130, while the new fee will be $149, plus an up front $1,000 refresh charge. The full refresh and website renewal are projected to take 2-2.5 months.
The motion passed unanimously. Those who voted in favor: Shannon Greer, Miguel Munoz, Sharna Rowe, David Stillman, Laura Pressley, Laura Snelson, Ericka Ivie and Casey Unrein.

Hughes Construction Update: Shannon Greer & Mr.Clark gave the report.
Mr. Clark reported that the 40,000 square foot expansion is ahead of schedule. While some delays have affected work on the existing property and office areas, the overall expansion remains on track. The required electrical transformer has already been secured, helping prevent potential delays. Mr. Clark also provided an update on ongoing insurance matters related to previous flooding. The Board expressed appreciation for the contractor's communication and progress, as well as the construction updates being shared with the school.

Closed Meeting –
None

Next Meeting: The next regular Board Meeting will be held November 19th at 7:30pm.

Adjournment: Meeting was adjourned at 9:02pm.

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Financial Summary

as of October 31, 2026

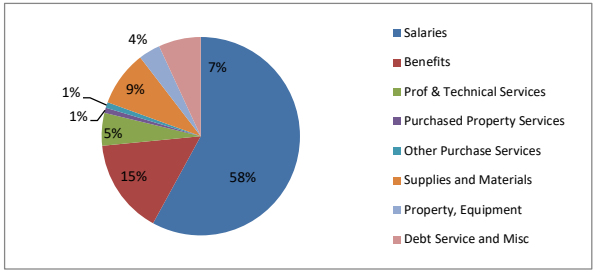
BUDGET REPORT

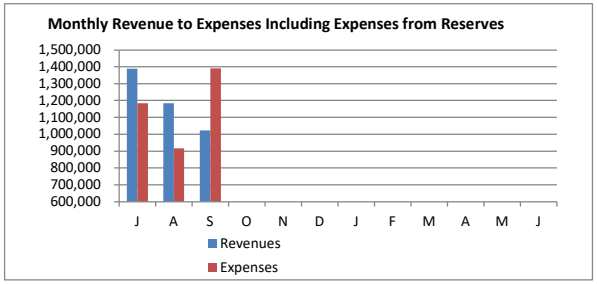
33.3% through the Year

Green - *more than 5% ahead of forecast*
Yellow - *within 5% of forecast*
Red - *more than 5% behind forecast*

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment		1000	1030	
Revenue				
1000 Local	$ 457,465	$ 646,858	$ 701,858	65%
3000 State	$ 4,284,974	$ 12,291,526	$ 12,308,801	35%
4000 Federal	$ 17,152	$ 481,027	$ 481,027	4%
Total Revenue	*$ 4,759,591*	*$ 13,419,411*	*$ 13,491,686*	35%
Expenses				
100 Salaries	$ 2,107,299	$ 7,628,008	*$ 7,255,230*	29%
200 Benefits	$ 531,732	$ 1,937,394	*$ 1,936,927*	27%
300 Prof & Technical Services	$ 162,770	$ 700,971	*$ 668,971*	24%
400 Purchased Property Services	$ 49,814	$ 103,330	*$ 103,330*	48%
500 Other Purchase Services	$ 37,501	$ 116,100	*$ 116,100*	32%
600 Supplies and Materials	$ 426,575	$ 1,062,924	*$ 1,130,024*	38%
700 Property, Equipment	$ 89,407	$ 439,666	*$ 439,666*	20%
800 Debt Service and Misc	$ 556,323	$ 864,713	$ 864,713	64%
Total Expenses	*$ 3,961,421*	*$ 12,853,106*	*$ 12,514,961*	32%
Net Income from Operations	***$ 798,170***	***$ 566,305***	***$ 976,725***	**82%**
Operating Margin	***16.8%***	***4.2%***	***7.2%***	

EXPENSES





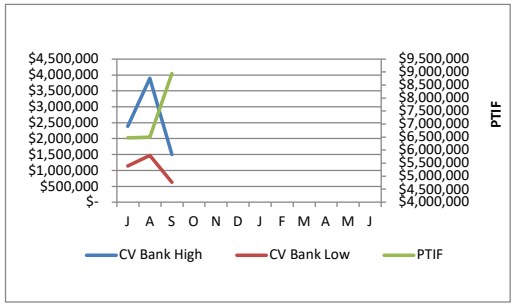
RATIOS

	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	7.24%	5%		0.0%
Debt Service Coverage	2.20	1.25	1.05	0.00
Days Cash on Hand	305	130	30	(0)
Building Payment %	6.5%	< 22%		0.0%
Unrestricted NI	$ 976,725	$250,000		$ 4,535
Maintenance of Effort	$ -	$552		$ -

CASH

Month Ending Cash Balance	$ 10,447,734	Includes $8,947,539 PTIF
Days Cash on Hand	305	

Bank Account



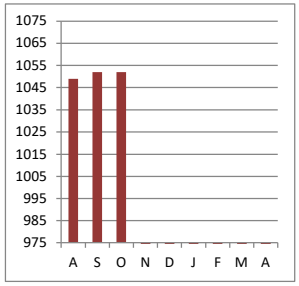
RESERVES/BOND

	Actual Ytd	Forecast	Change From Prior Month
Last Year Reserve Balance	**$ 9,640,018**	**$ 9,640,018**	
Reserves Added this Year	$ 774,136	$ 976,725	
Project 1	$ (1,148,370)	$ (1,148,370)	$ 437,450
New Reserve Balance	***$ 9,265,784***	***$ 9,468,373***	

ENROLLMENT

	A	S	O	N	D	J	F	M	A
K	139	140	140						
1	140	139	140						
2	140	140	140						
3	140	139	140						
4	140	139	140						
5	140	142	141						
6	117	118	117						
7	93	95	94						
Total	1049	1052	1052	0	0	0	0	0	0

WPU	933.38



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Budget Detail Report

Actuals as of: ***October 31, 2026*** Percentage of Year: 33.3%

	(1030 Students) FY26 Actuals	Current Yr Actuals	(1020 Students) Approved Budget	Changes	1030 Forecast	% of Forecast	% Change From Prior Mth
Revenue							
1000 Revenue From Local Sources							
1510 Interest	$ 395,136	$ 328,461	$ 400,000	$ -	$ 400,000	82.1%	39.7%
1600 Food Services	$ 235,695	$ 67,952	$ 230,000	$ -	$ 230,000	29.5%	73.4%
1741 Student Activities and Fees	$ 117	$ -	$ 300	$ -	$ 300	0.0%	0.0%
1741 Textbook and Library Fees	$ -	$ (15)	$ -	$ -	$ -	0.0%	0.0%
1920 Parent Teacher Organization	$ -	$ 50,116	$ -	$ 51,000	$ 51,000	98.3%	31.1%
1920 Donations	$ 3,727	$ 6,163	$ 4,000	$ 4,000	$ 8,000	77.0%	0.2%
1920 Staff Lounge	$ 3,152	$ 804	$ 3,000	$ -	$ 3,000	26.8%	215.3%
1920 Dixie Direct Fundraiser	$ 8,063	$ -	$ 8,558	$ -	$ 8,558	0.0%	0.0%
1930 Sales of Assets	$ 60	$ -	$ 1,000	$ -	$ 1,000	0.0%	0.0%
1990 Background Checks	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
1990 Miscellaneous Income	$ 1,543	$ 3,984	$ -	$ -	$ -	0.0%	1815.4%
Total 1000:	*$ 647,493*	*$ 457,465*	*$ 646,858*	*$ 55,000*	*$ 701,858*	*65.2%*	*43.4%*
3000 Revenue From State Sources MSP							
30-3005 Regular School Program K	$ 570,789	$ 198,241	$ 601,791	$ -	$ 601,791	32.9%	33.3%
30-3010 Regular School Program 1-12	$ 3,706,190	$ 1,288,888	$ 3,859,683	$ -	$ 3,859,683	33.4%	33.3%
31-1205 Sped Educ Reg Add-On WPUS	$ 818,528	$ 313,563	$ 940,688	$ -	$ 940,688	33.3%	33.3%
31-1210 Sped Educ Reg Self Contained	$ 67,747	$ 22,510	$ 67,531	$ -	$ 67,531	33.3%	33.3%
31-1220 Sped Educ Extended Year Program	$ 4,846	$ 1,853	$ 5,556	$ -	$ 5,556	33.4%	33.3%
31-1225 Sped Educ State Programs	$ 11,433	$ 4,827	$ 14,484	$ -	$ 14,484	33.3%	33.3%
31-1278 Sped Educ Stipends Extended Year	$ 4,480	$ 2,576	$ 4,480	$ -	$ 4,480	57.5%	0.0%
31-5201 Class Size Reduction K-8	$ 444,617	$ 154,978	$ 464,841	$ -	$ 464,841	33.3%	33.3%
31-5344 Enhancement for At-Risk Student	$ 139,612	$ 56,427	$ 169,281	$ -	$ 169,281	33.3%	33.3%
31-5903 CTE Comprehensive Counseling	$ 20,000	$ -	$ -	$ -	$ -	0.0%	0.0%
32-0500 Charter School Base Funding	$ 118,450	$ 39,522	$ 118,565	$ -	$ 118,565	33.3%	33.3%
32-5203 Flexible Allocation (Teacher and Classroom Salary Support)	$ 373,888	$ 130,607	$ 391,776	$ -	$ 391,776	33.3%	33.3%
32-5619 Charter School Local Replacement	$ 3,736,840	$ 1,303,528	$ 3,868,860	$ -	$ 3,868,860	33.7%	33.3%
33-5204 Literacy Interventions	$ -	$ 5,752	$ -	$ 17,257	$ 17,257	33.3%	0.0%
34-5659 Educator Support Prof Bonus	$ 61,209	$ -	$ -	$ -	$ -	0.0%	0.0%
34-5651 Educator Professional Time	$ 110,841	$ 89,288	$ 111,642	$ -	$ 111,642	80.0%	0.0%
34-5807 SHiNE ~~Teacher Salary Supplement Program~~	$ 37,041	$ 11,780	$ 35,290	$ -	$ 35,290	33.4%	33.3%
34-5868 Teacher Supplies and Materials	$ 20,953	$ 16,851	$ 20,953	$ -	$ 20,953	80.4%	0.0%
34-5876 Educator Salary Adjustment	$ 683,093	$ 234,404	$ 703,213	$ -	$ 703,213	33.3%	33.3%
35-5420 School Land Trust Program	$ 157,343	$ 194,324	$ 194,324	$ -	$ 194,324	100.0%	0.0%
35-5655 Digital Teaching & Learning	$ 39,210	$ -	$ -	$ -	$ -	0.0%	0.0%
35-5678 TSSA	$ 304,399	$ -	$ 320,015	$ -	$ 320,015	0.0%	0.0%
35-5679 School Based Mental Health Grant	$ 52,656	$ -	$ 51,490	$ -	$ 51,490	0.0%	0.0%
35-5882 Beverly Taylor Sorenson Grant	$ 49,000	$ -	$ 49,000	$ -	$ 49,000	0.0%	0.0%
38-0500 School Fees	$ 4,714	$ -	$ -	$ -	$ -	0.0%	0.0%
38-5608 Mental Health Screeners	$ 2,253	$ -	$ -	$ -	$ -	0.0%	0.0%
38-5295 School Leader	$ 120	$ -	$ -	$ -	$ -	0.0%	0.0%
38-5673 Substance Prevention	$ 4,000	$ 4,000	$ 4,000	$ -	$ 4,000	100.0%	0.0%
38-5674 Elementary Suicide Prevention	$ 1,000	$ 1,018	$ 1,000	$ 18	$ 1,018	100.0%	0.0%
38-5813 Stipends for Future Educators (Student Teacher Stipend)	$ 13,000	$ 6,500	$ 6,500	$ -	$ 6,500	100.0%	0.0%
38-5846 SCSB Start Up Grant	$ -	$ 196,563	$ 196,563	$ -	$ 196,563	100.0%	0.0%
38-5914 School Safety Specialist	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
38-5914 School Safety Grant	$ 53,797	$ -	$ -	$ -	$ -	0.0%	0.0%
38-8070 Liquor Tax	$ 139,204	$ 6,974	$ 90,000	$ -	$ 90,000	7.7%	0.0%
38-8084 Summer EBT Reimbursement	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
39-0500 Children & Teen Enhancement Grant	$ 3,000	$ -		$ -		0.0%	0.0%
Total 3000:	*$ 11,754,253*	*$ 4,284,974*	*$ 12,291,526*	*$ 17,275*	*$ 12,308,801*	*34.8%*	*28.9%*
4000 Revenue From Federal Sources							
45-7522 IDEA Pre-School	$ 2,563	$ -	$ 2,563	$ -	$ 2,563	0.0%	0.0%
45-7524 IDEA Flow-Through	$ 156,849	$ -	$ 156,849	$ -	$ 156,849	0.0%	0.0%
45-8075 Free & Reduced Reimbursement	$ 117,035	$ 9,771	$ 118,000	$ -	$ 118,000	8.3%	0.0%
45-8075 National School Lunch Program	$ 67,676	$ 5,021	$ 66,000	$ -	$ 66,000	7.6%	0.0%
45-8075 School Breakfast Program	$ 29,026	$ 2,360	$ 29,467	$ -	$ 29,467	8.0%	0.0%
45-8079 Local Food for Schools Co-Op	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
48-7801 Federal Title I A	$ 108,148	$ -	$ 108,148	$ -	$ 108,148	0.0%	0.0%
Total 4000:	*$ 481,297*	*$ 17,152*	*$ 481,027*	*$ -*	*$ 481,027*	*3.6%*	*0.0%*
Total Revenue:	*$ 12,883,043*	*$ 4,759,591*	*$ 13,419,411*	*$ 72,275*	*$ 13,491,686*	*35.3%*	*30.6%*

	(1030 Students) FY26 Actuals	Current Yr Actuals	(1020 Students) Approved Budget	Changes	1030 Forecast	% of Forecast	% Change From Prior Mth
Expenses							
100 Salaries							
121 Administration	$ 550,941	$ 194,540	$ 579,089	$ 12,355	$591,444	32.9%	33.6%
131 Teachers	$ 3,459,288	$ 1,177,035	$ 3,894,224	$ (249,786)	$3,644,438	32.3%	34.0%
131 Special Education Salaries	$ 383,740	$ 151,209	$ 459,141	$ 18,750	$477,891	31.6%	35.8%
131 Stipends / Merit Pay	$ 107,684	$ 30,710	$ 121,500	$ -	$ 121,500	25.3%	40.7%
131 Summer Professional Development	$ -	$ -	$ 60,000	$ -	$ 60,000	0.0%	0.0%
131 Educator Professional Time Stipend	$ 40,362	$ -	$ 40,000	$ -	$ 40,000	0.0%	0.0%
131 Student Teacher Stipend	$ -	$ -	$ 6,000	$ -	$ 6,000	0.0%	0.0%
131 SHiNE Stipend	$ 32,500	$ -	$ 32,500	$ -	$ 32,500	0.0%	0.0%
131 Educator Support Prof Bonus	$ 55,763	$ -	$ -	$ -	$ -	0.0%	0.0%
131 TSSP After School Tutoring Stipends	$ 12,600	$ -	$ 12,600	$ -	$ 12,600	0.0%	0.0%
131 LAND TRUST - Stipends	$ 9,875	$ -	$ 15,000	$ -	$ 15,000	0.0%	0.0%
131 Special Education Stipends (After School)	$ 4,000	$ -	$ 5,600	$ -	$ 5,600	0.0%	0.0%
132 Substitute Teachers (PTO Stipend)	$ 17,714	$ 952	$ 30,000	$ 70,000	$ 100,000	1.0%	0.0%
132 SpEd Substitutes	$ -	$ -	$ 5,000	$ -	$ 5,000	0.0%	0.0%
142 Counselor	$ 282,455	$ 97,091	$ 287,064	$ 7,150	$294,214	33.0%	33.8%
143 School Nurse	$ 14,544	$ 7,022	$ 14,623	$ -	$14,623	48.0%	50.4%
145 Librarian / Literacy Aide	$ 24,629	$ 7,482	$ 26,048	$ 522	$26,570	28.2%	73.4%
152 Secretaries	$ 150,655	$ 47,959	$ 177,911	$ 4,236	$182,147	26.3%	45.6%
152 Board Clerk	$ 5,566	$ 2,767	$ 10,000	$ -	$10,000	27.7%	14.5%
161 Teacher Aides, Reading Specialists & Subs	$ 569,794	$ 115,471	$ 556,217	$ (29,902)	$526,315	21.9%	59.1%
161 SEE Student	$ 12,000	$ -	$ 11,805	$ -	$11,805	0.0%	0.0%
161 TSSA - RBT	$ -	$ -	$ -	$ 32,000	$ 32,000	0.0%	0.0%
161 TSSA - ELL Para's	$ 25,350	$ 7,334	$ 92,015	$ -	$ 92,015	8.0%	492.4%
161 LAND TRUST - K Aide/Student Support Para	$ 37,000	$ 27,525	$ 68,000	$ -	$ 68,000	40.5%	66.3%
161 SpEd Aides & Speech Therapist	$ 264,432	$ 92,535	$ 417,049	$ (36,734)	$380,315	24.3%	65.7%
162 Computer Aides	$ 6,387	$ 8,036	$ 9,624	$ 18,554	$ 28,178	28.5%	59.0%
162 Computer Aides - DTL	$ 18,000	$ -	$ 18,000	$ (18,000)	$ -	0.0%	0.0%
182 Custodial & Maintenance	$ 136,062	$ 43,786	$ 179,577	$ (11,127)	$168,450	26.0%	39.1%
191 Lunch Room Aide	$ 322,303	$ 95,845	$ 325,000	$ (16,375)	$308,625	31.1%	56.0%
Raises			$ 174,421	$ (174,421)	$0		
Total 100:	*$ 6,543,644*	*$ 2,107,299*	*$ 7,628,008*	*$ (372,778)*	*$ 7,255,230*	*29.0%*	*38.7%*
200 Employee Benefits							
220 Social Security	$ 430,567	$ 133,441	$ 541,589	$ (26,467)	$ 515,121	25.9%	37.5%
220 LAND TRUST - BENEFITS	$ 3,000	$ 2,106	$ 6,000	$ -	$ 6,000	35.1%	66.4%
220 SpEd Social Security	$ 46,225	$ 18,331	$ 65,622	$ -	$ 65,622	27.9%	44.4%
230 Retirement	$ 292,022	$ 97,604	$ 320,760	$ -	$ 320,760	30.4%	33.9%
240 Group Insurance	$ 844,764	$ 263,273	$ 924,000	$ 26,000	$ 950,000	27.7%	33.6%
240 Mental Health	$ 56,334	$ -	$ -	$ -	$ -	0.0%	0.0%
240 Deductible Stipend	$ 45,091	$ 9,544	$ 40,000	$ -	$ 40,000	23.9%	0.0%
270 Worker's Compensation Fund	$ 28,986	$ 6,066	$ 26,185	$ -	$ 26,185	23.2%	50.2%
280 Unemployment Insurance	$ 6,525	$ 1,367	$ 13,238	$ -	$ 13,238	10.3%	-64.8%
Total 200:	*$ 1,753,514*	*$ 531,732*	*$ 1,937,394*	*$ (467)*	*$ 1,936,927*	*27.5%*	*33.5%*
300 Purchased Professional & Technical							
320 Special Education Contractors	$ 167,196	$ 47,085	$ 165,000	$ -	$ 165,000	28.5%	197.2%
320 Math Center Contract	$ 97,600	$ -	$ -	$ -	$ -	0.0%	0.0%
330 Employee Training & Development	$ 29,358	$ 7,150	$ 23,000	$ -	$ 23,000	31.1%	-14.6%
330 Educator Prof Time - Employee Training & Development	$ -	$ -	$ 71,642	$ -	$ 71,642	0.0%	0.0%
330 TSSA - Training & Development ($88,800 between PD/Travel)	$ 3,558	$ 2,194	$ 50,000	$ (20,000)	$ 30,000	7.3%	0.0%
330 LAND TRUST - Training & Development	$ 21,554	$ -	$ 24,000	$ -	$ 24,000	0.0%	0.0%
330 SpEd Training & Development	$ 4,217	$ 1,725	$ 6,000	$ -	$ 6,000	28.8%	124.3%
330 SEDC Services	$ 2,575	$ -	$ 3,891	$ -	$ 3,891	0.0%	0.0%
340 Audit	$ 21,963	$ 15,750	$ 21,963	$ -	$ 21,963	71.7%	66.7%
345 Business Manager Services	$ 84,780	$ 29,108	$ 87,321	$ -	$ 87,321	33.3%	33.3%
349 Legal Services	$ 16,452	$ -	$ 20,000	$ -	$ 20,000	0.0%	0.0%
350 Technical Services (IT)	$ 156,009	$ 54,823	$ 164,354	$ -	$ 164,354	33.4%	33.3%
580 Admin & Teacher Travel (Meals)	$ 5,675	$ 2,128	$ 7,000	$ -	$ 7,000	30.4%	82.5%
580 TSSA - Travel ($88,800 between PD/Travel)	$ 11,280	$ -	$ 38,800	$ (12,000)	$ 26,800	0.0%	0.0%
580 LAND TRUST - Travel	$ 5,966	$ -	$ 6,000	$ -	$ 6,000	0.0%	0.0%
580 SpEd - Travel	$ 8,388	$ 701	$ 8,000	$ -	$ 8,000	8.8%	0.0%
580 SpEd Contracted Employee Travel	$ 3,768	$ 2,106	$ 4,000	$ -	$ 4,000	52.7%	115.6%
Total 300:	*$ 640,339*	*$ 162,770*	*$ 700,971*	*$ (32,000)*	*$ 668,971*	*24.3%*	*62.4%*
400 Purchased Property Services							
411 Water/Sewage	$ 12,573	$ 4,527	$ 12,000	$ -	$ 12,000	37.7%	37.8%
411 Water Rights	$ 435	$ -	$ 1,000	$ -	$ 1,000	0.0%	0.0%
412 Disposal Services	$ 15,324	$ 3,817	$ 15,480	$ -	$ 15,480	24.7%	252.1%
420 Cleaning Services	$ 2,615	$ 1,792	$ 6,500	$ -	$ 6,500	27.6%	0.0%
431 Lawn Care Services	$ 14,510	$ 3,925	$ 16,100	$ -	$ 16,100	24.4%	93.8%
431 Non-Technology Repairs & Maintenance	$ 45,455	$ 35,753	$ 52,250	$ -	$ 52,250	68.4%	32.3%
Total 400:	*$ 90,912*	*$ 49,814*	*$ 103,330*	*$ -*	*$ 103,330*	*48.2%*	*41.4%*
500 Other Purchased Services							
518 Field Trips / Bus Rental	$ 4,296	$ 675	$ 5,000	$ -	$ 5,000	13.5%	0.0%
522 Property & Liability Insurance	$ 49,608	$ 26,039	$ 80,000	$ -	$ 80,000	32.5%	4.1%
530 Telephone	$ 11,251	$ 430	$ 11,100	$ -	$ 11,100	3.9%	33.5%
540 Marketing	$ 16,396	$ 10,357	$ 20,000	$ -	$ 20,000	51.8%	128.6%
Total 500:	*$ 81,551*	*$ 37,501*	*$ 116,100*	*$ -*	*$ 116,100*	*32.3%*	*25.5%*

