



MINUTES

HBAC Work Session
September 30, 2020
4:00-5:00 p.m.
Teams Virtual Meeting

In attendance: Kathleen Wells, Vicky Bonnett, Joe Judge, Blake Hammond, Shannon Owens, Doug Smith, Melissa Speed, Jill Burnett Requist, Valerie Cohen, Rossi Firth, Cathy McKay, Katie Northness. Cyndi Bernhardt - Recorder.

Valerie opened the meeting.

Cathy gave an overview of FFCRA- Families First Coronavirus Response Act:

Based on the following COVID needs and guidelines.

https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave#_ftn3

1. Subject to Federal, State or local quarantine or isolation
2. An employee is told to stay home, under the advisement of a health care provider to self-quarantine related to COVID 19
3. Experiencing COVID symptoms, seeking medical diagnosis described in (1)
4. Taking care of an individual that has been diagnosed (1) or has been told to self-quarantine (2).
5. Caring for a child whose school or place of child care is closed for reasons related to COVID 19. (this does not apply if n Virtual classes have been chosen).
6. Other similar conditions.

Under FFCRA, an employee qualifies for expanded family leave if the employee is caring for a child.

Duration of Leave:

For reasons (1)-(4) and (6): A full-time employee is eligible for 80 hours of leave, and a part-time employee is eligible for the number of hours of leave that the employee works on average over a two-week period.

FFCA the 10 days are a once in a lifetime usage per person.

For reason (5): A full-time employee is eligible for up to 12 weeks of leave (two weeks of paid sick leave followed by up to 10 weeks of paid expanded family & medical leave) at 40 hours a week, and a part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

For leave reasons (1), (2), or (3): employees taking leave are entitled to pay at either their regular rate or the applicable minimum wage, whichever is higher, up to \$511 per day and \$5,110 in the aggregate (over a 2-week period).

For leave reasons (4) or (6): employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$2,000 in the aggregate (over a 2-week period).

For leave reason (5): employees taking leave are entitled to pay at 2/3 their regular rate or 2/3 the applicable minimum wage, whichever is higher, up to \$200 per day and \$12,000 in the aggregate (over a 12-week period). [\[4\]](#)

Q. If a new teacher uses up their sick time can they be unpaid during their time off?
This decision is made on case by case.

Q. The question was brought up if the claims are down due to the new guidelines for co-pay and limits.

COVID brought down dr visits for a few months, things are already trending back to normal. If an employee is tested at TEST IA, there is not charge to the district. If they go to their dr there is the office visit cost etc.

Q. Will some things change permanently? IE: Tele Med? Some things have changed, they may or may not remain the same. Some Tele Med appointments were at a lower cost, but that cost is trending up.

Q. Flu shots may or may not be offered at a building. If they are offered the concern is close contact. Some clinics may agree to outside Flu Shot Clinics but only as the weather allows. Target/HyVee are open to holding a clinic at a building. It is up to each building to reach out to them. The flu shot is credited under Personal Health.

NEXT MEETING: A mirror process of a few years ago will be revisited. The committee was asked at that time to look at ideas to bring down the cost of health care. What are the "Desired Expectations" for the coming year?

Cathy will ask questions of Wellmark to give a breakdown of costs over the last year.

Next meeting: Wednesday October 28, 2020 5:00 p.m., at this time the meeting is Virtual.

Meeting adjourned: 5:00 pm.