



HR Committee Agenda

October 23, 2024

Join Zoom Meeting

<https://blueskyschool-org.zoom.us/j/99480426848?pwd=IAqT4Uq4Q0lLbSTefVJzDAIrBACWnU.1>

Meeting ID: 994 8042 6848
Passcode: 159679

Attendance: Christine Grapman, Billie Johnson, April Scharnberg, Danielle Sanders, Julie Johnson, Emily Torvik, Dawn Mensing, Gabra Lokken, Amy Larsen, Danielle Fackler, Gaia Buttweiler, Molly Kinnamon, Mandy Kasowicz, Cathy Parker, Scott Brown, Jenny Weiderholt-Pine, and Leslie Egner

Committee Charge: Creating practices to recruit highly qualified staff and retain staff. Review and update the staff handbook to reflect best practices within BlueSky regarding employment issues.

Agenda:

- 1) Present 2025 Benefits - presented by Jenny Weiderholt-Pine
 - a) Health Insurance
 - i) BlueCross BlueShield originally was increasing the total premium by 14%, but Jenny was able to reduce the increase to 8%
 - ii) Two Plan Designs for the 2025 year with BlueCross BlueShield. The plan designs are the same as the 2024 year, just a difference in employee premium costs.
 - (1) [Pan Designs](#)
 - iii) HR Committee agrees to go forward with the option where BlueSky absorbs the increased premium amount and BlueSky. Employees will pay the same dollar amount as they did in 2024 and there will not be any

changes to deductibles. This results in a 10.4% increase in cost for BlueSky.

- iv) There was a discussion on health insurance and if there should be an adjustment of the premium cost BlueSky covers between employee only and family.
 - (1) HR Committee overall confirmed that the school should continue covering 95% of the employee, 50% for employee +1, and 50% for family.

- b) Dental Insurance
 - i) Bids from Mutual of Omaha and Lincoln Financial
 - (1) Moving to Lincoln Financial would result in a slight decrease in costs.
 - (2) There are no significant differences in coverage between the two carriers
 - (3) Jenny is going to clean up the dental coverage chart with confirmed information for Lincoln Financial
 - (4) Look at including dental annual coverage from \$1,500 to \$2,000 for Lincoln
 - (5) HR Committee agrees to move forward with Lincoln Financial for dental

- c) Short-term and long-term disability
 - i) Savings for long-term disability and additional underwriting needs to be done for long-term disability
 - ii) Conversation about increasing the weekly limit for short-term disability claims
 - (1) Increasing the weekly limit from \$500 to \$1,000
 - (2)

Next HR Meeting Times

Thursday, November 21st at 3pm

Tuesday, February 4th at 1pm

Tuesday, May 6th at 1pm