	(1030 Students) FY26 Actuals	Current Yr Actuals	(1020 Students) Approved Budget	Changes	1030 Forecast	% of Forecast	% Change From Prior Mth
600 Supplies and Materials							
610a Classroom Supplies	$ 70,881	$ 46,853	$ 87,000	$ -	$ 87,000	53.9%	11.9%
610a TSSA - Supplies	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
610a LAND TRUST	$ 299	$ -	$ 3,000	$ -	$ 3,000	0.0%	0.0%
610b Special Ed Supplies	$ 12,783	$ 6,666	$ 10,000	$ -	$ 10,000	66.7%	30.3%
610c Theatre Supplies	$ 4,395	$ 2,783	$ 7,000	$ -	$ 7,000	39.8%	200.9%
610d CCA Expenses	$ 3,680	$ 1,009	$ 5,179	$ -	$ 5,179	19.5%	0.0%
610e Student Activity Supplies / Incentives	$ 12,429	$ 7,455	$ 14,000	$ -	$ 14,000	53.3%	28.2%
610f Board Expenses/meals	$ 14,611	$ 877	$ 15,000	$ -	$ 15,000	5.8%	0.0%
610g Parent Teacher Organization	$ -	$ 20,439	$ -	$ -	$ 62,100	32.9%	196.4%
610h Office Supplies/General	$ 31,720	$ 17,336	$ 40,000	$ -	$ 40,000	43.3%	38.9%
610i Safety Supplies	$ 2,442	$ 3,313	$ 4,000	$ -	$ 4,000	82.8%	-3.9%
School Safety Grant	$ 842	$ -	$ -	$ -	$ -	0.0%	0.0%
610j GWA Gives Back	$ -	$ -	$ 1,300	$ -	$ 1,300	0.0%	0.0%
610k First Aid Supplies	$ 12	$ 52	$ 1,000	$ -	$ 1,000	5.2%	225.0%
610l Director Discretionary Fund	$ 6,103	$ 2,128	$ 10,000	$ -	$ 10,000	21.3%	26.5%
610m Staff Lounge	$ 5,799	$ 3,696	$ 8,000	$ -	$ 8,000	46.2%	46.4%
610n Christmas Party	$ 4,580	$ 54	$ 5,000	$ -	$ 5,000	1.1%	0.0%
610o Health and Wellness	$ 1,738	$ -	$ 3,000	$ -	$ 3,000	0.0%	0.0%
610p Non Food Lunch Supplies	$ 22,151	$ 7,284	$ 30,000	$ -	$ 30,000	24.3%	63.0%
621 Natural Gas	$ 6,018	$ 485	$ 7,000	$ -	$ 7,000	6.9%	39.4%
622 Electricity	$ 50,035	$ 24,021	$ 50,000	$ -	$ 50,000	48.0%	42.8%
630 School Lunch Prgm	$ 280,023	$ 83,774	$ 300,000	$ -	$ 300,000	27.9%	70.5%
641 Textbooks/Curriculum	$ 58,092	$ 57,684	$ 79,694	$ -	$ 79,694	72.4%	8.5%
641 TSSA - Curriculum	$ 49,327	$ 50,700	$ 50,700	$ -	$ 50,700	100.0%	0.0%
641 SpEd - Textbooks/Curriculum	$ 3,759	$ 32,846	$ 30,000	$ 5,000	$ 35,000	93.8%	0.0%
644 Library Books	$ 2,664	$ 465	$ 4,000	$ -	$ 4,000	11.6%	9.7%
644 Children & Teen Enhancement Grant	$ 2,806	$ -	$ -	$ -	$ -	0.0%	0.0%
650 Tech Related Supplies	$ 10,899	$ 5,213	$ 8,140	$ -	$ 8,140	64.0%	3078.7%
650 SpEd - Tech Related Supplies	$ 938	$ -	$ 1,448	$ -	$ 1,448	0.0%	0.0%
SCSB Start Up Grant Expenses (Furniture, Tech, Curriculum, etc.)	$ -	$ -	$ 196,563	$ -	$ 196,563	0.0%	0.0%
670 Educational Software	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
670 Early Interactive Software - Educational Software	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
670 TSSA - Educational Software ($86,900 between hardware/software)	$ 675	$ 14,283	$ 26,500	$ -	$ 26,500	53.9%	19.6%
670 LAND TRUST - Educational Software	$ 17,910	$ 20,000	$ 20,000	$ -	$ 20,000	100.0%	0.0%
670 SpEd - Educational Software	$ -	$ -	$ 3,400	$ -	$ 3,400	0.0%	0.0%
680 Maintenance Supplies & Material	$ 45,314	$ 17,159	$ 42,000	$ -	$ 42,000	40.9%	57.1%
Total 600:	*$ 722,925*	*$ 426,575*	*$ 1,062,924*	*$ 67,100*	*$ 1,130,024*	*37.7%*	*28.3%*
700 Property							
710 Land and Site Improvements & Building	$ 81,494	$ 15,859	$ 81,500	$ -	$ 81,500	19.5%	6.6%
710 School Safety Grant	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
733 Furniture and Fixtures	$ 16,777	$ 2,881	$ 25,000	$ -	$ 25,000	11.5%	12.4%
733 SpEd - Furniture and Fixtures	$ 1,341	$ 1,279	$ 4,296	$ -	$ 4,296	29.8%	0.0%
734 Technology Hardware	$ 2,745	$ 4,486	$ 3,000	$ 19,000	$ 22,000	20.4%	3.0%
734 TSSA - Tech Hardware ($86,900 between hardware/software)	$ -	$ 1,400	$ 1,400	$ -	$ 1,400	100.0%	0.0%
734 LAND TRUST - Hardware	$ 53,537	$ -	$ 55,000	$ -	$ 55,000	0.0%	0.0%
734 SpEd - Tech Hardware	$ -	$ -	$ 345	$ -	$ 345	0.0%	0.0%
734 Digital Teaching & Learning Hardware	$ 19,000	$ -	$ 19,000	$ (19,000)	$ -	0.0%	0.0%
734 School Safety Grant	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
736 Technology Software	$ 15,309	$ 13,667	$ 13,125	$ 2,200	$ 15,325	89.2%	67.3%
736 TSSA - Software ($86,900 between hardware/software)	$ 49,102	$ 48,000	$ 48,000	$ -	$ 48,000	100.0%	0.0%
736 LAND TRUST - Software	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
736 SpEd - Software	$ 1,747	$ 1,835	$ 1,800	$ -	$ 1,800	101.9%	0.0%
736 Digital Teaching & Learning Software	$ 2,200	$ -	$ 2,200	$ (2,200)	$ -	0.0%	0.0%
736 School Safety Grant	$ -	$ -	$ -	$ -	$ -	0.0%	0.0%
739 Kitchen Equipment	$ 33,416	$ -	$ 35,000	$ -	$ 35,000	0.0%	0.0%
790 Cap Ex Fund	$ 157,187	$ -	$ 150,000	$ -	$ 150,000	0.0%	0.0%
Total 700:	*$ 433,855*	*$ 89,407*	*$ 439,666*	*$ -*	*$ 439,666*	*20.3%*	*8.4%*
800 Debt Service & Miscellaneous							
810 Dues and Fees	$ 16,845	$ 13,279	$ 19,000	$ -	$ 19,000	69.9%	27.1%
830 Bond Restricted Assets (Interest)	$ 403,113	$ 269,506	$ 386,913	$ -	$ 386,913	69.7%	0.0%
840 Bond Restricted Assets (Principal)	$ 405,000	$ 270,638	$ 425,000	$ -	$ 425,000	63.7%	33.3%
833 Bond Fees	$ 594,388	$ 2,200	$ 33,800	$ -	$ 33,800	6.5%	0.0%
890 Miscellaneous	$ 1,692	$ 700	$ -	$ -	$ -	0.0%	-44.1%
Total 800:	*$ 1,421,038*	*$ 556,323*	*$ 864,713*	*$ -*	*$ 864,713*	*64.3%*	*159.1%*
Total Expenses:	*$ 11,687,778*	*$ 3,961,421*	*$ 12,853,106*	*$ (338,145)*	*$ 12,514,961*	*31.7%*	*46.0%*
Net Income:	*$ 1,195,265*	*$ 798,170*	*$ 566,305*	*$ 410,420*	*$ 976,725*	*81.7%*	
		Goal for Unrestirncted Net Income:			*$ 250,000*	Restricted Forecasted Spend Down	
		Unrestricted Net Income:			*$ 976,725*	*Food Service*	*$ (163,768)*
		Restricted Net Income:			*$ -*	*SpEd*	*$ 24,034*
Cap Ex Fund:	*At year end:*	*At year end:*	*$ 283,600*	*Use: $0*	*At year end:*	*$ 433,600*	
(Unrestricted over $350,000) Special Project Fund:	*Beg of Year*	*Beg of Year*	*$ 537,979*		*At year end:*	*$ 1,164,704*	
						35% SpEd Unrestricted	$ 329,241
Fund Reserve:	*#VALUE!*	*$ 10,414,154*			*$ 10,616,743*		

GEORGE WASHINGTON ACADEMY
Balance Sheet
As of October 31, 2026

	Oct 31, 26	Sep 30, 26	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1071 · Bill.com Money In Clearing	-1,000.00	-1,000.00	0.00
8110 · Cash in Banks			
8111 · Cache Valley Bank Accounts			
1 · Petty Cash	179.07	179.07	0.00
8111.1 · Cache Valley Bank (2050)	102,881.73	98,720.49	4,161.24
8111.3 · Cache Valley Checking (8114)	1,523,114.39	1,400,195.10	122,919.29
Total 8111 · Cache Valley Bank Accounts	1,626,175.19	1,499,094.66	127,080.53
8116 · PTIF	8,978,537.13	8,947,539.45	30,997.68
8120 · US Bank Accounts			
8120.1C · Principal Fund 2015 (80001)	275,395.73	311,120.69	-35,724.96
8120.2 · Interest Fund 2008 (9002)	0.02	0.02	0.00
8120.2B · Interest Fund 2011 (5001)	0.01	0.01	0.00
8120.2C · Interest Fund 2015 (80002)	4,763.65	121,676.10	-116,912.45
8120.3C · Reserve Fund 2015 (80003)	1,285,912.50	1,285,912.50	0.00
8120.5C · Repair & Rplcmnt 2015 (80005)	150,000.00	150,000.00	0.00
8120.6C · Expense Fund 2015 (80006)	104,228.89	104,476.34	-247.45
Total 8120 · US Bank Accounts	1,820,300.80	1,973,185.66	-152,884.86
8121 · US Bank Accounts 2026			
8121.2 · Interest Fund 2026 (4002)	57,002.59	0.00	57,002.59
8121.4 · Reserve Fund 2026 (4004)	1,200,543.64	1,196,580.17	3,963.47
8121.7 · Project Fund 2026 (4007)	12,533,191.25	12,989,613.67	-456,422.42
8121.8 · Cap Interest Fund 2026 (4008)	895,172.04	1,161,131.55	-265,959.51
8121.9 · COI Fund 2026 (4009)	-188.19	56,814.41	-57,002.60
8121.9A · Project Equity Fund 2026 (4010)	1,740,510.24	1,734,764.13	5,746.11
Total 8121 · US Bank Accounts 2026	16,426,231.57	17,138,903.93	-712,672.36
Total 8110 · Cash in Banks	28,851,244.69	29,558,723.70	-707,479.01
Total Checking/Savings	28,850,244.69	29,557,723.70	-707,479.01
Other Current Assets			
8130 · Accounts Recievable			
8135 · Utah State Sales Tax	3,373.34	3,789.63	-416.29
Total 8130 · Accounts Recievable	3,373.34	3,789.63	-416.29
Total Other Current Assets	3,373.34	3,789.63	-416.29
Total Current Assets	28,853,618.03	29,561,513.33	-707,895.30
TOTAL ASSETS	**28,853,618.03**	**29,561,513.33**	**-707,895.30**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
9513 · Accounts Payable-bill.com	41,955.45	39,368.27	2,587.18
Total Accounts Payable	41,955.45	39,368.27	2,587.18
Credit Cards			
9531 · Visa Card			
9531a · VISA Card - Jessica's Card	18,673.57	7,782.61	10,890.96
9531b · VISA Card - Blake's Card	1,409.21	1,045.10	364.11
9531c · VISA Card - Steve's Card	0.00	1,201.21	-1,201.21
9531e · VISA Card - Chance's Card	3,580.00	16.00	3,564.00
Total 9531 · Visa Card	23,662.78	10,044.92	13,617.86
9532 · Lowe's	211.31	186.46	24.85
Total Credit Cards	23,874.09	10,231.38	13,642.71
Other Current Liabilities			
2100 · Payroll Liabilities	90.14	0.00	90.14
9510 · Accounts Payable	745.91	745.91	0.00
9530 · Accrued Liabilities			
9535 · Accrued Bond Liability	77,181.26	202,978.13	-125,796.87
Total 9530 · Accrued Liabilities	77,181.26	202,978.13	-125,796.87
9540 · Accrued Salaries & Withholdings			
9541 · Employee's Social Security			
9541.A · Employee FICA	0.00	-27.05	27.05
9541.B · Employee's MEDICARE	0.00	-6.33	6.33
Total 9541 · Employee's Social Security	0.00	-33.38	33.38
9542 · Employer's Social Security			
9542.A · Employer's FICA	0.00	-27.05	27.05
9542.B · Employer's MEDICARE	0.00	-6.33	6.33
Total 9542 · Employer's Social Security	0.00	-33.38	33.38
9544 · Utah State Withholding	19,922.00	20,265.50	-343.50

GEORGE WASHINGTON ACADEMY
Balance Sheet
As of October 31, 2026

	Oct 31, 26	Sep 30, 26	$ Change
9545 · Payroll Liabilities			
9545.0 · HSA	0.00	280.00	-280.00
9545.2 · 401k Employee Contribution	194.26	0.00	194.26
9545.5 · Utah State Unemployment	278.70	1,088.17	-809.47
Total 9545 · Payroll Liabilities	472.96	1,368.17	-895.21
Total 9540 · Accrued Salaries & Withholdings	20,394.96	21,566.91	-1,171.95
9540a · Payroll & Benefit YE Accrual	462,693.20	462,693.20	0.00
9560 · Deferred Revenue			
9561 · Local	28,734.51	13,099.34	15,635.17
Total 9560 · Deferred Revenue	28,734.51	13,099.34	15,635.17
Total Other Current Liabilities	589,839.98	701,083.49	-111,243.51
Total Current Liabilities	655,669.52	750,683.14	-95,013.62
Total Liabilities	655,669.52	750,683.14	-95,013.62
Equity			
30000 · Opening Balance Equity	194.08	194.08	0.00
9820 · Net Assets - Restricted	274,126.04	274,126.04	0.00
9830 · Retained Earnings	27,844,603.36	27,844,603.36	0.00
9850 · Unreserved Fund Balances	7,398.97	7,398.97	0.00
9859 · Undesignated Fund Balance	422,122.16	422,122.16	0.00
Net Income	-350,496.10	262,385.58	-612,881.68
Total Equity	28,197,948.51	28,810,830.19	-612,881.68
TOTAL LIABILITIES & EQUITY	**28,853,618.03**	**29,561,513.33**	**-707,895.30**

Financial Statements
June 30, 2026

George Washington Academy

George Washington Academy
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June 30, 2026

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Independent Auditor's Report

The Board of Directors
George Washington Academy
St. George, Utah

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities and the major fund of George Washington Academy (the School) as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the School's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of the School, as of June 30, 2026, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the School and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the School's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the School's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, schedule of revenue, expenditures, and changes in fund balance – budget and actual – general fund and notes to the required supplementary information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management, and although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the

information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated October 27, 2026, on our consideration of the School's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the School's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control over financial reporting and compliance.

Eide Bailly LLP

Ogden, Utah
October 27, 2026

The discussion and analysis of George Washington Academy's (the School) financial performance provides an overall review of financial activities for the fiscal year.

FINANCIAL HIGHLIGHTS

Over the course of the fiscal year, both revenue and expenses increased. The increased revenue was largely due to an increase in funding from state and federal sources. Expenses increased primarily due to the School providing an increase to employee salaries and wages as well as the increase in interest costs. During the fiscal year ended June 30, 2026, the School issued $17,660,000 of Series 2026 Revenue Bonds to finance the School's expansion project. The bonds were issued at a premium of $615,693, resulting in total bond proceeds of $18,275,693. Creating a conservative budget is an emphasis going into each year with the variables surrounding state and federal funding.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis serve as an introduction to the School's basic financial statements. These financial statements include three primary components:

Government-wide financial statements
Fund financial statements
Notes to the financial statements

The basic financial statements consist of two kinds of statements that present different views of the School's financial activities.

Government-Wide Financial Statements (GWFS)

The GWFS (i.e., Statement of Net Position and Statement of Activities) provide readers with a broad overview of the School's finances. The government-wide statements report information about the School as a whole using accounting methods similar to those used by private-sector companies.

The Statement of Net Position provides information on all of the assets and liabilities of the School, with the difference between the two providing the net position. Increases or decreases in the net position may indicate whether the financial position of the School is improving or deteriorating, respectively.

The Statement of Activities reflects changes in net position during the fiscal year. Changes in net position are reported using the accrual basis of accounting, similar to that used by private-sector companies. Accrual basis accounting takes into account all current year related revenue and expenditures, regardless of when cash is received or paid.

The GWFS presents an aggregate view of the School's finances and contains useful long-term information as well as information for the just-completed fiscal year.

