

HUB Charter School Practice Study Hall



August 2020

As we continue through the quagmire that is “Returning to School”, preparing for audit season (no, audits weren’t cancelled due to COVID), and everything else, we wanted to quickly remind you of four timely topics:

- How charter schools are meeting the current mental health needs of employees
- Opportunities to reduce the cost of health insurance
- Liability considerations as we return to onsite operation
- Employee Handbooks

It is a difficult time. We are here for you in any capacity we can provide. Thanks for your partnership and hard work as we focus on getting kids the best education possible at this time!

Mental Health

Even before COVID, HUB was experiencing a large uptick in interest in Employee Assistance Programs (EAPs). Even at the best of times, educational staff are exposed to unique pressures that can trigger the need for mental health support. Now, with COVID, Americans are experiencing greater stress and need for care. Demand for mental health care may be at an all-time high. With a limited supply of mental health providers, we have seen many charter school employees having difficulty actually using their EAP. Identifying a participating mental health provider, determining whether s/he is still accepting new patients, and then actually setting up an appointment is a surprisingly difficult task these

days. For this reason, EAP vendors are offering ‘**Appointment Setting**’ services where the vendor handles the referral much more proactively, removing additional stress and frustration from the employee. You can get more general information about [EAPs here](#). If you want to learn more about appointment setting services or would like to learn more about EAPs in general, please give us a call!



Charter Pool

Health insurance is wreaking havoc with charter school budgets. At a time of PPR cuts and budget slashing, health insurance cost just goes up, up, up! As a top three budget expense item, health insurance cost is a great place to find savings as you review your charter’s budget. HUB creates a unique immediate and long-term strategy designed to aggressively manage health plan cost for each of our charter partners. We call it the Pathway and each charter school’s Pathway can be different but the goal is always the same. Our goal is to educate school leaders about health plan structural options and move them, step by step along their individual Pathway, toward a lower fixed cost health plan structure. You can learn more about our process by reviewing [these slides from HUB’s Budget Roundtable](#).

In 2018, HUB launched the [HUB Charter Health Pool](#). It is specifically designed for charter schools and we believe it provides the best structure for a charter school to accomplish the long-term goal of controlling health plan cost impact on the your annual budget. We are having great results helping charters in this vital area. Contact us to learn more.



On-Demand Webinar: The Next COVID Crisis - Claims, Lawsuits, and Lessons We Can Learn Now

As businesses re-open and revamp their operations, the first wave of employee lawsuits has begun in earnest. What can we learn from these cases now to help you protect your organization while returning employees to work safely? Click [here](#) to watch this on-demand webinar.



Employee Handbook Review: COVID Updates

Reviewing and amending the Employee Handbook is a top recommendation before starting a new school year, no matter the circumstances. With disruption at an all time high from COVID, a review this year is even more crucial. Check out [these timely considerations](#) and remember to connect with [Guardian HR](#), if you are a member.



Coronavirus Resource Center

Be prepared. Know how to respond.

Visit HUB International's Coronavirus Resource Center

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