



HUB Charter School Practice Study Hall

May 2019

Welcome May!

The end of the year is near! Your lawful obligations as an employer are vital to being a top performing charter school. We would love to share some compliance-focused topics so that your checklist is complete when you close out another successful school year.

As always, thank you for your trust and partnership. If you need assistance or want to learn more, contact us at the info below. Thanks!



HUB's latest [Zero to Sixty video](#) will show you how to determine if a worker is an employee or contractor. With state governments increasingly passing laws to protect employee rights, companies that misclassify their employees are now at heightened risk of being held liable to workers' compensation claims, tax penalties, and other lawsuits.

Annual PCORI Fee Reminder

Here is an annual reminder about the fee due under the Affordable Care Act (ACA) known as the Patient-Centered Outcomes Research Institute (PCORI) fee. Effective for plan years ending on or after October 1, 2012, and before October 1, 2019, employers that **sponsor certain self-insured health plans** are responsible for PCORI fees. **Fees for plan years that ended in 2018 are due July 31, 2019.** Given there has been no replacement health care plan formally adopted as of this time, the PCORI fee must still be paid. [Click here to read more.](#)



Employees vs Contractors - Insights & Upcoming Webinar

As you prepare for the new school year, it isn't a bad idea to review the individuals with which you contract to make sure they don't qualify for employment status. Although the tax information mentioned in the article below may not apply to charter schools, areas such as benefit eligibility and PERA liability require charter schools to be careful to correctly determine employee versus contractor status. [Click here](#) for

more information.

On **May 23rd at 12pm MT** we will have a webinar on this topic for our charter school partners. Save the date if you would like to learn more!



BuyQ National CMO Health Insurance Benefits Survey

Charter schools of all sizes face tough total employee compensation situations. Rising salaries, rising health insurance cost and low annual revenue increases are tightening total compensation budgets. HUB and BuyQ are launching a national awareness effort on the long-term threat of these tightening budgets and what schools can do to turn the tables. BuyQ recently completed a survey of some of the largest national Charter Management Organizations regarding their recent experience in managing health insurance cost and benefit levels. We think you will find the report an interesting read. You can download it from the link below.

[Request a copy of the survey here.](#)



60 percent of CMO respondents have had to limit investments in mission critical areas due to increases in the cost of health insurance benefits.



23 CMO representing 15,500 employees responded



7 out of 10 respondents agree that better management of their CMO's health insurance benefits program could result in cost savings.

Meet your Charter School Practice Team

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