To assess the overall financial condition of the School, additional non-financial factors, such as changes in the condition of school buildings and other facilities, should be considered.

In the GWFS, the School's activities are all classified as governmental activities. Governmental activities include all regular and special education, all educational support activities, administration, custodial, maintenance, transportation, and food services. Most of these activities are supported by the State of Utah Minimum School Program. The GWFS can be found on pages 9-10 of this report.

Fund Financial Statements

Funds are accounting devices the School uses to keep track of sources of funding and spending on particular programs and to demonstrate compliance with various regulatory requirements. Fund financial statements focus on individual parts of the School. Fund statements generally report operations in more detail than the government-wide statements. This statement focuses on its most significant or "major" funds and not on the School as a whole.

The School establishes other funds, as necessary, to control and manage money for particular purposes or to show that it is properly using certain revenue.

Governmental Funds

Governmental funds account for nearly the same functions as the governmental activities. However, unlike the GWFS, governmental funds focus on near-term inflows and outflows as well as the balances left at year-end that are available for funding future basic services.

It is useful to compare information found in the governmental funds with that of the governmental activities. By doing so, readers may better understand the long-term impact of the School's near-term financing decisions.

The basic governmental funds financial statements can be found on pages 11-14 of this report.

Notes

The notes to the financial statements starting on page 15 provide further explanation of some of the information in the statements and provide additional disclosures so statement users have a complete picture of the School's financial activities and position.

Required supplementary information further explains and supports the financial statements by including a comparison of the School's budget data for the year.

Government-Wide Financial Analysis

Net position may serve as a useful indicator of an organization's financial position. The School continues to put an emphasis on spending restricted funds from various programs. The restricted net position increased $1,182,378 while the unrestricted net position decreased by $721,087. The increase in the Weighted Pupil Unit (WPU) funding of approximately 4% led to an increase in net position.

	2026	2025
Assets		
Current and other assets	$ 29,770,344	$ 10,790,353
Capital assets	12,515,041	11,553,297
Total assets	$ 42,285,385	$ 22,343,650
Liabilities		
Current and other liabilities	$ 1,302,505	$ 534,805
Long-term liabilities	28,083,006	10,233,885
Total liabilities	29,385,511	10,768,690
Net Position	$ 12,899,874	$ 11,574,960

A portion of the School's net position is the investments in capital assets (i.e., buildings and improvements, land, equipment, furniture and fixtures, and SBITA) and the related debt used to acquire those assets still outstanding. These capital assets provide services to students; consequently, these assets are not available for future spending. The net investment in capital assets is due to the cumulative principal repayments on the related long-term debt exceeding depreciation/amortization of the respective capital assets. The net investment in capital assets increased by $863,623 during the June 30, 2026. Restricted net position is restricted for debt service and program restrictions. The remaining portion of the School's net position is unrestricted.

Governmental Activities

Changes in Net Position – The table below shows the changes in net position for the fiscal years 2026 and 2025. The School relies on state and federal support for 95% of its governmental activities for the year ended June 30, 2026. The School had total revenue of $12,883,044 and total expenses of $11,558,130 during the year ended June 30, 2026. The School had an increase in net position of $1,324,914 during the year ended June 30, 2026. The increase in net position was largely due to increased funding from state and federal sources and the School's conservative approach to their budgeting to ensure a healthy bottom line at that end of the fiscal year.

	2026	2025	Change
Revenue			
Program and general revenue			
State and federal aid	$ 12,235,550	$ 11,085,470	$ 1,150,080
Charges for services	234,871	222,693	12,178
Other operating grants and contributions	14,943	17,176	(2,233)
Other local revenue	397,680	436,509	(38,829)
Total revenue	12,883,044	11,761,848	1,121,196
Expenses			
Instructional	6,779,730	5,931,042	848,688
Support services			
Students	645,816	588,983	56,833
Staff assistance	97,972	96,602	1,370
General	119,031	101,690	17,341
School administration	961,478	914,050	47,428
Central services	257,634	258,865	(1,231)
Operation and maintenance of facilities	1,014,595	996,028	18,567
Transportation	35,077	38,824	(3,747)
School food services	674,243	655,931	18,312
Interest and other costs	972,554	413,789	558,765
Total expenses	11,558,130	9,995,804	1,562,326
Change in Net Position	$ 1,324,914	$ 1,766,044	$ (441,130)

Governmental Funds

The focus of the School's governmental funds is to provide balances of spendable resources and to provide data on near-term inflows and outflows.

General Fund – The general fund is the general operating fund for the School. At the end of the current fiscal year, the general fund balance is $28,548,445, which is an increase of $18,208,916 from the prior year. The School puts an emphasis on continuing to be fiscally healthy by saving a portion of the budget each year. There has traditionally been additional savings throughout the budget at the end of every year. Additionally, the school has unspent bond proceeds of $18,993,508 as of June 30, 2026.

Expenditures for general School purposes totaled $12,949,821, which is an increase of $2,483,887 from the prior year. The School incurred significant capital outlay expenditures in the current year related to an expansion project. Additionally, the School did increase the salary expenditures for their employees during the year.

General fund salaries totaled $6,543,643, while the associated fringe benefits of retirement, social security, unemployment, workers compensation, health, dental and vision added $1,753,515 to arrive at 64% of the School's general fund expenditures.

Capital Assets

The School has invested $19,493,066 in a wide range of capital assets, but primarily in land and building and improvements. The total accumulated depreciation and amortization on these assets amounts to $6,978,025. There were capital asset additions of $1,548,621 for fiscal year 2026.

Additional information regarding the School's capital assets can be found in Note 3 to the basic financial statements.

Long-Term Debt

Long-term debt consists of the 2015 series bonds totaling $9,435,000 as of June 30, 2026, and bearing interest at an average rate of 4.03%. The bonds payable mature in April 2042. The 2015 series bonds were issued at a premium and the bond premium as of June 30, 2026 is $194,713. The 2026 series bonds total $17,660,000 as of June 30, 2026, and bear interest at an average rate of 5.00%. The bonds payable mature in April 2056. The 2026 series bonds were issued at a premium and the bond premium as of June 30, 2026 is $615,693. The School also has an outstanding bonds fee payable totaling $177,600, as of June 30, 2026. See Note 4 to the financial statements for more information about long-term debt.

Currently Known Facts, Decisions, and Conditions

The School's financial outlook is affected by fluctuations in state funding, which is influenced by enrollment and legislative appropriations. Management continues to budget conservatively and allocate available funding to support staffing and other operational needs.

Requests for Information

This financial report is designed to provide the School's citizens, taxpayers, customers, and investors and creditors with a general overview of the School's finances and to demonstrate the School's accountability for the money it receives. If you have questions about this report or need additional financial information, contact the School at 2277 South 3000 East St. George, Utah, 84790, or at 435-673-2232.

	Governmental Activities
Assets	
Cash and investments	$ 8,861,330
Restricted cash and investments	20,739,485
State receivables	47,897
Federal receivables	108,148
Other receivables	4,034
Prepaid expenses and other assets	9,450
Capital assets (not subject to depreciation)	3,680,200
Capital assets (net of accumulated depreciation)	8,834,841
Total assets	42,285,385
Liabilities	
Accounts payable	503,103
Accrued liabilities	509,134
Accrued interest	80,606
Unearned revenue	209,662
Long-term liabilities	
Due within one year - bonds and bonds fee payable	443,870
Due in more than one year - bonds and bonds fee payable	27,639,136
Total liabilities	29,385,511
Net Position	
Net investment in capital assets	3,205,060
Restricted for	
CTE college and career awareness	5,961
Teacher salary supplement	7,856
School Land Trust	1,207
Educator professional time	85,348
Grants professional learning	6,582
Food service	407,895
Debt service	1,885,854
Unrestricted	7,294,111
Total net position	$ 12,899,874

Functions/Programs	Expenses	Program Revenue: Charges for Services	Program Revenue: Operating Grants and Contributions	Net Revenue (Expense) and Changes in Net Position
Governmental activities				
Instructional	$ 6,779,730	$ -	$ 6,812,135	$ 32,405
Support services				
Students	645,816	-	-	(645,816)
Staff assistance	97,972	-	-	(97,972)
General	119,031	-	-	(119,031)
School administration	961,478	-	-	(961,478)
Central services	257,634	-	-	(257,634)
Operation and maintenance of facilities	1,014,595	-	-	(1,014,595)
Transportation	35,077	-	-	(35,077)
School food services	674,243	234,871	352,075	(87,297)
Interest and other costs	972,554	-	-	(972,554)
Total governmental activities	$ 11,558,130	$ 234,871	$ 7,164,210	(4,159,049)
General Revenue				
Grants and contributions not restricted to specific programs				
State aid				5,086,283
Local revenue				2,544
Interest earnings				395,136
Total general revenue				5,483,963
Change in Net Position				1,324,914
Net Position, Beginning of Year				11,574,960
Net Position, End of Year				$ 12,899,874

George Washington Academy
Balance Sheet – Governmental Funds
June 30, 2026

	General
Assets	
Cash and investments	$ 8,861,330
Restricted cash and investments	20,739,485
State receivables	47,897
Federal receivables	108,148
Other receivables	4,034
Prepaid expenses	9,450
Total assets	$ 29,770,344
Liabilities and Fund Balance	
Liabilities	
Accounts payable	$ 503,103
Accrued liabilities	509,134
Unearned revenue	209,662
Total liabilities	1,221,899
Fund Balance	
Nonspendable	
Prepaid expenses	9,450
Restricted for	
CTE college and career awareness	5,961
Teacher salary supplement	7,856
School Land Trust	1,207
Educator professional time	85,348
Grants professional learning	6,582
Food service	407,895
Capital outlay	14,809,607
Debt service	5,929,878
Unassigned	7,284,661
Total fund balance	28,548,445
	$ 29,770,344

Total Fund Balances - Governmental Funds		$ 28,548,445
The cost of capital assets (land, buildings and improvements, construction in progress equipment, furniture and fixtures, and SBITA) purchased or constructed is reported as an expenditure in governmental funds. The statement of net position includes those capital assets among the assets of the School as a whole. The cost of those capital assets is allocated over their estimated useful lives (as depreciation and amortization expense) to the various programs reported as governmental activities in the statement of activities. Because depreciation expense does not affect financial resources, it is not reported in government funds.		
Costs of capital assets	19,493,066	
Depreciation and amortization expense to date	(6,978,025)	
		12,515,041
Long-term liabilities applicable to governmental activities are not due and payable in the current period and therefore are not reported as fund liabilities. All liabilities, both current and long-term, are reported in the statement of net position. Balances at year end are:		
Long-term liabilities		
Bonds and bonds fee payable	(27,272,600)	
Premium on bonds payable	(810,406)	
Accrued interest	(80,606)	
		(28,163,612)
Net Position		$ 12,899,874

George Washington Academy

Statement of Revenue, Expenditures, and Changes in Fund Balance – Governmental Funds

Year Ended June 30, 2026

	General
Revenue	
State aid	$ 11,754,253
Federal aid	481,297
Earnings on investments	395,136
School fees	117
School lunch sales	234,871
Local contributions	14,943
Other local sources	2,427
Total revenue	12,883,044
Expenditures	
Instructional	6,779,730
Support services	
Students	645,816
Staff assistance	97,972
General	119,031
School administration	961,478
Central services	257,634
Operation and maintenance of facilities	427,718
Transportation	35,077
Total support services	2,544,726
Non-instructional	
School food services program	674,243
Capital outlay	1,548,621
Total non-instructional	2,222,864
Debt service	
Principal	405,000
Interest and other costs	997,501
Total debt service	1,402,501
Total expenditures	12,949,821
Other Financing Sources	
Bonds issued	18,275,693
Change in Fund Balance	18,208,916
Fund Balance, Beginning of Year	10,339,529
Fund Balance, End of Year	$ 28,548,445

Total Net Change in Fund Balances - Governmental Funds		$ 18,208,916
Amounts reported for governmental activities in the statement of activities are different because:		
Capital outlays are reported in governmental funds as expenditures. However, in the statement of activities, the cost of those assets is allocated over their estimated useful lives as depreciation and amortization expense. This is the amount by which capital outlay exceeded depreciation and amortization expense during the fiscal year:		
Capital outlay	1,548,621	
Depreciation and amortization expense	(586,877)	
		961,744
The governmental funds report repayment of long-term liability payments as expenditures and the effect of premiums/discounts when debt is first issued, whereas these amounts are deferred and amortized in the statement of activities. Interest is recognized as an expenditure in the governmental activities when it is due. In the statement of activities, interest expense is recognized as it accrues, regardless of when it is due. The net effect of these differences in the treatment of bonds and related items is as follows:		
Proceeds from bonds issuance	(18,275,693)	
Repayment of bonds and bonds fee payable principal	405,000	
Amortization of bond premium	21,572	
Change in accrued interest	3,375	
		(17,845,746)
Change in Net Position of Governmental Activities		$ 1,324,914

Note 1 - Summary of Significant Accounting Policies

George Washington Academy (the School) was formed on April 1, 2005 and is a nonprofit institution organized under the nonprofit corporation laws of the state of Utah. The School was organized by a group of parents, teachers, and business professionals to provide an educational opportunity in St. George, Utah, that was not governed by the local school district. The School's mission is to be a community of learners by doing whatever it takes to learn. The School is working to build a strong foundation by believing they can, working their plan, then feeling the power of success. The School provides the following activities: education, encompassing instruction, student and staff support activities, and facilities maintenance and operation. Supporting services include general and administrative services which are overall entity-related administrative costs.

The financial statements of the School have been prepared in conformity with accounting principles generally accepted in the United States of America (GAAP) as applied to local government units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The more significant accounting policies of the School are described below.

Financial Reporting Entity

The School follows GASB in determining the reporting entity and component units. The financial reporting entity consists solely of the primary government. Accordingly, the financial statements include all funds and agencies of the primary government whose budgets are controlled or whose boards are appointed by the School's Board of Directors (the Board).

The accounts of the School are organized and operated on the basis of funds. A fund is an independent fiscal and accounting entity with a self-balancing set of accounts. Fund accounting segregates funds according to their intended purpose and is used to aid management in demonstrating compliance with finance-related legal and contractual provisions. The minimum number of funds is maintained consistent with legal and managerial requirements.

The funds of the School are classified as governmental funds. The fund classifications and a description of each existing fund type follow:

Governmental Funds

Governmental funds are used to account for the School's general government activities, including the collection and disbursement of specific or legally restricted monies, the acquisition or construction of capital assets, and the servicing of general long-term debt. The General fund is considered a major fund. Governmental funds include:

General fund – the primary operating fund of the School accounts for all financial resources, except those required to be accounted for in other funds.

Measurement Focus and Basis of Accounting

Government-Wide Financial Statements (GWFS)

The statement of net position and the statement of activities display information about the reporting government as a whole.

The statement of net position and the statement of activities were prepared using the economic resources measurement focus and the accrual basis of accounting. Revenue, expenses, gains, losses, assets and liabilities resulting from exchange and exchange-like transactions are recognized when the exchange takes place. Revenue, expenses, gains, losses, assets, and liabilities resulting from nonexchange transactions are recognized in accordance with the requirements of GASB Statement No. 33 *Accounting and Financial Reporting for Nonexchange Transactions* in the GWFS.

Program Revenue

Program revenue included in the statement of activities derive directly from the program itself or from parties outside the School's citizenry, as a whole; program revenue reduces the cost of the function to be financed from the School's general revenue. Program revenue includes charges to students or applicants who purchase, use, or directly benefit from the goods or services provided by the given function.

Fund Financial Statements

Governmental Funds

The accounting and financial reporting treatment applied to a fund is determined by its measurement focus. Governmental fund types use the flow of current financial resources measurement focus and the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenue is recognized when susceptible to accrual, defined as measurable and available. Measurable means the amount of the transaction can be determined, and available means collectible within the current period or soon enough thereafter to pay liabilities of the current period. Expenditures are recorded when the related fund liability is incurred, except for unmatured principal and interest on general long-term debt, which is recognized when due, and claims and judgments which are recognized when the obligations are expected to be liquidated with expendable available financial resources. With this measurement focus, only current assets and current liabilities and deferred outflows and inflows of resources, as applicable, are generally included on the balance sheet. Operating statements of these funds present increases and decreases in fund balance.

The governmental funds use the following practices in recording revenue and expenditures:

Revenue

Entitlements and shared revenue (which include state equalization and state revenue sharing) are recorded as unrestricted grants-in-aid at the time of receipt or earlier if the susceptible to accrual criteria are met. Expenditure-driven grants are recognized as revenue when the qualifying expenditures have been incurred and all other grant requirements have been met and the susceptible to accrual criteria have been met.

Other receipts become measurable and available (collected within 90 days of year-end) when cash is received by the School and are recognized as revenue at that time. The School's period of availability is 90 days subsequent to year end.

Expenditures

Expenditures are generally recorded when the related fund liability is incurred. General capital asset acquisitions are reported as expenditures in governmental funds. The School has employees who do not work year-round but receive salary payments on a monthly basis; salaries earned, but unpaid, have been accrued as of June 30, 2026.

Restricted Cash and Investments

Cash and investments restricted for debt service and capital outlay is cash and investments set aside for bonds payable reserve requirements and capital outlay projects.

Investments

Investments are recorded at fair value in accordance with GASB Statement No. 72 *Fair Value Measurement and Application*. Accordingly, the change in fair value of investments is recognized as an increase or decrease to investment assets and investment income.

Receivables

All receivables are shown net of any allowance for uncollectible amounts. No allowances for uncollectible items have been recorded as of June 30, 2026.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates, and those differences could be material.

Capital Assets

Capital assets are recorded at historical cost and depreciated over their estimated useful lives (excluding salvage value). Donated capital assets are recorded at their estimated acquisition value at the date of donation. Estimated useful lives are management's estimate of how long the asset is expected to meet service demands. The School's capitalization threshold is $1,000. The cost of normal maintenance and repairs not adding to the value of the asset or materially extending asset lives are not capitalized.

Straight-line depreciation is used based on the following estimated useful lives:

Buildings and improvements	5-40 years
Equipment	3-27 years
Furniture and fixtures	5-10 years

Right-to-use subscription IT assets are recognized at the subscription commencement date and represent the School's right-to-use the underlying IT asset for the subscription term. Right-to-use subscription IT assets are measured at the initial value of the subscription liability plus any payments made to the vendor at the commencement of the subscription term, less any subscription incentives received from the vendor at or before the commencement of the subscription term, plus any capitalizable initial implementation costs necessary to place the subscription asset into service. Right-to-use subscription-based IT assets are amortized over the shorter of the subscription term or useful life of the underlying asset using the straight-line method. The amortization period varies from two to five years.

Unearned Revenue

Unearned revenue consists of funds that have been received but not yet earned (expended). The funds must be returned if not used for qualifying expenditures.

Long-Term Liabilities

For government-wide reporting, material premiums and discounts are deferred and amortized over the life of the debt using the effective interest method. Debt is reported net of the applicable premium or discount. Issuance costs are expensed as incurred.

For fund financial reporting, premiums and discounts as well as issuance costs are recognized in the period the debt is issued. The face amount of debt issued is reported as other financing sources. Premiums received on debt issuance are reported as other financing sources while discounts on debt issuances are reported as other financing uses. Issuance costs, even if withheld from the actual net proceeds received, are reported as debt service expenditures.

Subscription liabilities represent the School's obligation to make subscription payments arising from the subscription contract. Subscription liabilities are recognized at the subscription commencement date based on the present value of future subscription payments expected to be made during the subscription term. The present value of subscription payments are discounted based on a borrowing rate determined by the School. There were no subscription liabilities as of June 30, 2026.

Restricted Net Position

For the government-wide statement of net position, net position is reported as restricted when constraints placed on net position use is either:

Externally imposed by creditors (such as debt covenants), grantors, contributors, or laws or regulations of other governments;

Imposed by law through constitutional provisions or enabling legislation.

It is the School's policy to consider restricted-net position to have been depleted before unrestricted-net position is applied.

Fund Balances of Fund Financial Statements

The governmental fund financial statements present fund balances based on classifications that comprise a hierarchy based primarily on the extent to which the School is bound to honor constraints on the specific purposes for which amounts in the respective governmental funds can be spent.

The classifications used in the governmental fund financial statements are as follows:

Nonspendable: This classification includes amounts that cannot be spent because they are either (a) not in spendable form or (b) are legally or contractually required to be maintained intact. The School has historically shown prepaids as being nonspendable as these items are not expected to be converted to cash or are not expected to be converted to cash within the next year.

