

	<p><b>D.C. Everest Area School District</b></p> <p>6100 Alderson Street Weston, WI 54476 Phone 715-359-4221 <a href="http://www.dce.k12.wi.us">www.dce.k12.wi.us</a></p> <p><b>Dr. Kelley Strike</b> Assistant Superintendent of Operations</p>	<p><b>MISSION STATEMENT</b></p> <p>D.C. Everest Area School District, in partnership with the community, is committed to being an innovative educational leader in developing knowledgeable, productive, caring, creative, responsible individuals prepared to meet the challenges of an ever-changing global society.</p>
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TO: Dr. Casey Nye, Superintendent

FROM: Dr. Kelley Strike, Assistant Superintendent of Operations

DATE: September 17, 2025

RE: District HSA Contribution

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Last month, our health insurance renewal with Aspirus Health Plan was approved for 2026. This renewal once again highlights the rising cost of healthcare for both employees and the district:

- **Premium increase:** +8% for Signature HMO (Narrow Network)
- **Premium increase:** +15% for Freedom POS (Broad Network)
- **Deductibles:** Slight increases each year to allow continued HSA contributions, resulting in higher potential out-of-pocket expenses for staff

To help offset these added costs, we are recommending that the district make a contribution to employees' Health Savings Accounts (HSA). After finalizing the 2025–2026 budget, we propose providing a **\$100 contribution for each employee enrolled in the district health plan.**

Employees will need to complete the standard HSA contribution form during open enrollment in order to receive this benefit with contributions made in January. As a tax-free contribution, this provides direct financial relief to employees. While modest, it represents an important first step, and we may consider expanding this benefit in future years.

This contribution will only apply to the employee who is the plan holder and is limited to those enrolled in the district's health insurance plan.