

School District of Rhinelander - Board of Education
Employee Relations Committee
Monday, March 9, 2026

Minutes

The Employee Relations Committee meeting was called to order at 5:00 p.m. on Monday, March 9, 2026, in the Professional Development Center, Rhinelander High School, 665 Coolidge Ave., Rhinelander, WI.

Duane Frey led the Pledge of Allegiance.

Roll Call

Committee Members Present: Duane Frey, Judy Conlin, and Kurt Helke
Committee Members Absent: None

Others present at this meeting were Superintendent, Eric Burke; School Board President, Ron Counter; Director of Business Services, Bob Thom; Director of Human Resources, Michele Cornelius; Director of Instruction, Ryan Ourada; Director of Learning Support, Richard Gretzinger; Senior Employee Benefits Consultant for USI Insurance Services, Ken Zastrow, Secretary/Deputy Clerk, Shelley Anderson, and Heather Schaefer of the Northwoods Star Journal. Five other people were present.

Committee Chairperson Report

- No report was given.

Superintendent Report

- No report was given.

Citizens/Delegations

- No citizens/delegations wished to address the Committee.

Report, Discussion, and/or Action Topics

February 9, 2026, Committee Meeting Minutes.

MOTION: J. Conlin, seconded by K. Helke.

Accept the minutes of February 9, 2026, as printed.

Motion passed with a voice vote.

Discussion/Information Only Regarding Health Insurance

Ken Zastrow, Senior Employee Benefits Consultant with USI Insurance Services, presented a summary of the District's benefits experience report as of January 31, 2026. The medical plan is currently performing favorably, with net paid claims down 13.5% from the prior year and claims per employee down 17.5%. The plan is operating at 87.8% of the Fully Insured Equivalent (FIE) budget, resulting in an estimated \$414,546 favorable position year-to-date. Employee enrollment has increased approximately 5%, from 287 to 301 employees. No large claims exceeding \$75,000 have occurred during the current plan year, compared to 19 large

claims in the previous year. The dental plan is also trending favorably and is operating at 96.8% of the budgeted FIE amount year-to-date.

Additional discussion will occur at the April Committee meeting, at which time the administration will present recommendations. Final consideration and approval will take place at the May Full Board meeting. USI will also provide updated projections in May based on the current claims experience.

Adjourn

MOTION: J. Conlin, seconded by K. Helke.

Move to adjourn.

Motion passed with a voice vote at 5:40 p.m.