Restricted: This classification includes amounts for which constraints have been placed on the use of the resources either (a) externally imposed by creditors (such as through a debt covenant), grantors, contributors, or laws or regulations of other governments; or (b) imposed by law through constitutional provisions or enabling legislation. Debt service resources are to be used for future servicing of the general obligations and are restricted through debt covenants.

Committed: This classification includes amounts that can be used only for specific purposes pursuant to constraints imposed by formal action by the Board. These amounts cannot be used for any other purpose unless the Board removes or changes the specified use by taking the same type of action (resolution) that was employed when the funds were initially committed.

Assigned: This classification includes amounts that are constrained by the Board's intent to be used for a specific purpose but are neither restricted nor committed. This intent can be expressed by the Board or by the Board delegating this responsibility to the executive director or their designee through the budgetary process.

Unassigned: This classification includes the residual fund balance for the General fund and the amount established for minimum funding.

The School has a policy to use restricted fund balances first, followed by committed resources and then assigned resources, as appropriate opportunities arise, but reserves the right to selectively spend unassigned resources first to defer the use of these other classified funds.

Grants and Other Intergovernmental Revenue

Federal and state reimbursement-type grants are recorded as intergovernmental revenue when the related expenditures and expenses are incurred and, in the governmental funds, when the revenue meets the availability criterion.

Adoption of New Standards

As of July 1, 2025, the School adopted Governmental Accounting Standards Board (GASB) Statement No. 103, *Financial Reporting Model Improvements*. This Statement enhances the clarity and consistency of financial reporting requirements related to the following areas: 1) Management's discussion and analysis 2) Proprietary fund reporting 3) Unusual or infrequent items and 4) Budgetary comparison schedules. GASB 103 is required to be reported as a change in accounting principle in accordance with GASB Statement No. 100, *Accounting Changes and Error Corrections*. The implementation of GASB Statement No. 103 had no effect on beginning net position, change in net position, or ending net position.

As of July 1, 2025, the School adopted GASB Statement No. 104, *Disclosure of Certain Capital Assets*. The implementation of this standard establishes requirements for certain types of capital assets to be disclosed separately in the capital assets note disclosures and establishes requirements for capital assets held for sale, including additional disclosures for those capital assets. There was not a significant effect on the School's financial statements as a result of the implementation of this standard.

Note 2 - Cash and Investments

At June 30, 2026, the School's cash and investments consisted of the following:

Cash			
Insured		$ 319,974	
Uninsured and not collateralized		2,161,104	
Total book balance and deposits		$ 2,481,078	
	Rating	**Fair Value**	**Investment Maturities**
Investments			
PTIF	Unrated	$ 27,119,737	Less than 1 year
Total cash and investments		$ 29,600,815	

The State of Utah Money Management Council has the responsibility to advise the State Treasurer about investment policies, promote measures and rules that will assist in strengthening the banking and credit structure of the state, and review the rules adopted under the authority of the State of Utah Money Management Act (the Act) that relate to the deposit and investment of public funds.

The School follows the requirements of the Act (Utah Code, Title 51, Chapter 7) in handling its depository and investment transactions. The Act requires the depositing of School funds in a qualified depository. The Act defines a qualified depository as any financial institution whose deposits are insured by an agency of the federal government and which has been certified by the State Commissioner of Financial Institutions as meeting the requirements of the Act and adhering to the rules of the Utah Money Management Council.

The Act defines the types of securities authorized as appropriate investments for the School's funds and the conditions for making investment transactions. Investment transactions may be conducted only through qualified depositories, certified dealers, or directly with issuers of the investment securities.

Statutes authorize the School to invest in negotiable or nonnegotiable deposits of qualified depositories and permitted negotiable depositories; repurchase and reverse repurchase agreements; commercial paper that is classified as "first tier" by two nationally recognized statistical rating organizations; bankers' acceptances; obligations of the United States Treasury including bills, notes, and bonds; obligations, other than mortgage derivative products, issued by U.S. government sponsored enterprises (U.S. Agencies) such as the Federal Home Loan Bank System, Federal Home Loan Mortgage Corporation (Freddie Mac), and Federal National Mortgage Association (Fannie Mae); bonds, notes, and other evidence of indebtedness of political subdivisions of the state; fixed rate corporate obligations and variable rate securities rated "A" or higher, or the equivalent of "A" or higher, by two nationally recognized statistical rating organizations; shares or certificates in a money market mutual fund as defined in the Act; and the Utah State Public Treasurers' Investment Fund.

The Utah State Treasurer's Office operates the Public Treasurers' Investment Fund (PTIF). The PTIF is available for investment of funds administered by any Utah public treasurer and is not registered with the SEC as an investment company. The PTIF is authorized and regulated by the Act (Utah Code, Title 51, Chapter 7). The Act established the Money Management Council which oversees the activities of the State Treasurer and the PTIF and details the types of authorized investments. Deposits in the PTIF are not insured or otherwise guaranteed by the State of Utah, and participants share proportionally in any realized gains or losses on investments.

The PTIF operates and reports to participants on a fair value basis. The income, gains, and losses of the PTIF, net of administration fees, are allocated based upon the participant's average daily balance. The fair value of the PTIF investment pool is approximately equal to the value of the pool shares.

Fair Value of Investments

The School measures and records its investments using fair value measurement guidelines established by generally accepted accounting principles. These guidelines recognize a three-tiered fair value hierarchy, as follows:

- Level 1: Quoted prices for identical investments in active markets;
- Level 2: Observable inputs other than quoted market prices; and
- Level 3: Unobservable inputs.

The investments consist only of the PTIF funds which are classified as Level 2. The PTIF funds use the application of the June 30, 2026 fair value as calculated by the Utah State Treasurer to the School's average daily balance in the Fund. The School currently has no assets that qualify for Level 1 or 3 investments. The following table illustrates the investments by the appropriate levels for the School:

	Total	Quoted Prices in Active Markets (Level 1)	Other Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
June 30, 2026				
PTIF	$ 27,119,737	$ -	$ 27,119,737	$ -

Custodial Credit Risk

For deposits and investments, custodial credit risk is the risk that, in the event of the failure of the counterparty, the School will not be able to recover the value of its deposits, investments, or collateral securities that are in the possession of an outside party. The School's policy for managing custodial credit risk is to adhere to the Act. The Act requires all deposits of the School to be in a qualified depository, defined as any financial institution whose deposits are insured by an agency of the federal government and which has been certified by the Commissioner of Financial Institutions as meeting the requirements of the Act and adhering to the rules of the Utah Money Management Council.

Credit Risk

Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. The School's policy for reducing its exposure to credit risk is to comply with the Act, as previously discussed.

Concentration of Credit Risk

Concentration of credit risk is the risk of loss attributed to the magnitude of the School's investment in a single issuer. The School's policy for reducing this risk of loss is to comply with the Rules of the Money Management Council. Rule 17 of the Money Management Council limits investments in a single issuer of commercial paper and corporate obligations to 5-10% depending upon the total dollar amount held in the portfolio.

Interest Rate Risk

Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The School's policy for managing its exposure to fair value loss arising from increasing interest rates is to comply with the Act. Section 51-7-11 of the Act requires that the remaining term to maturity of investments may not exceed the period of availability of the funds to be invested. The Act further limits the remaining term to maturity on all investments in commercial paper, bankers' acceptances, fixed rate negotiable deposits, and fixed rate corporate obligations to 270 days - 15 months or less. The Act further limits the remaining term to maturity on all investments in obligations of the United States Treasury; obligations issued by U.S. government sponsored enterprises; and bonds, notes, and other evidence of indebtedness of political subdivisions of the state to five years. In addition, variable rate negotiable deposits and variable rate securities may not have a remaining term to final maturity exceeding three years.

Note 3 - Capital Assets

A summary of activity in the capital assets is as follows:

	June 30, 2025	Additions and Transfers	Deletions	June 30, 2026
Capital assets, not subject to depreciation				
Land	$ 2,418,156	$ -	$ -	$ 2,418,156
Construction-in-progress	-	1,262,044	-	1,262,044
Total capital assets, not subject to depreciation	2,418,156	1,262,044	-	3,680,200
Capital assets being depreciated				
Buildings and improvements	14,641,834	60,612	-	14,702,446
Equipment	820,420	185,090	(8,515)	996,995
Furniture and fixtures	44,549	38,129	(2,884)	79,794
Total capital assets	15,506,803	283,831	(11,399)	15,779,235
Less accumulated depreciation for				
Buildings and improvements	(5,918,498)	(426,796)	-	(6,345,294)
Equipment	(449,627)	(137,468)	8,515	(578,580)
Furniture and fixtures	(18,745)	(8,256)	2,884	(24,117)
Total accumulated depreciation	(6,386,870)	(572,520)	11,399	(6,947,991)
Total capital assets, subject to depreciation	9,119,933	(288,689)	-	8,831,244
Right-to-use SBITA being amortized	30,885	2,746	-	33,631
Less accumulated amortization	(15,677)	(14,357)	-	(30,034)
Net right-to-use subscription IT assets	15,208	(11,611)	-	3,597
Total capital assets, net	$11,553,297	$ 961,744	$ -	$ 12,515,041

Depreciation and amortization expense was charged to operation and maintenance of facilities function of the School.

Note 4 - Long-Term Liabilities

A summary of activity for the long-term liabilities is as follows:

	Balance at June 30, 2025	Additions	Retirements	Balance at June 30, 2026	Due Within One Year
Bonds payable	$ 9,840,000	$ 17,660,000	$ (405,000)	27,095,000	$ 425,000
Bonds fee payable	177,600	-	-	177,600	18,870
Bond premium	216,285	615,693	(21,572)	810,406	-
	$ 10,233,885	$ 18,275,693	$ (426,572)	$ 28,083,006	$ 443,870

Long-term liabilities as of June 30, 2026, consist of the following:

Series 2015 Revenue Refunding Bonds (2015 Bonds) have an average interest rate of 4.03%, issued during fiscal year 2016 for $16,675,000 to refund the outstanding balance of its Series 2008 and Series 2011 bonds totaling $15,190,000. The 2015 Bonds are subject to mandatory sinking fund redemptions with semi-annual interest payments and annual principal payments through April 2042. The 2015 Bonds were issued at a premium of $498,669 that is amortized over the life of the bonds. The School is required to meet certain covenants including debt coverage and cash available as defined by their bonds payable agreement.	9,435,000
Series 2026 Revenue Bonds (2026 Bonds) have an average interest rate of 5.00%, issued during fiscal year 2026 for $17,660,000. The bonds were issued by the Utah Charter School Finance Authority (Authority). The 2026 Bonds are subject to mandatory sinking fund redemptions with semi-annual interest payments and annual principal payments through April 2056. The 2026 Bonds were issued at a premium of $615,693 that is amortized over the life of the bonds. The School is required to meet certain covenants including debt coverage and cash available as defined by their bonds payable agreement.	17,660,000
Costs to issue the Series 2015 Bonds totaled $1,015,524, of which $538,744 was paid at issuance while the remaining was recorded as a bond issuer fee payable of $476,780.	177,600
Total long-term debt outstanding	27,272,600
Bond premium, net	810,406
	$ 28,083,006

The annual requirements to pay principal and interest on the outstanding long-term liabilities are as follows:

Years Ending June 30,	Principal	Interest	Total
2027	$ 443,870	$ 1,098,219	$ 1,542,089
2028	458,020	1,252,913	1,710,933
2029	772,140	1,239,163	2,011,303
2030	801,230	1,209,375	2,010,605
2031	840,290	1,178,350	2,018,640
2032-2036	4,830,760	5,241,500	10,072,260
2037-2041	6,019,700	4,053,500	10,073,200
2042-2046	3,951,590	2,793,400	6,744,990
2047-2051	4,020,000	1,906,000	5,926,000
2052-2056	5,135,000	795,250	5,930,250
Total	$ 27,272,600	$ 20,767,670	$ 48,040,270

Note 5 - Subscription-Based Information Technology Arrangements (SBITAs)

The School has entered into three SBITA contracts for software totaling $33,631. The maturity of these range from 2027 through 2030. Each SBITA contract was paid in full at the beginning of the contract and there was no subscription liability as of June 30, 2026. Amortization expense during the year ended June 30, 2026 totaled $14,357.

Note 6 - Concentrations

The School's principal source of support is state and federal-based support revenue. For the year ended June 30, 2026, this funding source accounted for approximately 95% of all revenue.

Note 7 - Benefit Plan

The School has a defined contribution plan covering substantially all employees. The plan provides that all full-time employees can voluntarily contribute up to the statutory limits of their earnings to the plan. Employer contributions are discretionary and are determined and authorized by the Board of Directors each plan year. Total expense related to the plan for the years ended June 30, 2026 and 2025, was $292,022 and $264,040, respectively.

Required Supplementary Information
June 30, 2026

George Washington Academy

George Washington Academy

Schedule of Revenue, Expenditures, and Changes in Fund Balance – Budget and Actual – General Fund

Year Ended June 30, 2026

	Budgeted Amounts		Variance with Original Budget- over (under) Final Budget	Actual Amounts Budgetary (and GAAP) Basis	Variance with Final Budget- Positive (Negative)
	Original	Final			
Revenue					
State aid	$ 11,247,066	$ 11,703,078	$ 456,012	$ 11,754,253	$ 51,175
Federal aid	433,195	481,893	48,698	481,297	(596)
Earnings on investments	350,000	400,000	50,000	395,136	(4,864)
School fees	300	-	(300)	117	117
School lunch sales	230,000	232,672	2,672	234,871	2,199
Local contributions	15,558	16,010	452	14,943	(1,067)
Other local sources	1,000	60	(940)	2,427	2,367
Total revenue	12,277,119	12,833,713	556,594	12,883,044	49,331
Expenditures					
Instructional	6,880,216	7,079,489	199,273	6,779,730	299,759
Support services					
Students	607,072	639,653	32,581	645,816	(6,163)
Staff assistance	177,065	218,676	41,611	97,972	120,704
General	117,675	139,649	21,974	119,031	20,618
School administration	1,009,293	1,019,677	10,384	961,478	58,199
Central services	251,377	260,305	8,928	257,634	2,671
Operation and maintenance of facilities	478,128	485,638	7,510	427,718	57,920
Transportation	60,800	63,983	3,183	35,077	28,906
Total support services	2,701,410	2,827,581	126,171	2,544,726	282,855
Non-instructional					
School food services program	696,909	789,190	92,281	674,243	114,947
Capital outlay	150,000	1,010,000	860,000	1,548,621	(538,621)
Total non-instructional	846,909	1,799,190	952,281	2,222,864	(423,674)
Debt service					
Principal	878,800	845,000	(33,800)	405,000	440,000
Interest and other costs	436,912	791,511	354,599	997,501	(205,990)
Total debt service	1,315,712	1,636,511	320,799	1,402,501	234,010
Total expenditures	11,744,247	13,342,771	1,598,524	12,949,821	392,950
Other Financing Sources					
Bonds issued	-	-	-	18,275,693	18,275,693
Total other financing sources	-	-	-	18,275,693	18,275,693
Net Change in Fund Balance	$ 532,872	$ (509,058)	$ (1,041,930)	$ 18,208,916	$ 18,717,974

Note 1 - Basis of Budgeting

The School follows these procedures in establishing the budgetary data reflected in the financial statements.

1. The School's Executive Director is appointed as the budget officer. Before June 1 of each year, the budget officer shall prepare a tentative budget, with supporting documentation, to be submitted to the Board.
2. The tentative budget and supporting documents shall include the following items:
    a. The revenue and expenditures of the preceding fiscal year,
    b. The estimated revenue and expenditures of the current fiscal year,
    c. A detailed estimate of the essential expenditures for all the purposes for the next succeeding fiscal year, and
    d. The estimated financial condition of the School at the close of the fiscal year.
3. The tentative budget shall be filed with the School's Executive Director for public inspection at least 15 days before the date of the tentative budget's proposed adoption by the Board.
4. Before June 30 of each year, the Board will adopt a budget for the next fiscal year.
5. By the sooner of July 15 or 30 days of adopting a budget, the Board will file a copy of the adopted budget with the state auditor and the State Board of Education.

Note 2 - Budgetary Differences

For the General Fund, budgetary differences from original to final are due to fluctuations in state aid received on the revenue side and capital outlay and debt service on the expense side. As for the variance of final to actual, the significant variances were in bond proceeds, capital outlay, and debt service. In this situation, additional bonds were issued to finance the school's main expansion project, thus increasing expenditures in both capital outlay and debt service and resulting in a significant increase in bond proceeds received.

Compliance Reports
June 30, 2026

George Washington Academy

Independent Auditor's Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

The Board of Directors
George Washington Academy
St. George, Utah

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (*Government Auditing Standards*), the financial statements of the governmental activities and the major fund of George Washington Academy (the School), as of and for the year ended June 30, 2026, and the related notes to the financial statements, which collectively comprise the School's basic financial statements and the related notes to the financial statements and have issued our report thereon dated October 27, 2026.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the School's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements but not for the purpose of expressing an opinion on the effectiveness of the School's internal control. Accordingly, we do not express an opinion on the effectiveness of the School's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the School's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that have not been identified.

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Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the School's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards.*

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the result of that testing and not to provide an opinion on the effectiveness of the School's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the School's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Eide Bailly LLP

Ogden, Utah
October 27, 2026

Independent Auditor's Report on Compliance and Report on Internal Control over Compliance as Required by the *State Compliance Audit Guide*

The Board of Directors
George Washington Academy
St. George, Utah

Report on Compliance with State Requirements

Opinion on Each State Compliance Requirement

We have audited George Washington Academy's (the School) compliance with the applicable state compliance requirements described in the *State Compliance Audit Guide,* issued by the Office of the State Auditor, for the year ended June 30, 2026.

State compliance requirements were tested for the year ended June 30, 2026, in the following areas:

Budgetary Compliance
Fraud Risk Assessment
Open and Public Meetings Act
Internal Control Systems
Public Education Programs

In our opinion, the School complied, in all material respects, with the state compliance requirements referred to above for the year ended June 30, 2026.

Basis for Opinion on Each State Requirement

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*) and the audit requirements outlined in the *State Compliance Audit Guide* (Guide), issued by the Office of the Utah State Auditor. Our responsibilities under those standards and the *State Compliance Audit Guide* are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the School and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion for each state compliance requirement identified above. Our audit does not provide a legal determination of the School's compliance with the compliance requirements referred to above.

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Responsibilities of Management for Compliance

Management is responsible for compliance with the state requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the School's government programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the School's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Guide will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the School's compliance with the requirements of the government program as a whole.

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Guide, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding School's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the School's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Guide but not for the purpose of expressing an opinion on the effectiveness of the School's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent or to detect and correct noncompliance with a state compliance requirement on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a state compliance requirement will not be prevented or detected and corrected on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a state compliance requirement that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses or significant deficiencies, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

Purpose of this Report

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control and compliance and the results of that testing based on the requirements of the Guide. Accordingly, this report is not suitable for any other purpose. However, pursuant to *Utah Code* Title 63G, Chapter 2, this report is a matter of public record, and as such, its distribution is not limited.

Eide Bailly LLP

Ogden, Utah
October 27, 2026

PROPOSAL FOR BOARD ACTION

Proposal Title: Medical, Dental, and Vision Employee Benefits for 2027

Submitted by: Debbie Kauvaka

Originating Committee: Benefits Committee

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

We are renewing our benefits with UHC for 2027. The renewal proposal for GWA's current UHC plan came back with a significant premium increase of 41.8%. Southern Utah Insurance (SUI) negotiated the increase down to 37.5%. Given the substantial increase, SUI explored alternative insurance options, and the Benefits Committee reviewed the available plans. After evaluating the costs, coverage, and potential impact on employees, the committee recommends remaining with UHC but moving to the UHC CharterPlus FELZ plan, which would result in only a 23.4% increase.

Background Information, including a list of reviewing committees:

The significant increase is primarily attributed to several factors: 77% increase in claims per employee per month. Eight high-cost claimants. Multiple high-cost prescriptions. By April 2026, UHC had informed SUI that GWA was on its catastrophic-claimant list, with claims exceeding $840,000. By October 2026, that amount had reached approximately $1.2 million. The average medical insurance renewal trend is currently around 14.5%. SUI requested quotes from 13 different medical insurance carriers. Five carriers provided quotes, while eight declined, primarily due to GWA's claims history and associated financial risk.

