

The following are the preliminary minutes from the November 4, 2020, OHSAA Board of Directors Special Virtual Meeting. The Board is expected to officially approve them at its December 3, 2020, meeting.

## **OHSAA BOARD OF DIRECTORS SPECIAL VIRTUAL MEETING MINUTES (November 4, 2020)**

The Ohio High School Athletic Association Board of Directors held a special virtual meeting due to the COVID-19 coronavirus pandemic on Wednesday, November 4, 2020. President Jeff Cassella called the meeting to order at 1:00 p.m.

**Board Members Participating:** Jeff Cassella, president; Scott Kaufman vice president; Ryan Fitzgerald; Gary Kreinbrink; Dan Leffingwell; Leonard Steyer; Bill Warfield; Jan Wilking, and Steve Watkins, and John Richard (ex-officio).

**Staff Members Participating:** Doug Ute, executive director, and Kim Kiehl, chief operating officer.

The Board immediately went into executive session for the purpose of discussing several financial issues.

The Board voted unanimously to come out executive session for the purpose of acting on two recommendations from the OHSAA Executive Director's staff.

### **A. EMPLOYEE RETIREMENT CONTRIBUTIONS**

The Board was provided with options to modify the employee retirement contribution plan that is currently in place. The OHSAA currently contributes 12 percent for each employee and a 3 percent employee match at a cost of \$223,118 annually. It was recommended that the OHSAA reduce the contribution to 8 percent for each employee and continue with the 3 percent employee match for a savings of \$59,498.

The Board unanimously **approved** the recommendation as presented.

### **B. EMPLOYEE HEALTH CARE PREMIUMS**

The Board was provided with options to modify the employee health care benefits. The OHSAA currently pays 100 percent of the health, vision and dental premiums for employees. As of May 2020, this annual cost totaled \$347,956.68. In addition, OHSAA contributes 100 percent of the deductible to the employee's HSA account (\$2,000 single, \$4,000 family) for a total of \$64,000. It was recommended that the OHSAA pay 80 percent of the health, vision and dental insurance and employees will pay 20 percent through payroll deduction. In addition, the OHSAA will contribute 50 percent of the deductible to the employee's HSA account (\$1,000 single, \$2,000 family). This will result in a savings of \$69,591.34 in insurance premium costs and \$32,000 in HSA contribution costs for the organization.

The Board unanimously **approved** the recommendation as presented with the addition that spousal exclusion be included to the employee policy.

There was a unanimous motion to adjourn the meeting at 2:15 p.m.

Kim Kiehl, recorder.

### **FUTURE MEETINGS (All meetings are subject to change)**

**2020-21 School Year:** December 1; January 14; February 18; April 22, and June 9.