

**City of Baker School Board
Board Meeting Agenda
Tuesday, August 05, 2025, 6:00 P.M.
School Board Office**

Monique Butler, President – Presiding

“The only way to do great work is to love what you do. If you haven't found it yet,
keep looking. Don't settle.” — Steve Jobs

A. Meeting Commencement

1. Call to Order
2. Roll Call
3. Silent Meditation
4. Pledge of Allegiance

B. Welcome of Visitors

C. Recognitions

D. Amendment of Agenda (Action)

1. Consideration and Approval to add item number 6 to the agenda.

E. Approval of Agenda (Action)

F. Action Items-The public may comment on Action Items. Public Comment is limited to 2 minutes per individual.

1. Consideration and Approval of Minutes from the School Board Meeting of 06-26-2025 and 07-01-2025.
2. Consideration and Approval to Designate The Advocate as the Official Journal of the City of Baker School Board for the Period Beginning July 1, 2025 through June 30, 2026
3. Consideration and Approval of Renewal of Health Insurance with BlueCross BlueShield for the 2025-2026 School Year and to accept the rate increase to be
 - A. Split (____/____) percent
 - B. Absorbed by school district 100%
 - C. Absorbed by Employee/Retiree 100%
4. Consideration and acceptance of changes to policy G-7-Instructional Materials
5. Consideration and approval of amendments to Charter Contract and lease agreements with Helix Community Schools.
6. Consideration and approval of advance payment arrangements to Helix Community Schools (Baker High and Park Ridge Achievement Academy) approving to pay HCS (Baker High and Park Ridge Achievement Academy) advance payments of in a fixed amount monthly based upon the estimated annual agreed revenue sources.

G. Information Items

H. Announcements

1. Date of Next Meeting – September 2, 2025

I. Adjournment (Action)



In accordance with the Americans with Disabilities Act, if you need special assistance, please contact Debbie Dedeaux at 225.774.5795 to describe the assistance that is necessary.



City of Baker School Board Meeting June 26, 2025

MINUTES

The City of Baker School Board held a meeting beginning at 5:00 p.m. on Thursday, June 26, 2025.

President Butler called the board meeting to order and explained to visitors the process for speaking on action agenda items is to request a comment card from Mrs. Debbie Dedeaux. Write your name on the card as well as the number of the agenda item you wish to speak on and return the card to Mrs. Dedeaux. She will bring the card up to the Board President at the appropriate time. Visitors will be allowed two (2) minutes to speak.

President Butler welcomed all visitors to the meeting and took roll call:

Perkins: Present
Profit: Present
Burgess: Present
Joseph: Present
Butler: Present

Ms. Butler announced there was a quorum, and the meeting would proceed.

Ms. Butler requested that everyone stand for a moment of silent meditation/prayer led by Mrs. Profit, and the Pledge of Allegiance, to be led by Mrs. Burgess.

Approval of Agenda:

On motion of Mrs. Profit seconded by Mrs. Burgess, the Board voted to approve the meeting agenda. Voting yes: Perkins, Profit, Burgess, Joseph, and Butler. Voting no: None.

Action Items:

1. Consideration and Approval of Type 3 Charter Contracts for the Following Schools:

- A. Baker High School
- B. Park Ridge

On motion of Mrs. Burgess seconded by Mrs. Joseph the Board voted to approve Type 3 Charter contracts for Baker High School and Park Ridge, and granted the Superintendent and the Board President authority to sign the contracts. Voting yes: Perkins, Profit, Burgess, Joseph, and Butler. Voting no: None.

2. Consideration and Approval of Facilities Lease Agreements for the Operation of Type 3 Charter Schools:

- A. Baker High School – 3200 Groom Road
- B. Baker Middle and Park Ridge – 5903 and 5905 Groom Road
- C. Warehouse 14750 Plank Road

On motion of Mrs. Profit seconded by Mrs. Joseph, the Board voted to approve facilities lease agreements for the operation of Type 3 Charter schools at:

- A. Baker High School – 3200 Groom Road
- B. Baker Middle and Park Ridge – 5903 and 5905 Groom Road
- C. Warehouse – 14750 Plank Road

Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

3. Consideration and Approval by City of Baker School Board Setting the Number of Teachers and Other Personnel to be Employed by the District Pursuant to LSA R.S. 17:81

On motion of Mrs. Profit seconded by Mrs. Burges, the Board voted to set the number of teachers and other personnel to be employed by the District Pursuant to LSA R.S. 17:81 at zero. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

4. Consideration and Approval of the City of Baker School Board 2025 Amended Operating Budget.

On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to approve the City of Baker School Board 2025 amended operating budget. Voting yes: Profit, Burges, and Butler. Voting no: Perkins and Joseph.

Superintendent's Report on Personnel:

- 1. There were no personnel actions to report.

Announcements:

- 1. Date of Next Meeting: August 5, 2025

Adjournment:

On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to adjourn the meeting at 5:40 p.m. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

Submitted by J.T. Stroder, Secretary.



City of Baker School Board Public Hearing/Meeting

July 1, 2025

6:00 p.m.

MINUTES

The City of Baker School Board held a public hearing beginning at 6:00 p.m. on Tuesday, July 1, 2025.

President Butler called the public hearing to order and explained the purpose of the public hearing was to consider levying additional or increased millage rates without further voter approval or adopting the adjust millage rates after reassessment and rolling forward to rates not to exceed the prior year's maximum. The estimated amount of tax revenues to be collected in the next year from the increased millage is \$2,623,169.75, and the amount of increase in taxes attributable to the millage increase is \$275,920.30.

She then opened the floor for public comments and questions as well as comments and questions from the Board. Following discussion, the public hearing was adjourned.

President Butler welcomed all visitors and called the public meeting to order. She then took roll call:

Perkins: Present
Profit: Present
Burgess: Present
Joseph: Present
Butler: Present

Ms. Butler announced there was a quorum, and the meeting would proceed.

Ms. Butler requested that everyone stand for a moment of silent meditation/prayer led by Mrs. Joseph, and the Pledge of Allegiance, to be led by Mrs. Perkins.

