

DATE: June 9, 2025

TITLE: Approve Workers Compensation 2025-2026

TYPE: Action

PRESENTER: Todd Lechtenberg, Executive Director of Finance and Operations

BACKGROUND:

Workers' compensation insurance protects a business owner from claims by employees who experience a work-related injury or illness either sustained on business premises or due to business operations. In all states, employers are required to carry workers' compensation insurance for their employees.

The district engages USI One Advantage (USI) to reduce lost time for workers and expedite care for employees through easy access to occupational nurses on demand. USI also provides education to local healthcare providers on the nuances of workers compensation. The goal of this work is to empower employees in healing and recovery. USI also provides training and resources to the district to aid in reducing injuries in the workplace.

RATIONALE:

The district incurred four catastrophic claims over the past 24 months (claims exceeding \$25,000). As a result, the District's Experience Modification (mod) increased from a factor of 1.18 to 1.29.

With this increase in mod, USI worked with two companies to provide competitive bids, and the results are as follows:

- 1) RAS/Dakota (Current provider) \$410,880
- 2) SFM \$359,892

With an estimated increase of 4% in payroll and our mod going from 1.18 to 1.29, we will see an increase of \$87,871 going with SFM next school year,

RECOMMENDATION:

It is recommended that approval be given for the SFM bid of \$359,892.