

**Employee Council Minutes - 4/15/2020**  
**Virtual Meeting**

- Welcome - Amanda
- Employee asked a question about the FSA account and specifically dependent care.
- Amanda talked about employee council openings and said this will be brought back to next EC meeting for review.
- Amanda and Jana reviewed the EC Update on Options Feedback Session presentation.
  - Amanda stated that option A is an approximately a \$10 million implementation cost. Jana then said when we give a 1.25% increase it is on the base dollar amount, but because the increase will be on pay after the increase, the percentage needs to be slightly increased to cover the cost. This is the reason for the 1.39% versus 1.25% increase.
- Reviewed Option B - the district will pay 1.39% PERA increase for employees and there would be a \$20 increase to employee premiums across the board per pay period.
- Reviewed Option C - employees will pay both the 1.39% PERA increase and \$20 medical premium increases.
- Discussed the new Option D - employees will pay both the PERA and medical increases. Medical increases are based on the specific plan employees have chosen. In this case, employees who have family coverage, will have a greater impact than employees who have individual coverage.
- Reviewed the revised tentative timeline.
- Pointed out benefits open enrollment has been moved from May 1st to May 15th and there is a BOE meeting on 26th to discuss the proposed budget.
- Kendra Gish asked if we would revisit a salary schedule if the federal government makes changes to budget. Can this be done mid-year or would we have to wait until next year? Amanda stated that we would be pausing on this for now; and updates would be provided in January.
- Amanda reviewed feedback norms.
- Are we taking into account the impact Covid has on our medical premiums. Amanda said that the increases were based on pre-Covid.
- Feedback Session
- Amanda checked in with the group to see how everyone is doing.
- Amanda closed the session.