Approval of Agenda:

On motion of Mrs. Burgess seconded by Mrs. Profit, the Board voted to approve the meeting agenda. Voting yes: Perkins, Profit, Burgess, Joseph, and Butler. Voting no: None.

Action Items:

1. Consideration and Approval of Minutes from the School Board Meeting of June 3, 2025
On motion of Mrs. Profit seconded by Mrs. Burgess, the Board voted to approve the minutes from the Board meeting of June 3, 2025. Voting yes: Perkins, Profit, Burgess, Joseph, and Butler. Voting no: None.

2. Adopt the Millage Rate(s) – Resolution 1

On motion of Mrs. Profit seconded by Mrs. Burges, the Board voted to adopt the millage rates. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

3. Set Forth the Adjusted Millage Rate(s) and Roll Forward to Millage Rate(s) Not Exceeding the Maximum Authorized Rate(s) – Resolution 2

On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to set forth the adjusted millage rate(s) and roll forward to millage rate(s) not exceeding the maximum authorized rate(s). Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

Superintendent's Report on Personnel:

1. The Board received the personnel report prior to the meeting.

Announcements:

1. Date of Next Meeting: August 5, 2025

Adjournment:

On motion of Mrs. Burges seconded by Mrs. Profit, the Board voted to adjourn the meeting at 6:42 p.m. Voting yes: Perkins, Profit, Burges, Joseph, and Butler. Voting no: None.

Submitted by J.T. Stroder, Secretary.

City of Baker Schools

2025 Board Executive Summary

August 5, 2025

Kerry Drake | President Emeritus, Benefits Consultant

Natalie San Andres | Senior Account Executive

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Insurance | Risk Management | Consulting

2025 Renewal Summary

Coverage Carrier	2025 Renewal Summary	2024 Renewal Summary
Medical (BCBSLA)	2025 Medical Renewal Summary: ▪ Renewal: 16.0% ▪ Baker Premiums Paid: \$1,410,503 ▪ BCBSLA Claims Paid Out: \$1,458,047 ▪ Total Medical Loss Ratio: 103% ▪ Active EEs MLR: 85% ▪ Retirees MLR: 160%	2024 Medical Renewal Summary: ▪ Renewal: 21.8% ▪ Baker Premiums Paid: \$1,275,999 ▪ BCBSLA Claims Paid Out: \$1,672,855 ▪ Total Medical Loss Ratio: 131% ▪ Active EEs MLR: 128% ▪ Retirees MLR: 144%
Dental (Ameritas) (Employee Paid)	Initial Renewal: 19.0% Revised Renewal: 14.0%	Renewal: 0.0% (Under Rate Guarantee)
Vision (Ameritas) (Employee Paid)	Renewal: 0.0% (Under Rate Guarantee)	Renewal: 0.0% (Under Rate Guarantee)

Financial Review

Plan Experience Summary

77234FF2 - CITY OF BAKER SCHOOL SYSTEM

Subgroup(CITY OF BAKER SCHOOL SYSTEM), Class(ACTIVE EMPLOYEES;01MB)



Current Period: Jul 2024 - Jun 2025

Month	Contracts		Members		Earned Premium		Paid Claims							
	Medical	Dental	Medical	Dental	Medical	Dental	Inpatient	Outpatient	Professional	Other	Total Medical	Drugs	Dental	Total
Jul 2024	89	0	118	0	\$82,970	\$0	\$0	\$9,339	\$15,246	\$1,351	\$25,936	\$29,686	\$0	\$55,621
Aug 2024	88	0	116	0	\$81,614	\$0	\$0	\$4,343	\$18,610	\$1,724	\$24,678	\$33,815	\$0	\$58,493
Sep 2024	83	0	111	0	\$93,983	\$0	\$0	\$12,572	\$18,019	\$24,984	\$55,575	\$39,319	\$0	\$94,894
Oct 2024	85	0	112	0	\$94,317	\$0	\$0	\$3,953	\$17,479	\$39	\$21,471	\$72,962	\$0	\$94,433
Nov 2024	84	0	111	0	\$93,333	\$0	\$0	\$18,977	\$15,622	\$0	\$34,600	\$27,327	\$0	\$61,927
Dec 2024	82	0	109	0	\$91,465	\$0	\$28,586	\$16,013	\$19,179	\$276	\$64,054	\$31,957	\$0	\$96,011
Jan 2025	81	0	107	0	\$89,721	\$0	\$50,480	\$11,922	\$15,935	\$49	\$78,386	\$20,366	\$0	\$98,752
Feb 2025	79	0	104	0	\$87,027	\$0	\$0	\$8,088	\$11,545	\$0	\$19,633	\$26,051	\$0	\$45,684
Mar 2025	80	0	106	0	\$88,679	\$0	\$0	\$17,951	\$18,637	\$2,021	\$38,609	\$31,413	\$0	\$70,022
Apr 2025	78	0	100	0	\$84,674	\$0	\$0	\$26,850	\$9,874	\$829	\$37,553	\$30,470	\$0	\$68,023
May 2025	77	0	99	0	\$83,848	\$0	\$0	\$2,929	\$48,252	\$0	\$51,180	\$26,539	\$0	\$77,720
Jun 2025	76	0	98	0	\$83,022	\$0	\$0	\$19,916	\$16,045	\$0	\$35,961	\$35,991	\$0	\$71,952
Total	982	0	1,291	0	\$1,054,654	\$0	\$79,066	\$152,853	\$224,444	\$31,273	\$487,635	\$405,895	\$0	\$893,530