Assessment:

After reviewing the available options, the UHC CharterPlus FELZ plan offers the best balance of cost savings, coverage continuity, and employee benefits. This plan maintains access to almost all providers currently used by GWA employees and pescription coverage continues coverage for the same prescriptions, including medications that may be critical to employees' and their families' health. This plan adds Out-of-Network Coverage and $0 Virtual Care Visits. See the packets attached below
for more details of comparison options and this plan.

Recommendation:

Recommend approving the medical, dental and vision renewal insurance coverage with UHC for 2027 under the UHC CharterPlus FELZ plan, resulting in a 23.4% premium increase. due to the continuity of care. We also recommend the $2000 HSA contribution to be split up and $1000 given in January and the remaining $1000 in August. Dental and Vision will remain with UHC with the same premiums as last year.

Please submit this form with all accompanying paperwork to the Board Clerk, Sadie Carter, at sadie.carter@gwacademy.org by the 15th day of the month of the Board meeting.

Total employee cost per paycheck

Coverage tier	2026	2027	Change per paycheck	Change per year
Employee only	$102.20	$120.85	+$18.65	+$447.60
Employee + spouse	$224.03	$266.00	+$41.97	+$1,007.28
Employee + child(ren)	$223.15	$263.25	+$40.10	+$962.40
Family	$324.54	$382.36	+$57.82	+$1,387.68

Medical + dental + vision, for an employee on the same tier for all three. Dependent life adds $1.32 if elected. Only medical changes.

Total monthly premium, all lines (what UnitedHealthcare bills GWA)

Line of coverage	2026 per month	2027 per month	Change	2027 per year
Medical (50 enrolled)	$79,593.26	$98,226.09	+23.4%	$1,178,713.08
Dental (37 enrolled)	$2,932.63	$3,196.50	+9.0%	$38,358.00
Vision (39 enrolled)	$401.91	$421.97	+5.0%	$5,063.64
Basic life and AD&D (60 employees)	$123.81	$123.81	0%	$1,485.72
Dependent life (45 enrolled)	$118.35	$118.35	0%	$1,420.20
UHC dental and vision credit (one time)				−$3,500.00
Total	**$83,169.96**	**$102,086.72**	**+22.7%**	**$1,221,540.64**

2027 per year = 2027 per month × 12, less the credit. UHC's 2027 dental (+9%) and vision (+5%) rates add $3,407.16 for the year; the $3,500 credit, applied on the third 2027 bill, covers it, so employee dental and vision rates stay the same. Medical is shown at full premium; GWA pays 80%.

What Southern Utah Insurance negotiated for GWA

Step	Medical per month	vs. 2026
UHC's first underwriting release (10/4/2026)	about $115,410	+45%
UHC's written renewal, same plan (Quote 1299577-5)	$112,873.84	+41.8%
After negotiation: approved by UHC management and CFO (10/21/2026)	$109,440.73	+37.5%
UHC agreed the discount applies to every plan option (10/27/2026)		
Benefits Committee choice: CharterPlus FELZ with the discount	**$98,226.09**	**+23.4%**

- **Medical savings:** $14,647.75 a month, or $175,773 a year, below UHC's written renewal ($112,873.84 − $98,226.09, × 12).
- **Market review:** We asked 13 carriers to quote so UHC had to compete. 4 quoted (Angle, Cigna, PEHP, Select Health) and 9 declined.
- **Dental:** UHC's renewal came in at +10.6%. We negotiated it to +9%, then secured a $3,500 credit on the 2027 bill so employee dental rates do not go up.
- **Vision:** UHC's +5% increase is covered by the same credit. Rates are guaranteed through 12/31/2028.
- **Life:** No increase. Rates are guaranteed through 12/31/2028.

How the numbers work: Per paycheck = monthly employee cost × 12 ÷ 24. Medical: GWA pays 80% of the tier rate, the employee pays 20%. Percent change = 2027 ÷ 2026 − 1. The +45% first release was given as a percent; the dollar figure is our calculation (2026 premium × 1.45). Sources: UnitedHealthcare Quote 1299577-5; UHC emails 10/4, 10/21 and 10/27/2026; UnitedHealthcare 2027 Ancillary Renewal (dental 1X746, vision S110C, life BL0088 / ADD0643 / BDEP0087); UHC October 2026 billing statement; GWA HSA & HRA Plan Design 2026.

PRIVATE & CONFIDENTIAL

RENEWAL · PLAN YEAR 2027

Employer Health Plan Renewal

A strategic review and recommendation prepared by Southern Utah Insurance.

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GEORGE WASHINGTON ACADEMY

PREPARED FOR

George Washington Academy

Board of Directors

RENEWAL DATE

January 1, 2027

BOARD MEETING

November 3, 2026

PRESENTED BY

Chanel

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Executive Summary

The headline for George Washington Academy's January 1, 2027 medical renewal.

+41.8%

UHC RENEWAL AS RELEASED

$112,873.84 a month; same plan design

+37.5%

UHC AFTER NEGOTIATION

$109,440.73 a month, approved by UHC's CFO (Erica email 10/21)

$230,640

RECOMMENDED OPTION SAVES / YR

Angle Health HDHP 8000 / 8000 vs the negotiated UHC renewal, total cost to GWA

THREE TAKEAWAYS

01 **The market has been fully tested.** We requested quotes from 13 medical carriers. Five quoted (UHC, Angle Health, PEHP, Select Health, Cigna), and eight declined, mostly because of GWA's claims risk. Every carrier has answered.

02 **The 15% rule.** A carrier change is worth the disruption only if it saves at least 15% off the renewal. Angle Health HDHP 8000 / 8000 clears it (−24.2% premium; $950,491 a year to GWA). To stay with UHC, CharterPlus FELZ is the lowest-cost plan on today's drug list ($1,072,781 a year).

03 **Every option costs more than 2026.** GWA's 2026 total cost is about $894,595. Even the lowest-cost option is +6.2% higher, so the decision is how to limit the increase.

Source: UHC renewal exhibit (Quote 1299577) and Erica Constanza emails 10/21 and 10/27/2026; Angle Health Quote 490184; PEHP proposal 10/21/2026; Select Health quote 11/2/2026; Cigna quote 11/3/2026. All figures on 50 enrolled employees.

What GWA Offers Today

UnitedHealthcare, fully insured. GWA pays 80% of the medical premium for every coverage tier.

MEDICAL · UHC CHOICE HSA

Choice EI9D (renews as EW65)

$79,593.26

per month, 50 enrolled

- $5,000 / $10,000 deductible; plan pays 70% after it
- $6,250 / $12,500 out-of-pocket max
- UHC Choice network, in network only
- Enrolled: 22 employee, 6 employee + spouse, 4 employee + children, 18 family
- Out-of-state hires: Choice Plus EI87, same benefits plus out-of-network at 50%. No one enrolled; renews as EW6X

GWA ACCOUNT FUNDING

HSA deposit plus HRA

$2,000

HSA deposit per employee per year

- GWA deposits $2,000 into each employee's Optum Bank HSA (prorated for mid-year hires)
- HRA, administered by Southern Utah Insurance, pays after the employee's share: employee only up to $2,250 after the employee pays $2,000
- Family up to $4,500 in two phases; the family pays up to $6,000 in total
- HRA paid: $49,179 (2023), $11,553 (2024), $30,735 (2025)

DENTAL, VISION AND LIFE

UHC ancillary lines

- Dental 1X746 PPO: $5,000 annual max, $1,000 ortho, 100 / 80 / 50
- Vision S110C: $20 exam / $20 materials
- Dental and vision are 100% employee-paid
- Basic life / AD&D $15,000, spouse $7,500, child $3,750: $242.16 a month
- Eligibility: 64 full-time employees (30+ hours); 50 enroll in medical, 14 waive with other coverage

Source: UHC renewal exhibit (current plan EI9D, Quote 1299577); GWA 2026 plan guide; UHC ancillary renewal 2027.

The Renewal at a Glance

UnitedHealthcare renewal for January 1, 2027, on the same plan and network.

Fully insured
FUNDING TYPE

50
ENROLLED EMPLOYEES

$79,593.26
2026 MONTHLY PREMIUM

+41.8%
RELEASED RENEWAL

	2026 today	2027 released	2027 negotiated (+37.5%)
Monthly premium	$79,593.26	$112,873.84	$109,440.73
Annual premium	$955,119	$1,354,486	$1,313,289
Change vs 2026	–	+$399,367 / yr (+41.8%)	+$358,170 / yr (+37.5%)
GWA pays (80%) per year	$764,095	$1,083,589	$1,050,631
Employees pay (20%) per year	$191,024	$270,897	$262,658

Note: UHC priced 52 enrolled; we use GWA's actual 50 so every carrier is compared on the same people. UHC approved +37.5% in writing (Erica, 10/21) and applies it to every UHC option (10/27). UHC issues the formal rate exhibit once GWA commits.

Source: UHC renewal exhibit Quote 1299577 (in-progress rates); Erica Constanza (UHC) emails 10/21 and 10/27/2026. Annual = monthly × 12.

Rates by Coverage Tier

Total monthly premium per employee before GWA's 80% contribution.

Tier	Enrolled	2026 rate	2027 released	Change	2027 negotiated*	Change
Employee only	22	$796.73	$1,129.87	+41.8%	$1,095.50	+37.5%
Employee + spouse	6	$1,792.64	$2,542.20	+41.8%	$2,464.88	+37.5%
Employee + child(ren)	4	$1,712.97	$2,429.22	+41.8%	$2,355.33	+37.5%
Family	18	$2,469.86	$3,502.59	+41.8%	$3,396.06	+37.5%
Total monthly	**50**	**$79,593.26**	**$112,873.84**	**+41.8%**	**$109,440.73**	**+37.5%**

Employee pays (20%)	2026 monthly	2027 monthly*	Change / month	2026 per paycheck	2027 per paycheck*	Change / paycheck
Employee only	$159.35	$219.10	+$59.75	$79.67	$109.55	+$29.88
Employee + spouse	$358.53	$492.98	+$134.45	$179.26	$246.49	+$67.22
Employee + child(ren)	$342.59	$471.07	+$128.47	$171.30	$235.53	+$64.24
Family	$493.97	$679.21	+$185.24	$246.99	$339.61	+$92.62

Per paycheck = monthly × 12 ÷ 24 semi-monthly paychecks.

Source: UHC renewal exhibit Quote 1299577. Negotiated tier rates are our estimate (renewal rates × negotiated total ÷ renewal total); UHC writes final rates once GWA commits.

Why UHC Raised Rates

UHC's underwriting reasons in plain English, as reported by Erica Constanza (UHC).

Underwriting factor	What Erica reported	What it means
UHC medical trend	+14.5%	General healthcare cost inflation and utilization trend assumption
GWA loss ratio	129%	Claims experience is high relative to premium (about $1.29 in claims for every $1.00 of premium)
Membership	Increased over 8%	More covered members, affecting total claims and premium
Claims per employee per month (PEPM)	Increased over 77%	Claims costs increased substantially even after accounting for enrollment
High-cost claimants	8 identified	Significant claims activity contributing to underwriting risk (details on the next slide)

Renewal	UHC first asked	Final	Notes
January 1, 2025	+17%	+15%	–
January 1, 2026	+18%	+15%	Loss ratio 133%; large claims about 38% of the increase
January 1, 2027	+45% (then +41.8% released)	+37.5% (approved by email)	Loss ratio 129%; membership up 8%

Three years of increases: 15%, 15% and 37.5% compound to about +82% since 2024. Because GWA is fully insured, UHC does not release detailed claims reports.

Source: Erica Constanza (UHC) email 10/4/2026 and renewal history 2025–2026. Compounding is our calculation: 1.15 × 1.15 × 1.375.

What UHC Told Us, and What Comes With UHC

Underwriting notes in full, the new 2027 benefits, and the wellness programs built into UHC's fully insured plans.

UNDERWRITING NOTES

- UHC 2026 trend is +14.5%
- Loss ratio with experience: 129%
- Membership increased over 8%
- Claims have increased over 77% per employee per month
- 8 current high claimants, ranging from $75,000 to $1.2 million: premature birth ($1.2M), narcolepsy (2), angina, polyarteritis / lung, and sclerosing cholangitis
- Flagged early: on April 7, 2026, UHC told SUI that GWA was on its catastrophic-claimant list (premature newborn, ongoing inpatient care) at more than $840,000. By October it had reached about $1.2 million

NEW BENEFITS FOR 2027

- No visit limits on habilitative / rehabilitative therapy when the member has a mental health or substance use diagnosis
- Nutritional counseling for treatment of medical or mental health conditions
- Doula support: reimbursement up to $1,500 per pregnancy
- $0 virtual visits before the deductible on HSA plans

UHC EMBEDDED WELLNESS

- UHC Rewards: up to $300 each for employee and spouse
- EAP: included for medical members
- Real Appeal weight-management program
- Vital Medications: $0 for all UHC members
- One Pass Select: gym and fitness subscription with thousands of locations, national brands and boutique studios (included in fully insured plans with UHC Rewards)
- Calm app: mental health and well-being tools
- WELLOs: coaching program for members

Source: Erica Constanza (UHC) emails 4/7/2026 (high claimant) and 10/4/2026 (renewal); UHC Required Uniform Modification Notice for 1/1/2027 (policy 1621806); UHC 2026 certificate comparison for 51+ groups.

Claims and Network Use

What we can see from UHC's reports and GWA's HRA history.

99.5%

NETWORK MATCH

of GWA's claim dollars are with providers also in UHC CharterPlus

188 of 196

PROVIDERS MATCHED

Includes St. George Regional, Cedar City Hospital, Revere Health

$2.23M

ELIGIBLE CHARGES

Medical and behavioral health charges in the report

No

DETAILED CLAIMS REPORT

Fully insured groups do not receive full claims data

GWA HRA reimbursements (by year paid)	2023	2024	2025	2026 to date	2023–2025 average
Amount paid by GWA	$49,179	$11,553	$30,735	$30,816	$30,489

RENEWAL IN CONTEXT

UHC's negotiated renewal is +37.5%. Every carrier that reviewed GWA either declined or priced above today's rates. Each carrier's lowest-cost HSA plan versus 2026: Angle Health 8000 / 8000 +4.2%, UHC CharterPlus FELZ +23.4%, PEHP STAR HSA 7 +21.8%, Select Health HSA 6550 +28.4%. The claims experience follows GWA to any carrier.

Source: UHC CharterPlus provider disruption report (10/26/2026); UHC renewal email 10/4/2026; HRA reimbursements from Red Apple Finance (10/26/2026); carrier quotes at 50 enrolled.

Every Carrier We Asked

Medical quotes requested from 13 carriers in October 2026. Molina has no plans for groups this size in Utah.

QUOTED · 5

Options on the table

- UnitedHealthcare (current): renewal and alternates, $96,545 to $115,060 a month
- Angle Health: 21 level-funded plans on the Cigna PPO network, $82,947 to $130,652 a month
- PEHP Local Government Risk Pool: STAR HSA and Traditional plans, starting at $94,458 a month as quoted
- Select Health (November 2): 19 fully insured plans; HSA 5000 / 10000 at $106,463 a month
- Cigna (November 3): one level-funded plan like today's, $98,529 a month

DECLINED · 8

Would not quote medical

- Regence BlueCross BlueShield
- University of Utah Health Plans
- Aetna
- EMI Health (quoted dental and vision only)
- Nationwide
- Optimyl
- Trustmark
- MotivHealth (November 2)
- Reasons on the next slide

MARKET CLOSED

Nothing still pending

- All 13 carriers have quoted or declined
- Cigna's quote arrived November 3, after more than two weeks in underwriting; it is included in every comparison
- The board can decide with the full market in view

Source: Carrier responses October 15 – November 3, 2026, on file with Southern Utah Insurance. Monthly figures on 50 enrolled.

Why Eight Carriers Declined

In each carrier's words, summarized. Medical details are kept confidential.

Carrier	Date	Contact	Reason given
EMI Health	Oct 15	Underwriting	"High projected claims in the future." Quoted voluntary dental and vision only.
Nationwide	Oct 16	Sales Executive (via Paragon Partners)	"Cannot provide a competitive proposal due to high risk factors."
Aetna	Oct 20	Underwriting	High-cost medical conditions.
Trustmark	Oct 20	Sales Consultant	Cannot quote because GWA's plan is a governmental plan, not an ERISA plan.
Optimyl	Oct 21	Regional Sales Director (via Paragon Partners)	Declined through standard underwriting; very high-cost prescriptions were a major concern. Offered a specialty-drug carve-out instead.
University of Utah Health Plans	Oct 23	Underwriting	High-cost prescription drugs; rates would not be competitive. Open to a future review.
Regence BlueCross BlueShield	Oct 26	Business Development Executive	Rates would be uncompetitive because of the high incumbent renewal and very high risk scores. No proposal this year.
MotivHealth	Nov 2	Vice President of Sales, Utah	Underwriting declined to quote (DTQ); rates would be uncompetitive.

What this tells the board: seven of the eight declines came from underwriting reviews of GWA's claims; Trustmark's was about plan type. The current options reflect what the market will offer GWA this year.

Source: Decline emails and letters on file with Southern Utah Insurance, October 15 – November 2, 2026.

How Each Option Is Funded

The options on the table use three different funding approaches. Here is what each one means for GWA.

In plain English: fully insured means the carrier takes the risk. Level funded means GWA pays a fixed monthly amount that covers expected claims plus insurance against large ones, with a possible refund. A risk pool shares claims with other public employers.

FULLY INSURED · TODAY

UHC renewal and CharterPlus

- UHC holds all claim risk
- Fixed premium; no refund, no extra bills
- Rates reset every year based on GWA's claims
- Most predictable during the year

LEVEL FUNDED

Angle Health

- Fixed monthly cost: claims fund + stop-loss + administration
- Stop-loss insurance covers large claims
- Up to 10% surplus return if claims run low
- GWA owes nothing beyond the monthly cost for 2027
- 2028 rates depend on 2027 claims; no cap

PUBLIC EMPLOYER RISK POOL

PEHP

- Pool for Utah public employers, run by PEHP
- Fixed 2027 rates; 2028 increase capped at 7.2%
- Three-year vesting: if GWA leaves early with a deficit, GWA may have to repay it
- PEHP must be GWA's only medical plan

Source: UHC exhibit; Angle Health Quote 490184 (12/24 contract, 10% surplus return); PEHP proposal 10/21/2026 and Derek Applegate (PEHP) answers 10/26/2026.

Key Terms for Angle Health and PEHP

GWA is a public charter school, so its plan is a governmental plan, not an ERISA plan.

ANGLE HEALTH · HDHP 8000 / 8000 (RECOMMENDED)

$82,946.74 a month, maximum

- One fixed monthly cost: claims fund + stop-loss insurance + administration
- 12/24 contract: claims incurred in 2027 and paid within 24 months are covered
- Up to 10% surplus return if claims run below the claims fund
- Rates guaranteed 12 months; they hold if enrollment stays between 45 and 55
- Fully underwritten; Adrem Administrators (Angle's TPA) pays claims
- Governmental plan: confirmed by phone; the written quote still says "ERISA," so we will get it corrected in writing before signing

PEHP · STAR HSA OPTION 7 (LOWEST COST)

$96,957.52 a month*

- Local Government Risk Pool for Utah public employers
- 2027 rates fixed (re-rated only if enrollment moves 20%); 2028 increase capped at 7.2%
- $100,000 claim limit per person; the pool covers the rest
- Three-year vesting; no maximum on a possible deficit. PEHP says it has never collected one since 2001
- PEHP must be the only medical plan; 80% participation required (40 of 50)
- *Quoted at $94,457.52; we add $50 per employee per month so every carrier is compared on the same basis

Source: Angle Health Quote 490184 and Mike Starks (Paragon Partners) call and text 10/26/2026; PEHP proposal 10/21/2026 and Derek Applegate (PEHP) 10/26/2026.

UHC Renewal as Quoted

Same network and same plan design. Only the premium and a few certificate items change.

In-network benefit	2026 (EI9D)	2027 renewal (EW65)
Deductible (single / family)	$5,000 / $10,000	$5,000 / $10,000
Plan pays after deductible	70%	70%
Out-of-pocket max (single / family)	$6,250 / $12,500	$6,250 / $12,500
Network	UHC Choice	UHC Choice
Prescription drugs (after deductible)	$5 / $30 / $65 / $250	No change
Monthly premium	**$79,593.26**	**$109,440.73 negotiated**
Annual premium	$955,119	$1,313,289

2027 CERTIFICATE CHANGES

- No change to the deductible, coinsurance or out-of-pocket max. Employees still pay no more than $2,000 / $6,000
- New: doula support, up to $1,500 per pregnancy
- New: nutritional counseling
- New: $0 virtual visits before the deductible
- No visit limits on habilitative and rehabilitative care for mental health and substance use
- The +37.5% applies across all UHC options (see next slide)

Source: UHC renewal exhibit Quote 1299577 and 2026 certificate of coverage comparison for 51+ groups.

