

**Resolution of the Board of Oakland School for the Arts  
Adoption of Section 125 Premium Only Plan**

**WHEREAS**, Oakland School for the Arts ("OSA") maintains a Section 125 Premium Only Plan ("Plan") to allow eligible employees to pay their share of group insurance premiums on a pre-tax basis, consistent with the requirements of the Internal Revenue Code; and

**WHEREAS**, the Board of Directors has reviewed the Plan documents for the plan year beginning September 1, 2025, including the Adoption Agreement, Plan Document, and Summary Plan Description; and

**WHEREAS**, the Board finds that renewal of the Plan for the plan year beginning September 1, 2025, and ending August 31, 2026, is in the best interests of OSA and its employees; and

**WHEREAS**, the plan year begins September 1, 2025, and the Board wishes to adopt the Plan retroactively to that date to align with payroll and benefits administration; and

**WHEREAS**, OSA wishes to delegate to its proper officers the authority to take all actions necessary to implement and administer the Plan.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of Oakland School for the Arts hereby approves and renews the Section 125 Premium Only Plan for the plan year beginning September 1, 2025, and ending August 31, 2026, and ratifies all administrative actions taken since that date in anticipation of Board approval; and

**BE IT FURTHER RESOLVED** that the proper officers of OSA are authorized and directed to execute and deliver to the Plan Administrator one or more counterparts of the Plan; and

**BE IT FURTHER RESOLVED** that the Administrator shall take such actions as are necessary to implement the Plan and to establish appropriate administrative and accounting procedures; and

**BE IT FURTHER RESOLVED** that the proper officers of OSA shall distribute to each eligible employee a copy of the Summary Plan Description approved by the Board.

**PASSED AND ADOPTED** by the Board of Directors of Oakland School for the Arts on this 11th day of September, 2025, by the following vote:

**BOARD VOTE:**

Isaac Abid	____ Present	____ Yes	____ No	____ Abstain
Safia Fasah	____ Present	____ Yes	____ No	____ Abstain
Philip Green	____ Present	____ Yes	____ No	____ Abstain
Aubra Levine	____ Present	____ Yes	____ No	____ Abstain
Phillip Milestone	____ Present	____ Yes	____ No	____ Abstain
Sorell Raino-Tsui	____ Present	____ Yes	____ No	____ Abstain
David Simmons	____ Present	____ Yes	____ No	____ Abstain
_____	____ Present	____ Yes	____ No	____ Abstain

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**Safia Fasah, President**

**CERTIFICATION**

I, the undersigned, certify that the foregoing is a full, true, and correct copy of a resolution duly adopted at a regular meeting of the Board of Directors of Oakland School for the Arts held on September 9, 2025, at which a quorum was present.

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**Steven Borg, Clerk**

**Attested:** \_\_\_\_\_  
**Mike Oz, Executive Director**