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84%

Prior Period: Jul 2023 - Jun 2024

Month	Contracts		Members		Earned Premium		Paid Claims							
	Medical	Dental	Medical	Dental	Medical	Dental	Inpatient	Outpatient	Professional	Other	Total Medical	Drugs	Dental	Total
Jul 2023	99	0	128	0	\$79,295	\$0	\$92,938	\$26,999	\$30,916	\$80	\$150,933	\$51,241	\$0	\$202,174
Aug 2023	97	0	126	0	\$77,954	\$0	\$0	\$92,798	\$35,108	\$1,195	\$129,102	\$62,201	\$0	\$191,303
Sep 2023	82	0	106	0	\$75,777	\$0	\$0	\$28,072	\$19,609	\$0	\$47,681	\$22,005	\$0	\$69,686
Oct 2023	90	0	118	0	\$83,174	\$0	(\$941)	\$6,884	\$42,176	\$0	\$48,119	\$26,982	\$0	\$75,101
Nov 2023	91	0	120	0	\$85,392	\$0	\$0	\$4,451	\$26,174	\$54	\$30,679	\$23,881	\$0	\$54,561
Dec 2023	91	0	120	0	\$85,392	\$0	\$9,983	\$28,541	\$31,996	\$0	\$70,520	\$24,737	\$0	\$95,257
Jan 2024	90	0	119	0	\$84,181	\$0	\$99,689	\$10,320	\$38,401	\$0	\$148,411	\$44,669	\$0	\$193,079
Feb 2024	90	0	119	0	\$84,181	\$0	(\$1,404)	\$988	\$30,495	\$2,256	\$32,335	\$24,744	\$0	\$57,080
Mar 2024	88	0	115	0	\$80,887	\$0	\$0	\$1,917	\$12,560	\$737	\$15,214	\$29,133	\$0	\$44,346
Apr 2024	88	0	116	0	\$81,251	\$0	\$14,021	\$23,517	\$38,581	\$11,613	\$87,733	\$25,188	\$0	\$112,921
May 2024	88	0	116	0	\$81,614	\$0	\$23,486	\$12,257	\$25,415	\$502	\$61,659	\$34,559	\$0	\$96,219
Jun 2024	89	0	118	0	\$82,970	\$0	\$1,692	\$3,075	\$15,673	\$36	\$20,476	\$32,948	\$0	\$53,425
Total	1,083	0	1,421	0	\$982,069	\$0	\$239,465	\$239,822	\$347,104	\$16,472	\$842,863	\$402,288	\$0	\$1,245,151

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64%
128%

Plan Experience Summary

77234FF2 - CITY OF BAKER SCHOOL SYSTEM

Subgroup(BAKER SCHOOL BOARD RETIREES), Class(COBRA CONTINUATION, RETIREES)



Current Period: Jul 2024 - Jun 2025

Month	Contracts		Members		Earned Premium		Paid Claims								
	Medical	Dental	Medical	Dental	Medical	Dental	Inpatient	Outpatient	Professional	Other	Total Medical	Drugs	Dental	Total	
Jul 2024	31	0	35	0	\$25,927	\$0	\$19,324	\$21,208	\$13,820	\$93	\$54,445	\$21,797	\$0	\$76,242	294%
Aug 2024	31	0	35	0	\$25,927	\$0	\$26	\$12,355	\$11,340	\$2	\$23,723	\$11,073	\$0	\$34,796	134%
Sep 2024	30	0	34	0	\$30,399	\$0	\$77,823	\$1,805	\$15,269	\$921	\$95,817	\$16,270	\$0	\$112,087	369%
Oct 2024	30	0	34	0	\$30,399	\$0	\$0	\$5,421	\$7,107	\$1,599	\$14,127	\$20,203	\$0	\$34,330	113%
Nov 2024	30	0	34	0	\$30,399	\$0	\$0	\$13,217	\$8,878	\$439	\$22,535	\$18,684	\$0	\$41,219	136%
Dec 2024	30	0	34	0	\$30,399	\$0	\$1,632	\$9,385	\$8,203	\$609	\$19,829	\$19,413	\$0	\$39,242	129%
Jan 2025	30	0	34	0	\$30,399	\$0	\$1,812	\$17,521	\$6,094	\$448	\$25,875	\$24,111	\$0	\$49,986	164%
Feb 2025	30	0	34	0	\$30,399	\$0	\$0	\$10,829	\$5,989	\$0	\$16,817	\$19,358	\$0	\$36,175	119%
Mar 2025	30	0	34	0	\$30,399	\$0	\$0	\$1,094	\$4,079	\$830	\$6,004	\$35,138	\$0	\$41,142	135%
Apr 2025	30	0	34	0	\$30,399	\$0	\$0	\$3,101	\$5,492	\$298	\$8,891	\$19,225	\$0	\$28,116	92%
May 2025	30	0	34	0	\$30,399	\$0	\$0	\$261	\$3,396	\$1,288	\$4,946	\$28,253	\$0	\$33,198	109%
Jun 2025	30	0	34	0	\$30,399	\$0	\$0	\$2,062	\$4,589	\$340	\$6,991	\$30,993	\$0	\$37,985	125%
Total	362	0	410	0	\$355,848	\$0	\$100,617	\$98,259	\$94,256	\$6,868	\$300,000	\$264,518	\$0	\$564,517	160%

Prior Period: Jul 2023 - Jun 2024

Month	Contracts		Members		Earned Premium		Paid Claims								
	Medical	Dental	Medical	Dental	Medical	Dental	Inpatient	Outpatient	Professional	Other	Total Medical	Drugs	Dental	Total	
Jul 2023	24	0	28	0	\$18,007	\$0	\$0	\$1,884	\$5,185	\$65	\$7,134	\$10,060	\$0	\$17,193	95%
Aug 2023	24	0	28	0	\$18,007	\$0	\$8,219	\$1,722	\$3,156	\$7	\$13,104	\$8,820	\$0	\$21,923	122%
Sep 2023	29	0	33	0	\$24,700	\$0	\$0	\$751	\$11,129	(\$111)	\$11,768	\$13,711	\$0	\$25,479	103%
Oct 2023	29	0	33	0	\$24,700	\$0	\$1,600	\$26,982	\$8,815	\$489	\$37,886	\$18,728	\$0	\$56,614	229%
Nov 2023	30	0	35	0	\$26,056	\$0	\$0	\$13,288	\$17,874	\$419	\$31,582	\$19,637	\$0	\$51,219	197%
Dec 2023	29	0	34	0	\$25,201	\$0	\$0	\$4,902	\$6,234	\$467	\$11,603	\$7,840	\$0	\$19,443	77%
Jan 2024	30	0	35	0	\$26,056	\$0	\$0	\$3,024	\$5,993	\$421	\$9,439	\$17,840	\$0	\$27,278	105%
Feb 2024	30	0	35	0	\$26,056	\$0	\$140	\$1,551	\$10,392	\$0	\$12,084	\$17,675	\$0	\$29,759	114%
Mar 2024	31	0	36	0	\$26,641	\$0	\$0	\$1,358	\$7,409	\$0	\$8,768	\$14,705	\$0	\$23,472	88%
Apr 2024	31	0	36	0	\$26,641	\$0	\$0	(\$12,589)	\$10,760	\$495	(\$1,335)	\$17,987	\$0	\$16,652	63%
May 2024	31	0	35	0	\$25,927	\$0	\$17,170	\$48,785	\$9,864	\$476	\$76,295	\$25,038	\$0	\$101,334	391%
Jun 2024	31	0	35	0	\$25,927	\$0	\$5,691	\$1,591	\$7,265	\$1,266	\$15,812	\$21,525	\$0	\$37,337	144%
Total	349	0	403	0	\$293,920	\$0	\$32,820	\$93,249	\$104,077	\$3,993	\$234,139	\$193,565	\$0	\$427,704	144%