Every UHC Option, Ranked by Cost

UHC takes the same $3,433 a month off every option when GWA renews (the UHC discount that brings the renewal to +37.5%).

UHC plan	Network	Deductible	Plan pays	Out-of-pocket max	Rx list	Released	With UHC discount	vs renewal	vs today
CharterPlus FELZ	CharterPlus	$6,200 / $12,400	100%	$6,200 / $12,400	Essential (M44Y)	$99,978	$96,545	−$12,896	+21.3%
CharterPlus FELZ	CharterPlus	$6,200 / $12,400	100%	$6,200 / $12,400	997Y	$100,821	$97,388	−$12,053	+22.4%
CharterPlus FELY	CharterPlus	$5,000 / $10,000	80%	$6,250 / $12,500	997Y	$101,551	$98,118	−$11,323	+23.3%
CharterPlus FELZ	**CharterPlus**	**$6,200 / $12,400**	**100%**	**$6,200 / $12,400**	**Current (G84)**	**$101,659**	**$98,226**	**−$11,215**	**+23.4%**
CharterPlus FELX	CharterPlus	$4,000 / $8,000	70%	$6,250 / $12,500	Current (G84)	$102,108	$98,675	−$10,766	+24.0%
CharterPlus FELY	CharterPlus	$5,000 / $10,000	80%	$6,250 / $12,500	Current (G84)	$102,388	$98,954	−$10,486	+24.3%
Premier EXAH	Choice, Tier 1	$5,000 / $10,000	80%	$6,750 / $13,500	997Y	$110,574	$107,141	−$2,300	+34.6%
Renewal EW65	**Choice (renewal)**	**$5,000 / $10,000**	**70%**	**$6,250 / $12,500**	**Current (G84)**	**$112,874**	**$109,441**	**–**	**+37.5%**
Choice Plus EW6X	Choice Plus	$5,000 / $10,000	70%	$6,250 / $12,500	Current (G84)	$115,060	$111,627	+$2,186	+40.2%

Why FELZ: If GWA stays with UHC, FELZ is our pick: UHC's highest deductible ($6,200 / $12,400), the plan pays 100% after it, and it keeps today's drug list, for $98,226.09 a month (−10.2% vs the renewal; +23.4% vs today). The HRA covers the gap, so employees still max out at $2,000 / $6,000. The Essential (M44Y) version saves $1,681.44 more a month but moves several members' drugs to higher copays.

Source: UHC exhibit Quote 1299577-5 (10/27/2026) at 50 enrolled; UHC discount confirmed by Erica Constanza (UHC) 10/27/2026: released rate minus $3,433.11 a month. Our calculation.

How CharterPlus Fits GWA's Doctors

UHC ran GWA's actual providers against the CharterPlus network.

99.5%

OF CLAIM DOLLARS MATCHED

$2,214,112 of $2,225,083

188 of 196

PROVIDERS MATCHED

0.5%

NOT MATCHED

Two out-of-state providers, about 2 members

IN CHARTERPLUS

- St. George Regional Hospital and Cedar City Hospital
- Intermountain clinics and InstaCare
- Revere Health, Utah Gastroenterology, St. George OB/GYN, Dixie Pediatrics
- Southern Utah ENT, Zion Eye, Desert Pain, LabCorp, 18 behavioral health providers

WHAT CHANGES FOR EMPLOYEES

- Each member chooses a primary care provider; no referrals needed for specialists
- Not matched: Mayo Clinic (Arizona / Minnesota) and an East Texas surgery group, about $11,000 of charges
- Out-of-network care is covered at a much lower level (FELZ: $12,400 deductible, then 50%)

Source: UHC CharterPlus provider disruption report, match detail (10/26/2026); UHC CharterPlus Utah flyers.

Angle Health on the Cigna PPO Network

21 plan designs quoted. These are the HSA plans that fit GWA's HSA and HRA design.

Angle plan	Deductible	Plan pays	Out-of-pocket max	Monthly	vs UHC negotiated	vs 2026 today
HDHP 3500 / 5000	$3,500 / $7,000	80%	$5,000 / $10,000	$97,799.16	−$11,642 (−10.6%)	+22.9%
HDHP 5000 / 5000	$5,000 / $10,000	100%	$5,000 / $10,000	$95,689.12	−$13,752 (−12.6%)	+20.2%
HDHP 4000 / 7000	$4,000 / $8,000	80%	$7,000 / $14,000	$92,130.48	−$17,310 (−15.8%)	+15.8%
HDHP 7000 / 7000	$7,000 / $14,000	100%	$7,000 / $14,000	$86,938.34	−$22,502 (−20.6%)	+9.2%
HDHP 8000 / 8000	**$8,000 / $16,000**	**100%**	**$8,000 / $16,000**	**$82,946.74**	**−$26,494 (−24.2%)**	**+4.2%**

Three Angle plans clear the 15% rule (8000, 7000 and 4000 / 7000). HDHP 8000 / 8000 saves the most: $26,493.99 a month below the UHC renewal (−24.2%). HDHP 5000 / 5000 is −12.6%, short of 15%.

WHY HDHP 8000 / 8000

- Highest deductible and lowest cost Angle quoted; clears the 15% rule
- Plan pays 100% after the deductible, including prescriptions
- GWA's HRA grows so employees still pay no more than $2,000 / $6,000
- Cigna PPO includes St. George Regional, Cedar City Hospital, Intermountain and Revere
- Leap infusion program: infusion patients pay $1,750 single / $3,500 family for the year (next slide)
- About 110 high-cost drugs available at $0 to the member through international sourcing (next slide)

Source: Angle Health Quote 490184 (10/16/2026) at 50 enrolled (22 / 6 / 4 / 18). Monthly figures are maximum costs before any surplus return.

Angle's Infusion and Drug Programs, Explained

What "IRS minimum HSA deductible" and "$0 sourced drugs" mean in dollars for GWA employees.

LEAP INFUSION PROGRAM

- Leap arranges infusions at home or at a nearby infusion center. A Care Guide handles the prior authorization and scheduling; the drug and the doctor stay the same
- Federal HSA law says a member must pay a minimum deductible before an HSA plan pays. For 2027 that minimum is $1,750 (employee only) or $3,500 (family coverage). Leap waives everything above it

Infusion cost on Angle 8000 / 8000	Employee only	Family
Normal plan deductible	$8,000	$16,000
Most the member pays for Leap infusions	$1,750	$3,500
Paid from GWA's $2,000 HSA deposit	$1,750	$2,000
From the employee's own pocket	**$0**	**$1,500**

Other care follows the normal plan; the HRA still caps employees at $2,000 / $6,000. Leap supplies infusion drugs at cost, with no provider markup.

HIGH-COST DRUGS AT $0 TO THE MEMBER

- International sourcing: for about 110 high-cost brand-name drugs, Angle can supply the same medication bought at a much lower price outside the U.S. The member pays $0, with no deductible and no copay
- Optional: members can still fill through the regular pharmacy benefit
- Automatic copay cards and manufacturer coupons, and patient assistance programs
- "Lesser of" pricing: if the pharmacy's cash price is lower than the copay, the member pays the lower price
- Why it matters: specialty drugs drove most carrier declines. Lower drug claims mean lower HRA costs and a better 2028 renewal for GWA
- Before enrollment, Angle's care team confirms which current drugs qualify

Source: Leap + Angle Health flyer and FAQ (leap.at/anglehealth); Angle Health and Leap Health release, Business Wire 1/20/2026; Mike Starks (Paragon Partners) and Angle call 10/26/2026; IRS Rev. Proc. 2026-24 (2027 HSA minimum deductible). Our calculations on Angle HDHP 8000 / 8000.

PEHP STAR HSA Plans

Three rate tiers (single / double / family). Advantage and Summit networks side by side.

PEHP plan	Deductible	Plan pays	Out-of-pocket max	Monthly as quoted	vs UHC negotiated	vs 2026 today
STAR HSA Option 3	$2,000 / $4,000	80%	$4,000 / $8,000	$111,917.20	+2.3%	+40.6%
STAR HSA Option 6	$2,500 / $5,000	80%	$5,000 / $10,000	$106,345.68	−2.8%	+33.6%
STAR HSA Option 5	$3,000 / $6,000	80%	$6,000 / $12,000	$102,140.68	−6.7%	+28.3%
STAR HSA Option 7	**$4,000 / $8,000**	**70%**	**$8,000 / $16,000**	**$94,457.52**	**−13.7%**	**+18.7%**

Option 7 is PEHP's highest deductible and lowest cost. On the same basis as the other carriers (+$50 per employee per month), it is $96,957.52 a month, −11.4% vs the UHC renewal: short of the 15% rule.

Three-year vesting: PEHP offers annual contracts, but its risk pool includes a three-year vesting provision. GWA would be free to leave before three years; however, if the group leaves with a claims deficit, it could be responsible for repaying that deficit, with no stated maximum liability. After three completed years, this early-exit provision no longer applies.

IMPORTANT LIMITS

- Does not cover several prescriptions GWA members take today
- PEHP does not grant medical exceptions for a new group, so those members would switch drugs or pay full cost
- Specialty drugs must go through Accredo
- Three-year vesting with possible deficit repayment
- Strength: 2028 increase capped at 7.2%

Source: PEHP proposal 10/21/2026 (rates as quoted); January Geertsen (PEHP) 11/2/2026. Tiers at 50 enrolled: 22 single, 8 double, 20 family.

Select Health HSA Plans

Preliminary quote received November 2. Select Health confirmed these are fully underwritten rates, not base rates.

Select Health plan	Deductible	Plan pays	Out-of-pocket max	Monthly	vs UHC negotiated	vs 2026 today
HSA 6550 / 13100	**$6,550 / $13,100**	**80%**	**$6,900 / $13,800**	**$102,220.20**	**−$7,221 (−6.6%)**	**+28.4%**
HSA 5000 / 10000	$5,000 / $10,000	80%	$6,000 / $12,000	$106,462.80	−$2,978 (−2.7%)	+33.8%
HSA 4500 / 9000	$4,500 / $9,000	100%	$4,500 / $9,000	$118,410.40	+$8,970 (+8.2%)	+48.8%
HSA 3500 / 7000	$3,500 / $7,000	80%	$5,000 / $10,000	$119,852.80	+$10,412 (+9.5%)	+50.6%
HSA 3500 / 7000	$3,500 / $7,000	100%	$3,500 / $7,000	$128,016.00	+$18,575 (+17.0%)	+60.8%

HSA 6550 / 13100 is Select Health's highest deductible and lowest-cost HSA plan: $7,221 a month less than the UHC renewal (−6.6%), short of the 15% rule. The $5,000 plan is the closest match to today (−2.7%).

The lowest-cost Select Health plan overall ($7,500 Traditional, $97,357.60 a month, −11.0%) is not HSA-qualified, so it would end GWA's HSA deposits, and it also falls short of 15%.

HSA 6550 / 13100

- Deductible $6,550 / $13,100; plan pays 80% after it
- Out-of-pocket max $6,900 / $13,800; GWA's HRA keeps employees at $2,000 / $6,000
- One-time $25,000 credit still leaves it short of 15% (−8.5%)
- Intermountain-owned; Value and Med networks with the same cost sharing in both
- Specialty drugs (Tier 4): 20% after the deductible
- Before signing: provider and prescription check for current members

Source: Select Health composite rate report and enrollment summary (11/2/2026) at 50 enrolled; Select Health 2027 plan summaries (SBCs); rates confirmed as underwritten by phone 11/2/2026.

Cigna Open Access Plus HDHP

Quote received November 3. One plan, built to match today's UHC plan design.

Cigna Open Access Plus HDHP	In network
Deductible (single / family)	$5,000 / $10,000
Plan pays after deductible	70%
Out-of-pocket max (single / family)	$6,250 / $12,500
Network	Cigna Open Access Plus (in network only)
Monthly premium (maximum cost)	$98,528.50
vs UHC renewal (negotiated / as released)	−10.0% / −12.7%
With one-time $48,000 credit (per month)	$94,528.50 (−13.6%)
Clears the 15% rule?	**No. Needs $93,024.62 or less**

HOW IT IS FUNDED

- Level funded: one fixed monthly cost, the most GWA pays
- Stop-loss pays any one person's claims above $50,000
- Claims above 110% of the expected level are covered by stop-loss
- If claims run low, GWA gets back 50% of the surplus
- 2028 rates depend on 2027 claims; no cap

FIT FOR GWA

- Most current prescriptions are covered; fewest drug changes of any carrier change
- St. George Regional, Cedar City Hospital and Revere Health are in network
- Some Salt Lake-area Intermountain hospitals are not in this network
- Specialty drugs through Cigna's mail-order pharmacy, $250 after deductible
- Employee cost by tier: rates to come from Cigna

Source: Cigna quote and plan summary (Open Access Plus HDHPQ, 11/3/2026) at 50 enrolled; Tracie Smith (Cigna) 11/3/2026; Cigna drug lists and Utah network directories. Our calculations.

All Options Side by Side

Lowest to highest monthly premium. Level-funded figures are maximum costs before any surplus return.

Carrier	Plan	Funding	Out-of-pocket max	Monthly	Annual	vs UHC negotiated	vs 2026
Angle Health	**HDHP 8000 / 8000 (recommended)**	**Level funded**	**$8,000 / $16,000**	**$82,946.74**	**$995,361**	**−24.2%**	**+4.2%**
Angle Health	HDHP 7000 / 7000	Level funded	$7,000 / $14,000	$86,938.34	$1,043,260	−20.6%	+9.2%
Angle Health	HDHP 4000 / 7000	Level funded	$7,000 / $14,000	$92,130.48	$1,105,566	−15.8%	+15.8%
Angle Health	HDHP 5000 / 5000	Level funded	$5,000 / $10,000	$95,689.12	$1,148,269	−12.6%	+20.2%
PEHP	STAR HSA Option 7	Risk pool	$8,000 / $16,000	$96,957.52	$1,163,490	−11.4%	+21.8%
UHC	**CharterPlus FELZ (recommended if staying)**	**Fully insured**	**$6,200 / $12,400**	**$98,226.09**	**$1,178,713**	**−10.2%**	**+23.4%**
Cigna	Open Access Plus HDHP 5000 / 10000	Level funded	$6,250 / $12,500	$98,528.50	$1,182,342	−10.0%	+23.8%
UHC	CharterPlus FELX	Fully insured	$6,250 / $12,500	$98,674.67	$1,184,096	−9.8%	+24.0%
PEHP	STAR HSA Option 5	Risk pool	$6,000 / $12,000	$104,640.68	$1,255,688	−4.4%	+31.5%
Select Health	HSA 6550 / 13100	Fully insured	$6,900 / $13,800	$102,220.20	$1,226,642	−6.6%	+28.4%
Select Health	HSA 5000 / 10000	Fully insured	$6,000 / $12,000	$106,462.80	$1,277,554	−2.7%	+33.8%
UHC	Renewal EW65, negotiated	Fully insured	$6,250 / $12,500	$109,440.73	$1,313,289	–	+37.5%
UHC	Renewal EW65, as released	Fully insured	$6,250 / $12,500	$112,873.84	$1,354,486	+3.1%	+41.8%

Source: UHC Quote 1299577-5 with 10/27/2026 concession method; Angle Health Quote 490184; PEHP proposal 10/21/2026 (+$50 per employee per month); Select Health quote 11/2/2026; Cigna quote 11/3/2026 (before its $48,000 credit). Annual = monthly × 12. All on 50 enrolled.

Is a Carrier Change Worth It?

A carrier change must save at least 15%. Last year Cigna (−9%) and Select Health (−11%) fell short; GWA stayed.

15%
SAVINGS NEEDED TO CHANGE CARRIERS

$93,024.62
MOST A NEW CARRIER CAN COST / MO

Angle only
CARRIER THAT CLEARS IT

Carrier	Plan	Deductible	Monthly premium	Less than UHC renewal	vs renewal	vs today	Clears 15%?
Angle Health	**HDHP 8000 / 8000**	**$8,000 / $16,000**	**$82,946.74**	**$26,493.99 / mo**	**−24.2%**	**+4.2%**	**Yes. Recommended**
Angle Health	HDHP 7000 / 7000	$7,000 / $14,000	$86,938.34	$22,502.39 / mo	−20.6%	+9.2%	Yes
Angle Health	HDHP 4000 / 7000	$4,000 / $8,000	$92,130.48	$17,310.25 / mo	−15.8%	+15.8%	Yes, barely
Angle Health	HDHP 5000 / 5000	$5,000 / $10,000	$95,689.12	$13,751.61 / mo	−12.6%	+20.2%	No
PEHP	STAR HSA Option 7 (lowest cost)	$4,000 / $8,000	$96,957.52	$12,483.21 / mo	−11.4%	+21.8%	No
Select Health	HSA 6550 / 13100 (lowest HSA cost)	$6,550 / $13,100	$102,220.20	$7,220.53 / mo	−6.6%	+28.4%	No
Cigna	Open Access Plus HDHP	$5,000 / $10,000	$98,528.50	$10,912.23 / mo	−10.0%	+23.8%	No (−13.6% with credit)
UHC (stays)	**CharterPlus FELZ**	**$6,200 / $12,400**	**$98,226.09**	**$11,214.64 / mo**	**−10.2%**	**+23.4%**	**n/a (stays with UHC)**

Why 15%: a new carrier means new ID cards, a new network and drug list to check, and new paperwork for every employee. Smaller savings are not worth that disruption.

Source: UHC renewal at +37.5% (Erica Constanza, UHC, 10/21 and 10/27/2026); SUI 2026 renewal book (Cigna and Select Health vs the 2026 UHC renewal); Cigna quote 11/3/2026; Angle Health Quote 490184; PEHP proposal 10/21/2026 (+$50 per employee per month, same basis as other carriers); Select Health quote 11/2/2026. Monthly premium on 50 enrolled. Our calculations.

SOUTHERN UTAH INSURANCE™

What Each Option Really Costs GWA

Premium is only part of the cost. GWA also funds HSA deposits and HRA reimbursements.

Option	Annual premium	GWA pays 80%	HSA deposits	HRA (est.)	Other fees	GWA total cost	vs UHC negotiated
2026 today (UHC)	$955,119	$764,095	$100,000	$30,500	–	$894,595	2026 baseline
UHC renewal, negotiated	$1,313,289	$1,050,631	$100,000	$30,500	–	$1,181,131	–
UHC CharterPlus FELZ (if staying)	**$1,178,713**	**$942,970**	**$100,000**	**$29,811**	**–**	**$1,072,781**	**−$108,350**
Angle Health HDHP 8000 / 8000 (recommended)	**$995,361**	**$796,288**	**$100,000**	**$54,203**	**–**	**$950,491**	**−$230,640**
PEHP STAR HSA Option 7	$1,163,490	$930,792	$100,000	$54,203	$1,260	$1,086,255	−$94,876
Select Health HSA 6550 / 13100	$1,226,642	$981,313	$100,000	$39,297	–	$1,120,610	−$60,521
Cigna OAP HDHP 5000 (with $48K credit)	$1,182,342	$945,873	$100,000	$30,500	−$48,000 credit	$1,028,373	−$152,758

WHY A BIGGER HRA STILL SAVES

On Angle 8000 / 8000 the HRA covers up to $4,000 single / $8,000 family, so employees still max out at $2,000 / $6,000. The expected HRA is about $23,703 more than today, but GWA's share of premium drops $254,343.

HOW THE TOTAL WORKS

GWA total = 80% of annual premium + $2,000 HSA deposit × 50 employees + estimated HRA + fees. Employees pay the other 20% of premium.

Source: Carrier rates above; HRA estimate = 2023–2025 average ($30,489) scaled to each plan's HRA layer; Select Health totals exclude its one-time $25,000 credit (11/3/2026); Cigna includes its one-time $48,000 credit (Cigna quote 11/3/2026). Our calculations.

Employee Monthly Cost by Tier

If GWA keeps paying 80% of premium.

