



# River Trails

## SCHOOL DISTRICT 26

To: Board of Education  
From: Ryan Ber  
Date: September 9, 2025  
Subject: Employee Stipend for Wellness Incentive

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### **Recommendation**

The employee stipend of \$150 for obtaining 300 points and \$75 for 200 points out of 375 possible points on our 2024-25 Wellness Challenge.

### **Background**

The Educational Benefits Cooperative (EBC), the cooperative the district uses to purchase employee insurance benefits, promotes staff wellness through an incentive program. There are three tiers to the program. For each tier, the district receives an incentive payment of 0.25% of the district's projected annual medical insurance premium. Last year, the district successfully achieved the top tier and received an incentive of \$22,124.

Over the last few years, the money from the incentive has provided staff access to a health promoting website (with many health based resources), nutritious lunches at each school, weight loss programs, and different types of health challenges throughout the year. Last year, employees who met a defined goal were eligible for a stipend of up to \$150 (\$75 for completing the on-site Biometric Screening and an additional \$75 for other activities). To be eligible, employees had to participate in our onsite wellness screenings as well as complete other challenges to earn points. These included faxing biometric screening results to the employee's physician, signing up for wellness benefits, and several wellness challenges. 182 employees received the contribution in 2024-2025 (81 received \$150 and 101 received \$75).

### **Financial Impact (If applicable)**

The Insurance/Benefits Committee recommends maintaining the employee stipend of \$150 for obtaining 300 points and \$75 for 200 points out of 375 possible points on our 2025-26 Wellness Challenge (attached) with an anticipated cost of approximately \$20,000. All payroll taxes will be deducted from the stipend as required by the IRS.

### **Attachments**

FY26 Wellness Flyer with Rewards