Medical (FI) | Renewal

Medical | Renewal Results

Carrier	Summary
Blue Cross Blue Shield Medical	▪ Renewal 16.0% ▪ BCBS Underwriting Approved renewing current Benefit Plan Designs despite significantly lower Active EE enrollment vs. Retiree enrollment; Renewal acceptance submitted to BCBS on 7/15/2025 ▪ BCBS policy states that medical contracts/plan designs can be re-calculated and/or re-evaluated if overall enrollment changes by 10%
Recommendation	▪ Recommend Renewing w/Blue Cross and Ameritas with no plan design changes
Decision	▪ Rate Increase ▪ Current Contribution percentages remain as is ▪ Contribution % split 50/50 between Baker Schools & EEs (as was implemented for 2024/2025)

Medical | BCBS (Current | Expiring 8/31/2025)

Current			
Plan Nickname	Base Plan	Buy Up Plan	Narrow Network Plan
Carrier	Louisiana Blue	Louisiana Blue	Louisiana Blue
Plan Name	Blue Saver 80/60 \$3300	Premier Blue Copay 80/60 \$1500D	Community Blue Copay 50/50 \$2000D
Plan Type	PPO	PPO	POS
Network	Preferred Care PPO	Preferred Care PPO	Community Blue
In Network			
Deductible Single	\$3,300	\$1,500	\$2,000
Deductible Family	\$6,600	\$4,500	\$4,000
Deductible Type	Non-Embedded	Embedded	Embedded
Coinsurance	80%	80%	50%
OOP Max Single	\$5,500	\$5,250	\$6,350
OOP Max Family	\$11,000	\$10,500	\$12,700
Inpatient Facility	80% after deductible	80% after deductible	50% after deductible
Outpatient Surgery	80% after deductible	80% after deductible	50% after deductible
Copays			
Office Copay	80% after deductible	\$40	\$20
Specialist	80% after deductible	\$55	\$55
Urgent Care	80% after deductible	\$55	\$55
ER	80% after deductible	\$350	\$350
Other Services			
Diagnostic Lab / X-Ray	80% after deductible	80% after deductible	50% after deductible
MRI & CT Scan	80% after deductible	80% after deductible	50% after deductible
RX			
Rx Deductible	Integrated	None	None
Rx Tiers	Tier 1: 80% after deductible Tier 2: 60% after deductible	Tier 1: \$15 Tier 2: \$40 Tier 3: \$70 Tier 4: 90% up to \$150	Tier 1: \$15 Tier 2: \$40 Tier 3: \$70 Tier 4: 90% up to \$150
Enrollment			
Employee Only	11	51	29
Employee Spouse	1	4	4
Employee Child(ren)	0	1	3
Family	0	2	1
Monthly Premiums			
Employee Only	\$767.29	\$1,042.23	\$825.84
Employee Spouse	\$1,534.63	\$2,084.50	\$1,651.70
Employee Child(ren)	\$1,419.42	\$1,927.96	\$1,527.69
Family	\$2,186.64	\$2,970.13	\$2,353.43
Monthly Premium Per Plan	\$9,974.82	\$69,359.95	\$37,492.66
Change From Current	---	---	---
Annual Premium Per Plan	\$119,697.84	\$832,319.40	\$449,911.92
Change From Current	---	---	---
Annual Premium Per Option		\$1,401,929.16	

Medical | BCBS (2025 Renewal)

Renewal			
Plan Nickname	Base Plan	Buy Up Plan	Narrow Network Plan
Carrier	Louisiana Blue	Louisiana Blue	Louisiana Blue
Plan Name	Blue Saver 80/60 \$3300	Premier Blue Copay 80/60 \$15000	Community Blue Copay 50/50 \$20000
Plan Type	PPO	PPO	POS
Network	Preferred Care PPO	Preferred Care PPO	Community Blue
In Network			
Deductible Single	\$3,300	\$1,500	\$2,000
Deductible Family	\$6,600	\$4,500	\$4,000
Deductible Type	Non-Embedded	Embedded	Embedded
Coinsurance	80%	80%	50%
OOP Max Single	\$5,500	\$5,250	\$6,350
OOP Max Family	\$11,000	\$10,500	\$12,700
Inpatient Facility	80% after deductible	80% after deductible	50% after deductible
Outpatient Surgery	80% after deductible	80% after deductible	50% after deductible
Copays			
Office Copay	80% after deductible	\$40	\$20
Specialist	80% after deductible	\$55	\$55
Urgent Care	80% after deductible	\$55	\$55
ER	80% after deductible	\$350	\$350
Other Services			
Diagnostic Lab / X-Ray	80% after deductible	80% after deductible	50% after deductible
MRI & CT Scan	80% after deductible	80% after deductible	50% after deductible
RX			
Rx Deductible	Integrated	None	None
Rx Tiers	Tier 1: 80% after deductible Tier 2: 60% after deductible	Tier 1: \$15 Tier 2: \$40 Tier 3: \$70 Tier 4: 90% up to \$150	Tier 1: \$15 Tier 2: \$40 Tier 3: \$70 Tier 4: 90% up to \$150
Enrollment			
Employee Only	11	51	29
Employee Spouse	1	4	4
Employee Child(ren)	0	1	3
Family	0	2	1
Monthly Premiums			
Employee Only	\$890.06	\$1,208.99	\$957.97
Employee Spouse	\$1,780.17	\$2,418.02	\$1,915.97
Employee Child(ren)	\$1,646.53	\$2,236.44	\$1,772.12
Family	\$2,536.51	\$3,445.35	\$2,729.97
Monthly Premium Per Plan	\$11,570.83	\$80,457.71	\$43,491.34
Change From Current	\$1,596.01 (16.00%)	\$11,097.76 (16.00%)	\$5,998.68 (16.00%)
Annual Premium Per Plan	\$138,849.96	\$965,492.52	\$521,896.08
Change From Current	\$19,152.12 (16.00%)	\$133,173.12 (16.00%)	\$71,984.16 (16.00%)
Annual Premium Per Option		\$1,626,238.56	
Change From Current		\$224,309.40 (16.00%)	