Coverage tier	2026 today	UHC renewal, negotiated	UHC CharterPlus FELZ	Angle HDHP 8000	PEHP STAR 7	Select Health 6550
Employee only	$159.35	$219.10	$196.65	$166.06	$209.78	$209.46
Employee + spouse	$358.53	$492.98	$442.46	$373.63	$423.55	$439.88
Employee + child(ren)	$342.59	$471.07	$422.79	$357.03	$423.55	$377.04
Family	$493.97	$679.21	$609.61	$514.78	$569.39	$649.36
Family: change vs 2026 per month	–	+$185.24	+$115.64	+$20.81	+$75.42	+$155.39
Family: change per paycheck	–	**+$92.62**	**+$57.82**	**+$10.41**	**+$37.71**	**+$77.69**

Employee worst case per year	2026 today	UHC negotiated	UHC FELZ	Angle 8000	PEHP STAR 7	Select 6550
Employee only: premium + max out of pocket after HSA and HRA	$3,912	$4,629	$4,360	$3,993	$4,517	$4,514
Family: premium + max out of pocket after HSA and HRA	$11,928	$14,151	$13,315	$12,177	$12,833	$13,792

Source: Carrier tier rates × 20%. UHC negotiated and CharterPlus tier rates are estimates scaled from UHC's released rates. PEHP has one rate for employee + spouse and employee + child(ren), at +$50 per employee per month.

Employee Cost per Paycheck

Full reference by tier, 24 semi-monthly paychecks a year, if GWA keeps paying 80% of premium.

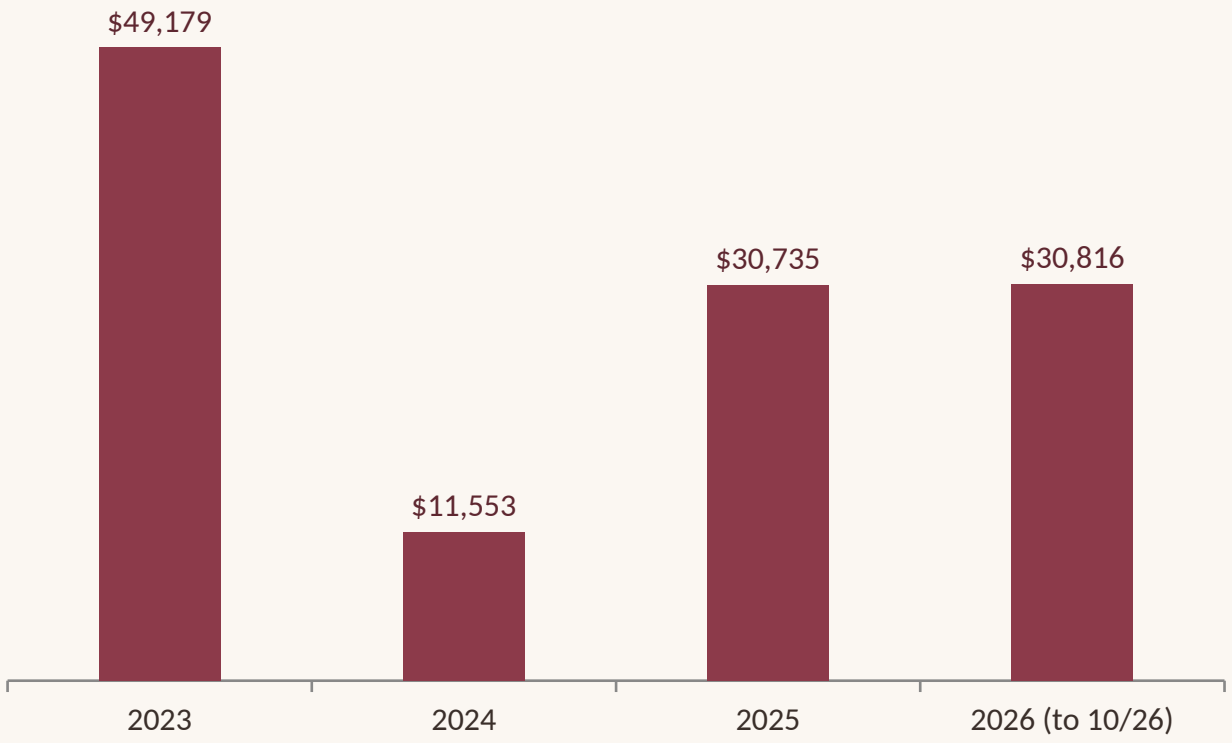
Per paycheck	2026 today	UHC renewal, negotiated	UHC CharterPlus FELZ	Angle HDHP 8000	PEHP STAR 7	Select Health 6550
Employee only	$79.67	$109.55	$98.32	$83.03	$104.89	$104.73
Employee + spouse	$179.26	$246.49	$221.23	$186.82	$211.78	$219.94
Employee + child(ren)	$171.30	$235.53	$211.40	$178.51	$211.78	$188.52
Family	$246.99	$339.61	$304.81	$257.39	$284.70	$324.68

Change vs 2026	2026 today	UHC renewal, negotiated	UHC CharterPlus FELZ	Angle HDHP 8000	PEHP STAR 7	Select Health 6550
Employee only: per month	–	+$59.75	+$37.30	+$6.71	+$50.44	+$50.11
Employee only: per paycheck	–	+$29.88	+$18.65	+$3.36	+$25.22	+$25.06
Employee + spouse: per month	–	+$134.45	+$83.93	+$15.11	+$65.02	+$81.35
Employee + spouse: per paycheck	–	+$67.22	+$41.97	+$7.55	+$32.51	+$40.68
Employee + child(ren): per month	–	+$128.47	+$80.20	+$14.43	+$80.96	+$34.45
Employee + child(ren): per paycheck	–	+$64.24	+$40.10	+$7.22	+$40.48	+$17.22
Family: per month	–	+$185.24	+$115.64	+$20.81	+$75.42	+$155.39
Family: per paycheck	–	+$92.62	+$57.82	+$10.41	+$37.71	+$77.69

Source: Carrier tier rates × 20% (previous slide). Per paycheck = monthly × 12 ÷ 24. UHC negotiated and CharterPlus tier rates are estimates scaled from UHC's released rates. PEHP has one rate for employee + spouse and employee + child(ren). Our calculations.

GWA's HRA Strategy Has Worked

What GWA actually paid in HRA reimbursements, compared with the most it could have owed.



$30,489
2023–2025 AVERAGE

$175,500
MOST GWA COULD OWE

17%
AVERAGE USE OF MAX

28%
HIGHEST YEAR (2023)

WHAT IT MEANS

GWA pays the back end only when employees use it, and has paid well under the maximum every year. Past results do not guarantee 2027, so the next slide also shows a heavy year and a worst case.

Source: Spencer Adams, Red Apple Financial, email 10/26/2026 (calendar-year payments; some claims are paid early the following year). Maximum possible = 22 × $2,250 + 28 × $4,500 on today's enrollment. Our calculations.

Bigger Deductible, Bigger HRA

Buy a cheaper, higher-deductible plan and let the HRA cover the gap. Employees still pay no more than $2,000 / $6,000.

Plan	Monthly premium	HRA per person (single / family)	GWA cost, expected HRA	GWA cost, every HRA used	Expected vs UHC renewal
UHC renewal, negotiated (today's design)	$109,440.73	$2,250 / $4,500	$1,181,131	$1,326,131	–
Angle HDHP 8000 / 8000 (recommended)	**$82,946.74**	**$4,000 / $8,000**	**$950,491**	**$1,208,288**	**−$230,640**
UHC CharterPlus FELZ (if staying)	**$98,226.09**	**$2,200 / $4,400**	**$1,072,781**	**$1,214,570**	**−$108,350**
Angle HDHP 7000 / 7000	$86,938.34	$3,000 / $6,000	$975,260	$1,168,608	−$205,871
Angle HDHP 5000 / 5000	$95,689.12	$1,000 / $2,000	$1,032,166	$1,096,615	−$148,965
UHC FELZ M44Y (smaller drug list)	$96,544.65	$2,200 / $4,400	$1,056,639	$1,198,428	−$124,492
UHC CharterPlus FELX	$98,674.67	$2,250 / $4,500	$1,077,776	$1,222,776	−$103,355
PEHP STAR HSA 7	$96,957.52	$4,000 / $8,000	$1,086,255	$1,344,052	−$94,876
Select Health HSA 6550 / 13100	$102,220.20	$2,900 / $5,800	$1,120,610	$1,307,513	−$60,521

THE OPPORTUNITY

Angle 8000 / 8000 with a bigger HRA is expected to cost $230,640 a year less than the UHC renewal; CharterPlus FELZ, $108,350 less. Employees see the same maximum cost.

THE TRADE-OFF

GWA takes on more HRA risk. In a year like 2023 (GWA's highest), Angle 8000 still saves $216,093 vs the renewal. Even if every HRA is used, Angle 8000 costs $117,843 less than the renewal's worst case.

Source: Carrier quotes above. HRA per person = plan out-of-pocket max − $2,000 HSA − employee share ($2,000 single / $6,000 family). Expected HRA = 2023–2025 average paid ($30,489, Red Apple Financial 10/26/2026) scaled to each layer. Worst case = every employee uses the full HRA. 22 single / 28 with dependents. Our calculations.

Other Ways to Lower GWA's Cost

None of these raise the most an employee pays in a year.

01 SHIFT HSA TO HRA

Up to $50,000 / yr

- Example: GWA deposits $1,000 to every HSA instead of $2,000; the HRA starts paying $1,000 sooner
- Same rules for every employee; nothing is based on health
- Anyone with medical bills gets the $1,000 back through the HRA; the most anyone pays stays $2,000 / $6,000
- Trade-off: an employee with few or no medical bills keeps $1,000 less in the HSA that year
- Family HRA cannot start before $3,500 of claims (IRS rule)

02 HSA BY PAYCHECK

No benefit change

- Fund $2,000 over the year instead of all on January 1
- Employees who stay get the same $2,000
- Saves about $1,000 for each employee who leaves at mid-year
- Fits school-year turnover
- Quarterly deposits are a middle ground

03 ASK ANGLE FOR MORE

Simple requests

- Rates without the 10% surplus-return feature
- A cap on the 2028 renewal increase
- A two-plan option: GWA pays toward 8000 / 8000, employees can buy up to 5000 / 5000
- Free to ask; no employee impact

04 FOR 2028

Plan ahead now

- Individual-coverage HRA (ICHRA) needs 90 days' notice; too late for 1/1/2027
- Utah Marketplace premiums up about 13% for 2027
- Multi-year rate caps at next renewal
- Employee pre-tax HSA deposits save GWA 7.65% payroll tax on each dollar

Not recommended: spousal surcharges, lowering GWA's 80% share, or plans above the IRS HSA limits. Each raises costs for employees, the opposite of the board's goal.

Source: IRS Rev. Proc. 2026-24 (2027 HDHP minimum deductible $1,750 / $3,500; out-of-pocket limit $8,700 / $17,400); GWA 2026 HSA & HRA Plan Design; UHC 10/27/2026 terms; Angle Health Quote 490184. Savings are our estimates.

GWA vs. Washington County School District

WCSD's HSA plan (plan year 8/1/2026–7/31/2027) next to GWA today and GWA's 2027 options, if GWA keeps paying 80%.

	WCSD HSA plan (EMI)	GWA today (UHC)	GWA 2027: UHC renewal	GWA 2027: CharterPlus FELZ	GWA 2027: Angle 8000 + bigger HRA
Deductible (single / family)	$2,250 / $4,500	$5,000 / $10,000	$5,000 / $10,000	$6,200 / $12,400	$8,000 / $16,000
Employer HSA deposit	$1,200 (employee puts in $20 / mo)	$2,000	$2,000	$2,000	$2,000
Most the employee pays in claims	$3,800 / $8,800	$2,000 / $6,000	$2,000 / $6,000	$2,000 / $6,000	$2,000 / $6,000
Employee premium per month (single / family)	$34 / $107	$159.35 / $493.97	$219.10 / $679.21	$196.65 / $609.61	$166.06 / $514.78
Employee premium per paycheck (single / family)	$17 / $53.50	$79.67 / $246.99	$109.55 / $339.61	$98.32 / $304.81	$83.03 / $257.39
Worst case per year: single	**$4,208**	**$3,912**	**$4,629**	**$4,360**	**$3,993**
Worst case per year: family	**$10,084**	**$11,928**	**$14,151**	**$13,315**	**$12,177**
Dental / basic life	Employer-paid family dental; $25,000 life	Employee-paid dental; $15,000 life	Same as today	Same as today	Same as today

Takeaway: GWA employees pay far less in claims ($2,000 / $6,000 vs $3,800 / $8,800). WCSD wins on premium, family cost, employer-paid dental and free counseling (TAVA). In 2027, Angle 8000 with a bigger HRA comes closest to WCSD, with lower employee premiums than any other GWA option.

Source: WCSD Summary of Benefits and QHDHP SBC 2026–2027 (washk12.org); carrier quotes above. Worst case = employee premium × 12 + most the employee pays after GWA's HSA and HRA (WCSD: out-of-pocket max − $1,200 HSA). Per paycheck = monthly × 12 ÷ 24 (WCSD shown on the same basis). Our calculations.

Dental, Vision and Life

Employee-paid. Dental and vision can stay with UHC or move to EMI Health; Select Health quoted its own with its medical plan.

Line	Plan	Monthly	vs UHC renewal	Notes
Dental	UHC 1X746 PPO, 2026	$2,932.63	–	Current
Dental	UHC 1X746 PPO, 2027 (+9%)	$3,196.50	–	UHC approved +9% instead of +10.6%
Dental	**EMI Premier PPO**	**$2,965.90**	**−7.2%**	**Same design: $5,000 max, $1,000 ortho, 100 / 80 / 50**
Dental	Select Health Dental 4000 Roll Over	$3,340.47	+4.5%	$4,000 max, $0 deductible, $2,500 ortho, 100 / 80 / 50
Vision	UHC S110C, 2027 (+5%)	$421.97	–	Rates guaranteed through 12/31/2028
Vision	EMI VSP 10-100	$413.30	−2.1%	$10 copays, frames every 12 months
Vision	EMI VSP 10-130	$474.80	+12.5%	Higher frame allowance
Vision	Select Health Eyewear (EyeMed)	$585.10	+38.7%	$0 exam, $25 lenses, $250 frames or contacts
Life	UHC basic life / AD&D	$242.16	No change	Guaranteed through 12/31/2028

PEHP note: PEHP also quoted dental, vision and life, but only medical must be with PEHP. If UHC medical leaves, we confirm whether UHC keeps its dental and vision rates.

Source: UHC ancillary renewal and Erica Constanza (UHC) 10/27/2026; EMI Health proposals 10/19/2026 on UHC's current dental and vision enrollment. EMI adds a $2 per employee admin fee (max $20 a month). Select Health 11/2/2026, priced on UHC's enrollment (our calculation).

Trade-offs for Each Option

Prescription and network changes are handled privately with affected employees.

ANGLE HDHP 8000

Recommended

- Clears the 15% rule: −24.2% premium
- Lowest total cost to GWA
- Plan pays 100% after deductible; bigger HRA keeps employees at $2,000 / $6,000
- A few prescriptions move to covered alternatives
- Level funded: no cap on 2028 rates

UHC FELZ

Stay with UHC

- No carrier change, fully insured
- UHC's highest deductible; plan pays 100% after it
- Same drug list as today
- 99.5% of claim dollars at matched providers; members choose a PCP
- 2028 rates unknown

SELECT 6550

Short of 15%

- Lowest Select Health HSA cost: −6.6% premium
- Higher out-of-pocket max; GWA's HRA covers more
- Drug exceptions case by case
- With $25,000 credit, $145,119 a year more than Angle 8000
- Other strings: none; standard fully insured

PEHP STAR 7

Short of 15%

- PEHP's lowest cost: −11.4% premium
- 2028 increase capped at 7.2%
- Drops several current prescriptions; no exceptions
- Other strings: three-year vesting, possible deficit repayment, must be GWA's only medical carrier

UHC AS-IS

Highest cost

- Same plan design; employee max unchanged
- Highest total cost to GWA
- 2028 rates unknown after +82% in three years
- +37.5% approved by email; formal exhibit once GWA commits

Source: Carrier formularies and quotes; UHC CharterPlus disruption report; AngleRx formulary (October 2026); PEHP covered drug list (2027); Select Health quote and plan summaries 11/2/2026.

OUR RECOMMENDATION

Angle Health HDHP 8000 / 8000

The only carrier change that saves at least 15% off the renewal. If the board prefers to stay with UHC, choose CharterPlus FELZ.

RECOMMENDED

Angle Health HDHP 8000 / 8000

Premium −24.2% vs the renewal (+4.2% vs today). $950,491 a year to GWA, $230,640 less. Bigger HRA keeps employees at $2,000 / $6,000.

IF STAYING WITH UHC

UHC CharterPlus FELZ

$1,072,781 a year to GWA, $108,350 less than the renewal. Fully insured; same drug list; nearly all current doctors in network.

THE DIFFERENCE

$122,290 a year

Angle saves more in 2027. FELZ is fully insured, so 2027 claims cannot raise GWA's cost during the year.

SHORT OF 15%

Cigna, Select Health, PEHP, Angle 5000

Cigna −10.0% (−13.6% with credit), Select Health 6550 −6.6%, PEHP STAR 7 −11.4%, Angle 5000 −12.6%. Not enough savings to justify the change. UHC as-is costs the most.

BEFORE SIGNING: final rates in writing. Angle: governmental plan wording and final census check. UHC FELZ: UHC's rates assume GWA funds no more than 50% of the deductible, so we confirm the HRA design.

Recommended action: the board selects Angle Health HDHP 8000 / 8000 (or UHC CharterPlus FELZ to stay with UHC) today, so we can lock in written rates.

Next Steps and Timeline

What happens after the board decides.

1 Board decision

Select the medical plan today, November 3.

2 Notify the carrier

We confirm the decision with the chosen carrier and request written final rates.

3 Paperwork

Applications, final census and plan documents (Angle: governmental plan wording).

4 Employee enrollment

Enrollment meetings and Employee Navigator updates in time for January 1.

Date	Milestone
November 3, 2026	Board decision
Week of November 9	Written final rates from the chosen carrier
November 13, 2026	Target to complete carrier paperwork
December 2026	Employee enrollment
January 1, 2027	New plan year begins

Source: UHC needs 4–5 business days to write final rates (Erica Constanza, 10/27/2026); Angle implementation within 48 hours of approval.

APPROVAL & CONTACT

Thoughtful coverage, decided on time.

BOARD DECISION

November 3, 2026

Sources: UHC renewal exhibits, CharterPlus disruption report and ancillary renewal; Angle Health Quote 490184; PEHP proposal and drug list; Select Health quote and plan summaries (11/2/2026); EMI Health dental and vision proposals; carrier decline notices. All medical figures use 50 enrolled employees; annual = monthly × 12. Carrier contracts govern benefits.



Questions? Call or text (435) 673-7912 or email chanel@southernutahinsurance.com.

George Washington Academy

2026 Current vs. 2027 Renewal Rates: All Lines of Coverage

Per month and per paycheck (24 paychecks a year) | Plan year January 1, 2027 | Prepared by Southern Utah Insurance

2027 at a glance

- **Medical:** UnitedHealthcare CharterPlus FELZ replaces Choice HSA. $6,200 / $12,400 deductible, then the plan pays 100%. GWA keeps paying 80% of every tier, plus the $2,000 HSA ($1,000 in January, $1,000 on August 1) and the HRA.
- **Dental, vision and life:** Same UnitedHealthcare plans at the same 2026 rates. Basic life and AD&D stay 100% GWA paid.

Medical: UnitedHealthcare (GWA pays 80%, employee pays 20%)

	Total monthly rate		GWA pays per month		Employee per month		Employee per paycheck	
Coverage tier	**2026**	**2027**	**2026**	**2027**	**2026**	**2027**	**2026**	**2027**
Employee only	$796.73	$983.24	$637.38	$786.59	$159.35	$196.65	$79.67	$98.32
Employee + spouse	$1,792.64	$2,212.30	$1,434.11	$1,769.84	$358.53	$442.46	$179.26	$221.23
Employee + child(ren)	$1,712.97	$2,113.97	$1,370.38	$1,691.18	$342.59	$422.79	$171.30	$211.40
Family	$2,469.86	$3,048.06	$1,975.89	$2,438.45	$493.97	$609.61	$246.99	$304.81
Total (50 enrolled)	**$79,593.26**	**$98,226.09**	**$63,674.61**	**$78,580.87**	**$15,918.65**	**$19,645.22**		

2026 = Choice HSA (EI9D). 2027 = CharterPlus FELZ, +23.4% on every tier. 2027 tier rates are Southern Utah Insurance estimates that add up to UnitedHealthcare's approved $98,226.09 a month; we will swap in the final tier rates when UHC issues them. Enrolled: 22 / 6 / 4 / 18.

