

Salary & Benefits Recommendation

Waterford Union High School District

Overview

The recommended salary increase for all employee groups is 2.63%, based on the final Consumer Price Index (CPI) established for Wisconsin Employment Relations Commission (WERC) bargaining purposes. The benefit plan includes several targeted modifications designed to maintain cost control while preserving and enhancing services for staff.

Salary Recommendations

Support Staff & Administration

The Board previously approved a 2.63% salary increase for all certified teaching staff, consistent with the final CPI for WERC bargaining purposes. The District recommends applying the same percentage increase to all remaining employee groups, including support staff and administrators, to ensure equitable and consistent compensation adjustments across the organization.

Benefit Plan

Health Insurance

- **Alliance Network / Trilogy:** The District will continue its health insurance agreement with the Alliance Network through Trilogy, ensuring uninterrupted coverage and services for all staff.
 - **ProHealth Clinic Access:** Staff will continue to have no-cost access to the ProHealth clinics in Waterford and Mukwonago, including free prescription services.
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Questions & Answers — Health Plan

Question	Response
Will the District continue using Green Imaging for scans?	No. The District has agreed to discontinue the Green Imaging arrangement effective at renewal.

<p>How does the HSA plan save money for employees and the District?</p>	<p>Employees benefit from lower premium deductions (increasing take-home pay) and receive additional tax-free contributions to their HSA. The District benefits from reduced claims spending overall.</p>
<p>What are the health and dental plan rates?</p>	<p>Health insurance rates are included in the attached documents in the right-hand column, labeled “Modeled Plan Scenario.” No changes to dental rates are being recommended. Claims spending is down 17% year-over-year; however, the District’s loss ratio remains at 94% (compared to 95.5% last year). WUHS will hold current rates and continue monitoring the trend.</p>
<p>What are the health and dental rates for retirees?</p>	<p>No changes to dental rates are being recommended for retirees. Please refer to the attached health insurance rate schedule for applicable retiree rates.</p>
<p>Will the HSA employer contribution increase beyond the current \$750 (single) / \$1,500 (family)?</p>	<p>Contribution levels will remain the same. WUHS will place a renewed emphasis on employee education and awareness to help staff fully utilize this benefit.</p>
<p>Will the cash-in-lieu benefit remain at \$450 per month?</p>	<p>Yes. The cash-in-lieu benefit will remain at \$450 per month with no changes.</p>

Please refer to the attached rate schedules for complete plan details.