Contributions



Gallagher

Insurance | Risk Management | Consulting

2025 Renewal – Medical/Rx Budget

	Total Annual Premium	Annual Change from Current	Annual Employer Budget Cost
BCBS of LA Current (2024-25)	\$1,401,929	N/A	\$1,093,226 (72% of Total Premium)
Employer Budget (50/50 Split Increase)	\$762,650 (based on reduction in enrollment)	N/A	\$495,642* (65% of Total Premium)

***Difference in ER Cost due to decrease in enrollment**

Contribution Scenario – ER/EE Splits Increase 50/50



2024 Community Blue					
September 1, 2024 - August 31, 2025					
2024 Community Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium
2024 Community Blue	39				
Employee Only	31	\$825.84	\$586.35	71%	\$239.49
Employee + Spouse	4	\$1,651.70	\$1,057.04	64%	\$594.66
Employee + Child(ren)	1	\$1,527.69	\$990.28	65%	\$537.41
Employee + Family	3	\$2,353.43	\$1,434.46	61%	\$918.97
Monthly Costs:		\$40,795.82	\$27,698.56		\$13,097.26
Annual Costs:		\$489,549.84	\$332,382.70		\$157,167.14

2024 Premier Blue					
September 1, 2024 - August 31, 2025					
2024 Premier Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium
2024 Premier Blue	66				
Employee Only	54	\$1,042.23	\$700.06	67%	\$342.18
Employee + Spouse	6	\$2,084.50	\$1,224.26	59%	\$860.25
Employee + Child(ren)	4	\$1,927.96	\$1,144.55	59%	\$783.41
Employee + Family	2	\$2,970.13	\$1,669.04	56%	\$1,301.10
Monthly Costs:		\$82,439.52	\$53,064.77		\$29,374.75
Annual Costs:		\$989,274.24	\$636,777.24		\$352,497.00

2024 BlueSaver					
September 1, 2024 - August 31, 2025					
2024 BlueSaver		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium
2024 BlueSaver	15				
Employee Only	14	\$767.29	\$665.35	87%	\$101.94
Employee + Spouse	1	\$1,534.63	\$1,023.98	67%	\$510.66
Employee + Child(ren)	0	\$1,419.42	\$958.81	68%	\$460.61
Employee + Family	0	\$2,186.64	\$1,391.06	64%	\$795.59
Monthly Costs:		\$12,276.69	\$10,338.88		\$1,937.82
Annual Costs:		\$147,320.28	\$124,066.50		\$23,253.78

2025 Community Blue						
September 1, 2025 - August 31, 2026						
2025 Community Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2025 Community Blue	11					
Employee Only	9	\$957.97	\$652.41	71%	\$305.56	32%
Employee + Spouse	2	\$1,915.97	\$1,189.18	62%	\$726.80	38%
Employee + Child(ren)	0	\$1,772.12	\$1,112.50	63%	\$659.63	37%
Employee + Family	0	\$2,729.97	\$1,622.73	59%	\$1,107.24	41%
Monthly Costs:		\$12,453.67	\$8,250.05		\$4,203.62	
Annual Costs:		\$149,444.04	\$99,000.63		\$50,443.41	

2025 Premier Blue						
September 1, 2025 - August 31, 2026						
2025 Premier Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2025 Premier Blue	33					
Employee Only	29	\$1,208.99	\$783.44	65%	\$425.56	35%
Employee + Spouse	3	\$2,418.02	\$1,391.02	58%	\$1,027.01	42%
Employee + Child(ren)	0	\$2,236.44	\$1,298.79	58%	\$937.65	42%
Employee + Family	1	\$3,445.35	\$1,906.65	55%	\$1,538.71	45%
Monthly Costs:		\$45,760.12	\$28,799.31		\$16,960.82	
Annual Costs:		\$549,121.44	\$345,591.66		\$203,529.78	

2025 BlueSaver							
September 1, 2025 - August 31, 2026							
2025 BlueSaver		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %	Payroll Deduction (24 Pay Periods)
2025 BlueSaver	5						
Employee Only	4	\$890.06	\$776.86	87%	\$113.20	13%	\$56.60
Employee + Spouse	1	\$1,780.17	\$1,146.75	64%	\$633.43	36%	\$316.71
Employee + Child(ren)	0	\$1,646.53	\$1,072.37	65%	\$574.17	35%	\$287.08
Employee + Family	0	\$2,536.51	\$1,565.99	62%	\$970.52	38%	\$485.26
Monthly Costs:		\$5,340.41	\$4,254.19		\$1,086.23		
Annual Costs:		\$64,084.92	\$51,050.22		\$13,034.70		

Combined Plans - Monthly Cost Difference: Baker -\$49,798.66
 Combined Plans - Monthly Cost Difference: Employee -\$22,159.17
 Combined Plans - Total Monthly Difference -\$71,957.83

Combined Plans - Annual Cost Difference: Baker -\$597,583.93
 Combined Plans - Annual Cost Difference: Employee -\$265,910.03
 Combined Plans - Total Annual Difference -\$863,493.96