Dental, vision and life: same rates in 2026 and 2027

Coverage	Monthly rate	GWA pays per month	Employee per month	Employee per paycheck
Dental: UHC 1X746 (100% employee paid; 37 enrolled)				
Employee only	$39.38	$0.00	$39.38	$19.69
Employee + spouse	$78.77	$0.00	$78.77	$39.39
Employee + child(ren)	$91.05	$0.00	$91.05	$45.53
Family	$137.32	$0.00	$137.32	$68.66
Vision: UHC S110C (100% employee paid; 39 enrolled)				
Employee only	$5.67	$0.00	$5.67	$2.84
Employee + spouse	$10.76	$0.00	$10.76	$5.38
Employee + child(ren)	$12.63	$0.00	$12.63	$6.32
Family	$17.77	$0.00	$17.77	$8.89
Life: UHC (rates guaranteed through 12/31/2028)				
Basic life and AD&D, $15,000 (each employee)	$2.10	$2.10	$0.00	$0.00
Dependent life, $7,500 spouse / $3,750 child (voluntary)	$2.63	$0.00	$2.63	$1.32

Basic life = $15,000 × ($0.12 life + $0.02 AD&D) per $1,000 = $2.10 a month. Dependent life is $2.63 a month per employee who elects it, and covers all of that employee's dependents.

CONFIDENTIAL BOARD SUPPLEMENT

Prescription and Provider Impact by Carrier

George Washington Academy | 2027 medical options | Prepared November 3, 2026 by Southern Utah Insurance

How to use this page: This shows how the prescriptions and providers GWA's plan uses today would be handled by each carrier. It lists drug names only, with no member names, member counts or conditions. Please keep it with the board, hand it out on paper and collect it after the meeting rather than posting or projecting it.

Drug-by-drug coverage

Drug	UHC renewal / CharterPlus FELZ (covered today)	Angle Health HDHP 8000	PEHP STAR HSA (all options)	Select Health HSA (RxSelect list)	Cigna OAP HDHP (quoted 11/3)
Cimzia	Covered	**Not covered. Covered options include Zymfentra, adalimumab biosimilars, Avsola / infliximab**	Specialty Tier C1, prior auth, Accredo	Tier 4, prior auth	Covered, Tier 2 specialty, prior auth
Enbrel	Covered	Covered, prior auth	Specialty Tier C2, prior auth, Accredo	Tier 4, prior auth	Covered, Tier 2 specialty, prior auth
Dupixent	Covered	Covered, prior auth	Specialty Tier C3, prior auth, Accredo	**Not on drug list. Adbry, Ebglyss, Cibinqo, Rinvoq are Tier 4; exception can be requested**	Covered, Tier 2 specialty, prior auth; new 2027 quantity limit
Lumryz	Covered	Covered, prior auth	**Not covered, no exceptions. Xyrem is Tier C2**	**Not on drug list. Generic sodium oxybate is Tier 4, prior auth; exception can be requested**	Covered, Tier 3, prior auth. Generic sodium oxybate is Tier 1
Infliximab (Renflexis / Avsola)	Covered	Avsola / infliximab covered; Renflexis not. Leap infusion program	Renflexis only, Tier A, prior auth, Accredo or home health	Clinic infusions covered under medical, 20% after deductible	Avsola covered, Tier 2; Renflexis not covered (switch or exception)
Nivestym	Covered	**Not covered at the pharmacy (Angle, 11/3). No filgrastim is covered; covered options are Fulphila, Ziextenzo (pegfilgrastim) and Leukine. Clinic-given coverage under medical not answered**	Specialty Tier A	Clinic-given doses covered under medical, 20% after deductible	Covered, preferred
Ubrelvy	Covered	Covered, prior auth	Tier 2, prior auth	**Not on drug list. Nurtec is Tier 2, Reyvow Tier 3**	Covered, Tier 2
Nurtec	Covered	Covered, prior auth	**Not covered. Ubrelvy is the covered option**	Tier 2, prior auth	Covered, Tier 2
Xifaxan	Covered	Covered, prior auth	Tier 2, prior auth	Tier 3, prior auth	Covered, Tier 2
Victoza (liraglutide)	Covered	Generic covered	**Not covered. Ozempic and Trulicity covered, prior auth**	**Not on drug list. Trulicity and Mounjaro are Tier 2, prior auth**	Generic covered

Drug	UHC renewal / CharterPlus FELZ (covered today)	Angle Health HDHP 8000	PEHP STAR HSA (all options)	Select Health HSA (RxSelect list)	Cigna OAP HDHP (quoted 11/3)
Qvar	Covered	Covered	Preferred; paid before the deductible	Tier 3, prior auth	Covered, Tier 2
Estradiol, budesonide, levetiracetam	Covered	Covered	Preferred list	Tier 1 generics	Covered (budesonide form to confirm)

What members pay for prescriptions

Plan	Prescription cost after deductible	Out-of-pocket max	Member impact
UHC renewal (EW65)	After the $5,000 deductible: $5 / $30 / $65 / $250 by tier	$6,250 / $12,500	Same copays and deductible as today
UHC CharterPlus FELZ (if staying)	Full cost until the $6,200 / $12,400 deductible, then $0 (the deductible equals the out-of-pocket max). Same G84 drug list as today	$6,200 / $12,400	Same drug list; GWA's HRA keeps employees at $2,000 / $6,000
Angle Health HDHP 8000 (recommended)	$0 after the $8,000 / $16,000 deductible on every tier (same AngleRx drug list as the other Angle plans). Drugs over $1,000 go through AngleRx's assistance program, often at $0	$8,000 / $16,000	GWA's HRA keeps employees at $2,000 / $6,000
PEHP STAR HSA 7	After the $4,000 / $8,000 deductible; specialty Tier A is 20% up to $150 a fill (other tiers not yet confirmed by PEHP)	$8,000 / $16,000	Three drugs not covered, no exceptions
Cigna OAP HDHP 5000 (quoted 11/3)	After the $5,000 / $10,000 deductible (preventive drugs before it); specialty $250 a fill through Accredo mail order	$6,250 / $12,500	Renflexis switches to Avsola or Inflectra; new prior auths for specialty drugs
Select Health HSA 6550	After the $6,550 / $13,100 deductible; specialty (Tier 4) 20%. Other tier copays not yet confirmed for this plan	$6,900 / $13,800	Four current drugs not on the list; exceptions case by case

If a drug is not covered

- **UHC:** No change from today.
- **Angle Health:** Members move to a covered alternative with their doctor. Angle helps arrange the switch, and infusions can be coordinated through Leap at little or no cost to the member.
- **PEHP:** No medical exceptions for a new group. Members switch drugs or pay full price (confirmed by PEHP 11/2/2026).
- **Select Health:** The doctor can request a case-by-case exception for medical necessity, or the member switches to a covered drug in the same class.
- **Cigna:** The doctor can request an exception; step-therapy users get one 30-day transition fill. Specialty drugs fill through Accredo; infusions at Cigna-designated sites.

Providers

- **UHC CharterPlus:** 188 of 196 providers GWA members used are in network, covering 99.5% of claim dollars. That includes St. George Regional, Cedar City Hospital, Revere Health, Intermountain, Utah Gastroenterology and St. George OB/GYN. The providers not in network are all out of state: Mayo Clinic (Arizona and Minnesota) and Associated Clinicians of East Texas (UHC disruption report, 10/26/2026).
- **Angle Health (Cigna PPO):** St. George Regional, Cedar City Hospital and Revere Health are in network. Cigna is a national network; a provider check would confirm out-of-state care such as Mayo Clinic.
- **PEHP:** St. George Regional, Cedar City and Revere are in both PEHP networks.
- **Cigna Open Access Plus:** St. George Regional, Cedar City, Revere Health, Primary Children's and Mayo Clinic Arizona are in network. Some Salt Lake-area Intermountain hospitals (IMC, LDS, Utah Valley, McKay-Dee, Riverton, TOSH) are not.
- **Select Health:** Intermountain-owned, with Value and Med networks at the same cost sharing. Provider check still to be done; out-of-state care such as Mayo Clinic needs to be confirmed.

Summary

	UHC	Angle Health	PEHP	Select Health	Cigna
Current drugs not covered	None	Cimzia; Nivestym at the pharmacy (confirmed 11/3)	Lumryz, Nurtec, Victoza	Dupixent, Lumryz, Ubrelvy, Victoza	Renflexis (Avsola covered)
Exceptions allowed	n/a	Covered alternatives	No	Yes, case by case	Yes, by request

2027 Creative Funding Options

GWA Benefits Committee Board | November 9, 2026
UHC CharterPlus FELZ — Current G84 Prescription List

Purpose: Reduce teachers' per-paycheck medical deductions by reallocating premium and HSA funding while keeping GWA's overall benefits budget manageable.

Why we are exploring different funding approaches

"One of the most valuable things we learned during our renewal discussions was that employees may have different financial priorities. Some prefer larger employer HSA contributions to help with medical expenses, while others would rather have lower deductions from every paycheck, even if that means accepting more financial responsibility when they receive care.

We have an opportunity to explore how GWA allocates its existing benefits budget between premium contributions and HSA funding. Our goal is not necessarily to spend more money, but to provide greater paycheck affordability while preserving the stability of the UnitedHealthcare plan the Board selected."

Negotiated FELZ premium — discount included

Item	Annual / monthly amount
Released monthly premium (rounded)	$101,659 / month
Negotiated discount (rounded)	−$3,433 / month
Negotiated FELZ G84 monthly premium	$98,226.09
Annual group premium	$1,178,713.08
GWA premium share at 80%	$942,970.46
HSA: $2,000 × 50 employees	$100,000
Estimated HRA reimbursements	$29,811
Estimated GWA total	$1,072,781

50 enrolled: 22 employee only / 6 employee + spouse / 4 employee + child(ren) / 18 family. FELZ $6,200 / $12,400 in-network deductible and out-of-pocket maximum; plan pays 100% after deductible, subject to terms.

UHC CharterPlus FELZ | 2027 Benefit Protection

An important consideration when balancing paycheck affordability and HSA funding

The approved FELZ design has a $6,200 individual / $12,400 family in-network deductible, with the plan paying 100% for covered in-network services after the applicable deductible is satisfied. Its stated in-network out-of-pocket maximums match those deductible amounts.

Benefit	2026 UHC comparison*	2027 CharterPlus FELZ
Individual deductible	$5,000	$6,200
Family deductible	$10,000	$12,400
Individual in-network MOOP	$6,250	$6,200
Family in-network MOOP	$12,500	$12,400
Plan payment after deductible	70%	100%

What improves for employees?

$50 less individual MOOP and $100 less family MOOP compared with the 2026 figures in the UHC renewal comparison. Once the FELZ deductible is met, covered in-network services are paid at 100%, instead of continued 30% employee coinsurance under the comparison plan.

Why this matters to the funding discussion

A smaller employer HSA deposit may increase the amount an employee must fund personally. However, the 2027 FELZ plan also provides a slightly lower stated in-network MOOP and more predictable cost sharing once the deductible is reached. Both factors should be considered alongside the lower payroll deductions under higher employer premium contribution scenarios.

*Important verification: The 2026 deductible figures above come from UHC renewal comparison materials; the prior employee guide contained different deductible figures. Confirm against the operative 2026 SBC. The MOOP comparison concerns covered in-network services and does not guarantee a cap on noncovered or out-of-network expenses. Prescription terms and HSA/HRA reimbursement rules must be reviewed under the final plan documents.

OUT-OF-NETWORK BENEFITS ARE BACK

A meaningful benefit improvement with UHC CharterPlus FELZ

The selected FELZ plan **restores out-of-network benefits**, giving GWA employees a level of coverage for eligible services received from providers outside the CharterPlus network. This is particularly important because CharterPlus uses a narrower provider network than the current Choice plan.

2027 FELZ out-of-network benefit	Individual	Family
Deductible	$10,000	$20,000
Plan payment after deductible	50%	50%
Out-of-pocket maximum	$15,000	$30,000

Why the network analysis is reassuring

UHC's October 26 disruption report found that **99.5% of GWA's historical eligible claim dollars** were associated with providers classified as participating in CharterPlus. Only 0.5% were associated with out-of-network provider rows, all involving out-of-state care.

Board takeaway: GWA gains the protection of out-of-network benefits again while retaining substantial historical in-network provider continuity and the current G84 prescription list.

Important: Out-of-network claims may involve different allowed amounts, balance billing, exclusions or other limitations. Deductibles and maximums are subject to the final UHC benefit documents; employees should verify providers before receiving care.

CharterPlus FELZ | Primary Care Rules

Important employee information for the 2027 plan transition

1. Select a primary care physician (PCP)

CharterPlus is a PCP-election plan. Members should select an in-network PCP and seek primary care from their elected physician.

2. No PCP referral required for specialists

Employees can see participating specialists without a PCP referral. Specialist visits remain subject to plan benefits and network rules.

3. PCP assignment and changes

Per UHC representative Mike: If no PCP is selected, UHC will assign one. Members may change their selected PCP through myuhc.com. These administrative details were provided verbally and should be confirmed against UHC's final member instructions.

Source: Erica Constanza, UHC email dated October 7, 2026:
"PCP election style plan" and "no gate keeper" for specialists.

Automatic assignment / portal changes: verbal information from Mike.

UHC CharterPlus FELZ | Prescription & Provider Continuity

2027 GWA Benefits Committee Board | Disruption review

Prescription continuity — current G84 drug list

The selected FELZ option retains GWA's current **G84 prescription drug list**, rather than switching to the alternate Essential (M44Y) or 997Y prescription options. The same formulary is intended to preserve coverage for drugs already covered today, including **Cimzia, Enbrel, Dupixent, Lumryz, infliximab and Nivestym**. Individual prior authorizations, site-of-care rules and plan-year requirements should still be reviewed as applicable.

CharterPlus provider disruption report — October 26, 2026

Metric	In network	Out of network
Provider rows	188 of 196	8 of 196
Eligible charges	$2,214,112	$10,971
Share of eligible charges	99.5%	0.5%

Participating providers in the report: St. George Regional ($1.76 million; approximately 79% of eligible charges), Intermountain, Cedar City Hospital, Revere Health, Utah Gastroenterology, St. George OB/GYN, Dixie Pediatrics, Zion Eye, Desert Pain, Southern Utah ENT, InstaCare, LabCorp, and 18 behavioral health providers.

Eight out-of-network rows: Approximately two members, all involving out-of-state providers: Mayo Clinic in Arizona and Minnesota (approximately $5,000; neurology and hospital) and Associated Clinicians of East Texas (approximately $5,971; surgery).

Out-of-network FELZ benefits: $10,000 individual / $20,000 family deductible, then the plan pays 50%, with a $15,000 individual / $30,000 family out-of-pocket maximum, subject to the final plan documents.

Provider matching exception: AmSurg St. George Anesthesia was counted as in network under UHC's hospital-based provider matching rule even though the provider does not directly participate with UHC. Members should confirm how claims will be processed.

Key takeaway: The CharterPlus network is narrower, but the disruption report indicates that **99.5% of GWA's historical eligible claim dollars** were associated with providers classified as in network. This is a historical claims-based assessment, not a guarantee of future network status or access.

Estimated paycheck deductions — all coverage tiers

24 paychecks annually. Tier premiums estimated by scaling UHC released FELZ G84 rates to the negotiated $98,226.09 monthly group premium. Final tier rates must be confirmed.

Coverage tier	2026	80%	82%	83%	84%	85%
Employee only	$79.67	$98.32	$88.49	$83.58	$78.66	$73.74
Employee + spouse	$179.26	$221.23	$199.11	$188.05	$176.98	$165.92
Employee + child(ren)	$171.30	$211.40	$190.26	$179.69	$169.12	$158.55
Family	$246.99	$304.81	$274.33	$259.09	$243.85	$228.60

Change per paycheck compared with 2026

Coverage tier	80%	82%	83%	84%	85%
Employee only	+$18.65	+$8.82	+$3.91	−$1.01	−$5.93
Employee + spouse	+$41.97	+$19.85	+$8.79	−$2.28	−$13.34
Employee + child(ren)	+$40.10	+$18.96	+$8.39	−$2.18	−$12.75
Family	+$57.82	+$27.34	+$12.10	−$3.14	−$18.39

A negative amount means the employee pays less per paycheck than in 2026. The percentages represent GWA's share of the medical premium.

Premium/HSA funding combinations

Scenario	GWA premium share	Annual HSA	GWA annual change
Approved	80%	$2,000	—
A	82%	$1,500	−$1,426
B	83%	$1,250	−$2,139
C	84%	$1,000	−$2,851
D	85%	$750	−$3,564
E	85%	$1,000	+$8,936

Estimates assume 50 employees each receive a full-year HSA contribution, with HRA spending unchanged at $29,811. Lower HSA funding means greater employee financial exposure if claims arise.

Optum-verified termination history: 2024–2026

Updated using GWA's corrected Optum HSA enrollment list supplied November 9. Individual names omitted. The YES HSA field is treated as the participation indicator.

Year	All terminations	YES HSA	July 31 + YES HSA
2024	10	6	3
2025	6	4	2
2026	8	6	5
Three-year total	24	16	10

Potential avoided August HSA installments

Annual HSA	January deposit	August deposit	Avg. annual avoided*
$2,000	$1,000	$1,000	$3,333
$1,000	$500	$500	$1,667
$750	$375	$375	$1,250

*Based on 10 July 31 HSA-marked terminations across three years (3.33 per year). Assumes the employee is ineligible for the August contribution and would otherwise have received the full-year HSA amount. These are illustrative avoided deposits, not verified historical cash savings.

Alternative deposit schedules at a $2,000 annual HSA

Deposit schedule	Funded by July 31	Potential remainder avoided
$2,000 on January 1	$2,000	$0
$1,000 January + $1,000 August	$1,000	$1,000
$500 Jan / Apr / Jul / Oct	$1,500	$500
$166.67 monthly Jan–Jul	~$1,167	~$833

Employees with early-year medical expenses would have less HSA money available immediately under installment funding. Actual savings depend on benefits termination dates, HSA eligibility and plan rules.

Implementation considerations and ancillary update

HRA and UHC funding conditions

These alternatives retain the concept of an HRA safety net. Its reimbursement thresholds and maximums must be revalidated for FELZ's $6,200 / $12,400 deductible. Confirm UHC's employer deductible-funding pricing assumption and the HSA contribution and nondiscrimination rules before implementing changes.

Dental and vision · negotiated third-bill credit

UHC agreed to a $3,500 one-time credit on GWA·s third 2027 billing statement. This offsets much of the dental and vision renewal increase but does not change the carrier's underlying renewal rates.

Renewal negotiation and credit	Annual impact
Original dental renewal (+10.6%)	+$3,732.36
Negotiated dental renewal (+9%)	+$3,167.24
SUI dental negotiation savings	**·$565.12**
Vision renewal (+5%)	+$240.72
Combined increase after negotiation	+$3,407.96
Additional UHC third-bill credit	·$3,500.00
Net first-year result	**~$92.04 savings**

Based on $35,191.56 original annual dental premium; final enrollment/billing may vary.

Discussion priorities

1. Which premium contribution percentage gives meaningful paycheck relief across all four enrollment tiers?
2. What reduction in HSA contributions is acceptable in exchange for lower payroll deductions?
3. How should GWA balance immediate paycheck affordability, early-year HSA access and overall employer cost?

Proposed direction

Authorize Southern Utah Insurance and GWA administration to refine the funding options using final UHC tier rates and verified HSA contribution and eligibility records, and to obtain carrier and compliance approval before implementing changes.

Sources: GWA negotiated UHC CharterPlus FELZ G84 comparison; November 9 creative funding proposal; corrected Optum HSA termination list for 2024–2026; UHC ancillary renewal and negotiated credit. Paycheck figures and modeled savings are estimates.

Sources: Cigna 2027 drug lists and Utah network (11/3/2026); UHC renewal exhibit, Essential drug list and CharterPlus disruption reports (10/21-10/27/2026); AngleRx formulary and Angle Health email (11/3/2026); PEHP 2027 Preferred Drug List and email (11/2/2026); Select Health RxSelect formulary and quote (11/2/2026). Subject to each carrier's prior authorization and plan documents.