

HUB Charter  
School  
Practice  
Study  
Hall



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## May 2020 - Budget Cuts

No doubt the Spring of 2020 will be on our minds for some time. HUB is turning our attention to what happens next. With rumors of revenue decreases from multiple areas, charter schools will face a very difficult road over the next several years. Please block your calendar for the date and time below to hear from charter leaders on how they are addressing the recently released projected revenue decreases as well as how charter schools can manage school expenses in multiple areas.

**Roundtable: Reducing Operating Expense**  
**SAVE THE DATE: Monday, May 18<sup>th</sup> 11:30am to 1:00pm**

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## Charters Join Together to Save on Health Insurance

If you are serious about managing the expenses of your charter school, health insurance is one of the largest expense items within a budget that we hope you explore. You might know about HUB's efforts, since 2008, to educate charter schools about managing their Employee Benefit platform in a more strategic fashion. In the last several years, we have shown charter schools throughout the country a pathway that leads to more effective methods of managing costs. Our long-term goal has been to build a program that rewards aggregation of common risk (charter school members ONLY) and strategic cost management practices.

In 2018, HUB launched the Charter Health Insurance Pool - a unique program that allows charter schools to join together to purchase reinsurance while maintaining autonomy in all other areas of their respective health programs. The first full year ended with [great financial results](#) for our participating members and, as the pool grows, it will provide greater and greater benefits to participants. We believe charter schools have the opportunity to do something very special in the area of health insurance. As the charter school community faces difficult budget decisions, we encourage you to reach out to us to learn more.

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## Saving on Workers Compensation Premium

Charter Schools have the ability to save money on their premiums if they track payroll in a new manner. You should account for payroll for employees that have a reduced or non-existent work function but are still receiving full compensation. A filing was made by NCCI recently to allow employers use a special code (0012) to designate payroll that is earned but not exposed to work comp injuries based on the job function being reduced or not done at all. Their FAQ response and website link is below:

***Q. - A business has suspended operations due to COVID-19, but continues to pay employees, although they are at home and not working. Is this payroll included in the premium calculations for workers compensation?***

***A. - NCCI recognizes that circumstances around COVID 19 are extraordinary and warrant an expedited rule change to address the question of payroll for employees who are being paid but are not working as it relates to the basis of premium. If approved, this rule change will be distinct from "idle time" under our current Basic Manual rules (Rule 2-F-1), and a corresponding statistical code 0012 will be created for reporting this payroll. **This payroll will not be used in the calculation of premium.*****

*Click here to read the full answer: [NCCI Coronavirus FAQs](#).*

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## CARES Act Summary of Key Provisions Impacting Retirement Plans

### CARES Act Summary

On March 27, 2020, the U.S. House of Representatives passed the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") that was passed in the U.S. Senate on March 25, 2020. The President signed the bill into law on March 27, 2020. This brief is a summary of provisions contained in the CARES Act that impact retirement plans and IRAs. [Click here](#) to read about the key provisions impacting retirement plans.

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## Coronavirus Resource Center

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## Meet your Charter School Practice Team

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