Total ER Premium \$1,093,226.44

Total ER Premium \$495,642.51 65%
 Total BCBS Premium \$762,650.40

Dental & Vision

2025 Renewal - Dental & Vision

Coverage Carrier	2025 Renewal Summary
Dental (Ameritas) (Employee Paid)	Initial Renewal: 19.0% Revised Renewal: 14.0%
Vision (Ameritas) (Employee Paid)	Renewal: 0.0% (Under Rate Guarantee)

Dental 2025 Renewal

	Current	Renewal	Revised Renewal
Carrier	Ameritas	Ameritas	Ameritas
Rate Guarantee	-	12 months	12 months
Participation Requirements	Maintain current	Maintain current	Maintain current
In Network			
Annual Maximum	\$1,500	\$1,500	\$1,500
Deductible Single	\$50	\$50	\$50
Deductible Family	\$150	\$150	\$150
Prev / Basic / Major	100% / 80% / 50%	100% / 80% / 50%	100% / 80% / 50%
Waiting Periods	None	None	None
Preventive Services	Exams (2x year), cleanings (2x year), sealants, space maintainers, X-rays	Exams (2x year), cleanings (2x year), sealants, space maintainers, X-rays	Exams (2x year), cleanings (2x year), sealants, space maintainers, X-rays
Basic Services	Fillings, extractions	Fillings, extractions	Fillings, extractions
Major Services	Crowns, dentures, bridges, endodontics, periodontics	Crowns, dentures, bridges, endodontics, periodontics	Crowns, dentures, bridges, endodontics, periodontics
Ortho Coinsurance	50%	50%	50%
Ortho Lifetime Max	\$1,000	\$1,000	\$1,000
Rollover	None	None	None
Enrollment			
Employee Only	32	32	32
Employee + 1	7	7	7
Employee + 2 or more	1	1	1
Monthly Premiums			
Employee Only	\$28.69	\$34.16	\$32.72
Employee Spouse	\$54.77	\$65.16	\$62.48
Employee Child(ren)	\$95.45	\$113.60	\$108.80
Monthly Premium Per Plan	\$1,396.92	\$1,662.84	\$1,593.20
Change From Current	---	\$265.92 (19.04%)	\$196.28 (14.05%)
Annual Premium Per Plan	\$16,763.04	\$19,954.08	\$19,118.40
Change From Current	---	\$3,191.04 (19.04%)	\$2,355.36 (14.05%)

Timeline

Annual Timeline

Annual Timeline				
Task	Team	Target	Completion	Comments
Renewals Received	Insurance Carriers	May / Jun 2025	05 25 2025	
June Monthly Meeting	Baker + Gallagher	June 2025	06 17 2025	
Renewal Summary	Baker + Gallagher	July 2025	07 02 2025	
Board Presentation	Baker + Gallagher	July/Aug 2025	08 05 2025	
Finalize Renewal Decisions	Baker	August 2025		
Open Enrollment Materials Prep	Gallagher	August 2025		
Open Enrollment Technology Setup	Gallagher	August 2025		
Open Enrollment	Baker + Gallagher	August 2025		
OE Submission	Gallagher	August 2025		Goal: By August 15 th
Effective Date of Coverage September 1 st				
Post OE Meeting	Baker + Gallagher	October 2025		

Appendix

General Disclaimers

Coverage Disclaimer

This proposal is an outline of the coverages proposed by the carrier(s) based upon the information provided by your company. It does not include all the terms, coverages, exclusions, limitations, and conditions of the actual contract language. See the policies and contracts for actual language. This proposal is not a contract and offers no contractual obligation on behalf of GBS. Policy forms for your reference will be made available upon request.

Renewal / Financial Disclaimer

This analysis is for illustrative purposes only, and is not a proposal for coverage or a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. See your policy or contact us for specific information or further details in this regard.

Legal

The intent of this analysis is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area.

DISCLOSURE

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GGB-US RETAIL AND GALLAGHER AFFINITY

The information contained herein is offered as insurance Industry guidance and provided as an overview of current market risks and available coverages and is intended for discussion purposes only. This publication is not intended to offer accounting, legal, or tax advice, or client-specific risk management advice. Any description of insurance coverages is not meant to interpret specific coverages that your company may already have in place or that may be generally available. General insurance descriptions contained herein do not include complete Insurance policy definitions, terms, and/or conditions, and should not be relied on for coverage interpretation. Actual insurance policies must always be consulted for full coverage details and analysis.

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Thank you!



Gallagher

Insurance | Risk Management | Consulting

City of Baker Schools - EE and ER Take 50/50% Rate Increase

2024 Community Blue						
September 1, 2024 - August 31, 2025						
2024 Community Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2024 Community Blue	39					
Employee Only	31	\$825.84	\$586.35	71%	\$239.49	29%
Employee + Spouse	4	\$1,651.70	\$1,057.04	64%	\$594.66	36%
Employee + Child(ren)	1	\$1,527.69	\$990.28	65%	\$537.41	35%
Employee + Family	3	\$2,353.43	\$1,434.46	61%	\$918.97	39%
Monthly Costs:		\$40,795.82	\$27,698.56		\$13,097.26	
Annual Costs:		\$489,549.84	\$332,382.70		\$157,167.14	

2024 Premier Blue						
September 1, 2024 - August 31, 2025						
2024 Premier Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2024 Premier Blue	66					
Employee Only	54	\$1,042.23	\$700.06	67%	\$342.18	33%
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Employee + Child(ren)	4	\$1,927.96	\$1,144.55	59%	\$783.41	41%
Employee + Family	2	\$2,970.13	\$1,669.04	56%	\$1,301.10	44%
Monthly Costs:		\$82,439.52	\$53,064.77		\$29,374.75	
Annual Costs:		\$989,274.24	\$636,777.24		\$352,497.00	

2024 BlueSaver						
September 1, 2024 - August 31, 2025						
2024 BlueSaver		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2024 BlueSaver	15					
Employee Only	14	\$767.29	\$665.35	87%	\$101.94	13%
Employee + Spouse	1	\$1,534.63	\$1,023.98	67%	\$510.66	33%
Employee + Child(ren)	0	\$1,419.42	\$958.81	68%	\$460.61	32%
Employee + Family	0	\$2,186.64	\$1,391.06	64%	\$795.59	36%
Monthly Costs:		\$12,276.69	\$10,338.88		\$1,937.82	
Annual Costs:		\$147,320.28	\$124,066.50		\$23,253.78	

