



Franklin Public Schools
Office of Business and Finance
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To: Lucas Giguere, Superintendent of Schools
Franklin School Committee
From: Jana Melotti, School Business Administrator
Re: Healthcare Discussion

Date: January 23, 2026

As part of ongoing discussions related to school and municipal budgeting and long-term financial alignment, the District has been working with the Town Administration to explore the transfer of School Department healthcare (health insurance and medicare for active employees) costs from the School Department budget (Department 300) to the Town's centralized Health Benefits line (Department 910).

This proposed change would centralize all municipal healthcare administration and premium allocations under one department, aligning the School Department with other municipal departments. The intent is to improve consistency, efficiency, and transparency in how healthcare benefits are administered and budgeted across the Town.

Key consideration of this approach include:

- Consistency and governance: A single point of administration for all municipal healthcare benefits.
- Operational efficiency: Streamlined enrollment, renewal, payroll, and accounting processes, reducing duplication of effort.
- Budget Forecasting: Holistic year-to-year projections for healthcare cost, which are subject to annual fluctuations.
- Timing: All school and municipal employees are transitioning to Group Insurance Commission (GIC) health insurance in July, 2026, and this proposal aligns with that transition by ensuring healthcare administration and budgeting are fully centralized at the time of implementation.

It is important to note that this proposal does not change employee healthcare plans, coverage levels, or collective bargaining obligations. Please note this proposed change is limited to where the expense is budgeted and administered.

Under this structure, the School Committee must formally vote to approve the transfer before the healthcare expense line can be removed from the School Department's budget submission and incorporated into Department 910.

This item is included on the agenda for the January 27, 2026 School Committee meeting for discussion.

Please feel free to contact me with any questions. Thank you.

Respectfully,


Jana Melotti
School Business Administrator