2025 Community Blue						
September 1, 2025 - August 31, 2026						
2025 Community Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
2025 Community Blue	11					
Employee Only	9	\$957.97	\$652.41	71%	\$305.56	32%
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Employee + Child(ren)	0	\$1,772.12	\$1,112.50	63%	\$659.63	37%
Employee + Family	0	\$2,729.97	\$1,622.73	59%	\$1,107.24	41%
Monthly Costs:		\$12,453.67	\$8,250.05		\$4,203.62	
Annual Costs:		\$149,444.04	\$99,000.63		\$50,443.41	

2025 Premier Blue						
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2025 Premier Blue		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %
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Employee + Spouse	3	\$2,418.02	\$1,391.02	58%	\$1,027.01	42%
Employee + Child(ren)	0	\$2,236.44	\$1,298.79	58%	\$937.65	42%
Employee + Family	1	\$3,445.35	\$1,906.65	55%	\$1,538.71	45%
Monthly Costs:		\$45,760.12	\$28,799.31		\$16,960.82	
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2025 BlueSaver								
September 1, 2025 - August 31, 2026								
2025 BlueSaver		Total Monthly Premium	Employer Monthly Premium	Employer Contribution %	Employee Monthly Premium	Employee Contribution %	Payroll Deduction (24 Pay Periods)	ACA Affordability Payroll Ded
2025 BlueSaver	5							
Employee Only	4	\$890.06	\$776.86	87%	\$113.20	13%	\$56.60	\$56.60
Employee + Spouse	1	\$1,780.17	\$1,146.75	64%	\$633.43	36%	\$316.71	\$113.20
Employee + Child(ren)	0	\$1,646.53	\$1,072.37	65%	\$574.17	35%	\$287.08	
Employee + Family	0	\$2,536.51	\$1,565.99	62%	\$970.52	38%	\$485.26	
Monthly Costs:		\$5,340.41	\$4,254.19		\$1,086.23			
Annual Costs:		\$64,084.92	\$51,050.22		\$13,034.70			

Combined Plans - Monthly Cost Difference: Baker	-\$49,798.66
Combined Plans - Monthly Cost Difference: Employee	-\$22,159.17
Combined Plans - Total Monthly Difference	-\$71,957.83
Combined Plans - Annual Cost Difference: Baker	-\$597,583.93
Combined Plans - Annual Cost Difference: Employee	-\$265,910.03
Combined Plans - Total Annual Difference	-\$863,493.96

Total ER Premium \$1,093,226.44

Total ER Premium \$495,642.51 65%
Total BCBS Premium \$762,650.40

INSTRUCTIONAL MATERIALS

The City of Baker School Board strongly encourages the utilization of a wide variety of materials and equipment in the instructional program. The selection of media shall be determined by the objectives of the course and the experiences and activities to be provided to meet such objectives. Instructional personnel shall keep abreast of the types of materials and equipment which can contribute toward meeting the goals and objectives of courses. Instructional personnel shall also assist the administration in the selection and purchase of such materials and equipment for the school.

The School Board believes that appropriate personnel and materials must be available for each student. It shall be the policy of the School Board that available system resources be allocated in a manner to ensure equivalence among schools of a similar type and enrollment in: (1) teachers, administrators and auxiliary personnel; and (2) curriculum materials and instructional supplies.

PARENTAL ACCESS TO INSTRUCTIONAL MATERIALS

The Superintendent and/or his/her designee shall develop and maintain pertinent administrative regulations and procedures governing parental access to instructional materials. At a minimum, such regulations and procedures shall specify reasonable hours for in-person review and that access to instructional materials, including online access, shall be provided upon ~~reasonable~~ request of the parent. ~~and reasonable and customary fees for copying of material(s) requested.~~ If a parent requests a paper copy of material that can be readily copied using school equipment, such copy shall be provided. The rules shall establish reasonable and customary fees to be collected by the school to cover the cost of providing such copies.

No fee shall be charged to a parent for in-person viewing of their child's instructional materials if the parent does not request that copies are made of those materials.

No fee shall be imposed when a parent accesses instructional materials online.

~~Nothing~~ No other provision of law or School Board policy shall prohibit or interfere with the parent making his/her own copies on school premises using any mobile or other device capable of making copies.

The principal of each school shall ensure that the school complies with such rules.

For the purpose of this policy:

Instructional materials means content that conveys the knowledge or skills of a subject in the school curriculum through a medium or a combination of media for conveying information to a student. It also includes any ~~nonsecure test, nonsecure assessment, or~~

survey administered to a student. The term also includes books, supplementary materials, teaching aids, computer software, magnetic media, DVD, CD-ROM, computer courseware, online material, information, or services, or an electronic medium or other means of conveying information to the student or otherwise contributing to the learning process.

Parent means the parent or legal guardian of a child.

Survey means any evaluative instrument or questionnaire that is not an assessment of academic knowledge, skills, or abilities, administered as part of a state, national, or international assessment or by itself.

PROCEDURE FOR HANDLING CRITICISM OF MATERIAL

Criticism of specific materials should be handled by the building principal whenever possible. If the criticism cannot be resolved by the principal to the satisfaction of the complainant, then the following procedures shall be followed.

1. The criticism shall be presented in writing and directed to the principal and shall include specific information as to author, title, publisher, and the reason for the criticism, giving specific examples of objectionable aspects or sections of the book.
2. The statement must be signed and identified so that a reply may be given.
3. The material shall be reviewed in the light of the objections by a committee appointed by the Superintendent or his/her designee.
4. The report of the special committee shall be forwarded to the Superintendent for action as rapidly as possible. The Superintendent may choose to refer the problem to the City of Baker School Board.
5. The decision of the Superintendent and/or the City of Baker School Board shall be sent in writing to the complainant. Copies of the decision shall also be sent to all staff personnel affected by the decision.

Revised: May 3, 2016

Revised: July, 2025

Ref: Constitution of Louisiana, Art. VII, '13; La. Rev. Stat. Ann. "17:81, 17:355; Board minutes, 5-3-16.

ADDENDUM TO CHARTER
SCHOOL CONTRACT FOR
TYPE 3 CHARTER SCHOOLS

THIS ADDENDUM is entered into by and between the City of Baker School System (the "Board") and HCS Baton Rouge d/b/a "Baker High School" (the "Charter Operator"), collectively referred to herein as the "Parties," for the purpose of amending the Charter School Contract executed between the Parties and effective July 1, 2025 ("Charter Contract").

RECITALS

WHEREAS, the Charter Operator currently operates Baker High School as a Type 3 charter school serving grades 9 through 12 under the Charter Contract; and

WHEREAS, the Parties desire to expand the educational offerings of Baker High School by adding grades 13 and 14 in alignment with the mission to prepare students for college and career success; and

WHEREAS, this Addendum constitutes a Material Amendment to the Charter Contract as defined in Section 6.10 of the Charter Contract, and during a meeting held on August 4, 2025, the Board authorized the Superintendent of the Board to execute this Addendum; and

WHEREAS, all other provisions of the original Charter School Contract are hereby adopted by reference and shall remain in full force and effect, except as expressly amended by this Addendum.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the Parties agree as follows:

- 1. Amendment to Grade Levels.** The Charter Contract is hereby amended to authorize the Charter Operator to expand its grade offerings at Baker High School to include grades 13 and 14, effective July 1, 2025.
- 2. Effectiveness.** This Addendum shall be effective as of July 1, 2025, upon execution by duly authorized representatives of both Parties, and shall be deemed part of the Charter Contract for all purposes. All other terms, conditions, rights, and obligations set forth in the Charter Contract shall remain unchanged and in full force and effect and are hereby adopted and incorporated by reference into this Addendum as if fully restated herein.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date below.

CITY OF BAKER SCHOOL BOARD

By: _____
Board President

_____ Date

HCS BATON ROUGE

By: _____
Authorized Representative

_____ Date

ADDENDUM TO
LEASE AGREEMENT

THIS ADDENDUM to Lease Agreement (“Addendum”) is entered into by and between the City of Baker School System ("Lessor") and HCS Baton Rouge d/b/a “Baker High School” ("Lessee"), collectively referred to herein as the “Parties.”

RECITALS

WHEREAS, the Parties entered into that certain Lease Agreement dated June 30, 2025 (“Lease Agreement”), pursuant to which the Lessor leased to the Lessee certain premises known as Baker High School; and

WHEREAS, Section 10.1 of the Lease Agreement currently requires the Lessor to obtain an all-risk property insurance policy covering the leased premises; and

WHEREAS the Parties desire to amend the Lease Agreement to require the Lessee to obtain and maintain said insurance coverage during the term of the Lease.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the Parties agree to amend the Lease Agreement as follows:

1. **Amendment to Section 10.1. Lessor’s Insurance.** Section 10.1 of the Lease Agreement is hereby amended and restated as follows:

“10.1.Property Insurance. Lessee shall obtain and maintain, at its expense, an all-risk property insurance policy covering the Premises, including all improvements located thereon, in an amount not less than the full replacement value thereof. The policy shall name the Lessor as an additional insured and loss payee as its interest may appear. Lessee shall provide Lessor with a certificate of insurance and proof of coverage upon the commencement of this Lease and annually thereafter upon renewal.”

2. **Effectiveness.** This Addendum shall be effective as of July 1, 2025, upon execution by duly authorized representatives of both Parties, and shall be deemed part of the Lease Agreement for all purposes. All other and conditions of the Lease Agreement not specifically amended herein shall remain in full force and effect and are hereby incorporated into this Addendum by reference as if fully restated herein.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date below.

CITY OF BAKER SCHOOL BOARD

By: _____
Board President

_____ Date

HCS BATON ROUGE

By: _____
Authorized Representative

_____ Date

ADDENDUM TO
LEASE AGREEMENT

THIS ADDENDUM to Lease Agreement (“Addendum”) is entered into by and between the City of Baker School System ("Lessor") and HCS Baton Rouge d/b/a “Park Ridge Achievement Academy” ("Lessee"), collectively referred to herein as the “Parties.”

RECITALS

WHEREAS, the Parties entered into that certain Lease Agreement dated June 30, 2025 (“Lease Agreement”), pursuant to which the Lessor leased to the Lessee certain premises known as Park Ridge Achievement Academy; and

WHEREAS, Section 10.1 of the Lease Agreement currently requires the Lessor to obtain an all-risk property insurance policy covering the leased premises; and

WHEREAS the Parties desire to amend the Lease Agreement to require the Lessee to obtain and maintain said insurance coverage during the term of the Lease.

NOW, THEREFORE, in consideration of the mutual covenants and agreements contained herein, the Parties agree to amend the Lease Agreement as follows:

1. **Amendment to Section 10.1. Lessor’s Insurance.** Section 10.1 of the Lease Agreement is hereby amended and restated as follows:

“10.1.Property Insurance. Lessee shall obtain and maintain, at its expense, an all-risk property insurance policy covering the Premises, including all improvements located thereon, in an amount not less than the full replacement value thereof. The policy shall name the Lessor as an additional insured and loss payee as its interest may appear. Lessee shall provide Lessor with a certificate of insurance and proof of coverage upon the commencement of this Lease and annually thereafter upon renewal.”

2. **Effectiveness.** This Addendum shall be effective as of July 1, 2025, upon execution by duly authorized representatives of both Parties, and shall be deemed part of the Lease Agreement for all purposes. All other and conditions of the Lease Agreement not specifically amended herein shall remain in full force and effect and are hereby incorporated into this Addendum by reference as if fully restated herein.

[SIGNATURES ON FOLLOWING PAGE]

IN WITNESS WHEREOF, the parties have executed this Addendum as of the date below.

CITY OF BAKER SCHOOL BOARD

By: _____
Board President Date

HCS BATON ROUGE

By: _____
Authorized Representative Date