



# School District of Greenfield EMPLOYEE NEWSLETTER



November-December 2013

## Health Insurance Overview

On October 30<sup>th</sup>, representatives from the various vendors associated with our employee benefits, including health insurance (United Health Care), health reimbursement account (National Insurance Services), health savings account (Diversified Benefit Services), and flexible spending account (Diversified Benefit Services) were on hand to talk about the 2014 plans.



For 2014, there will be no changes in the plans. United Healthcare (UHC) will continue to be the provider. Employees participating in the health reimbursement account (HRA) will continue to have \$1500/3000 deposited into their accounts with Mid-America. Employees participating in the health savings account (HSA) will have \$1500/\$3000 deposited on their behalf with Diversified on or about February 1<sup>st</sup>. Employee's contribution towards the premium cost will also remain steady.

Information about the HRA & HSA can be found the District website: Staff/Health Insurance Information/Login to Staffnet/List of Insurance information will come up. Make sure you click on Health Insurance Information (3<sup>rd</sup> item on list under Staff) prior to logging in to Staffnet.

## Health Insurance Election Forms

Employees have until **December 2<sup>nd</sup>** to return the Health Insurance Election Forms to Human Resources (attn.: Mary Kaminski). Even if you don't plan on changing plans, please return the form. The form can be found [here](#), or on the District website: District Info/Departments/HumanResources/What's New (left hand side)/2014 Election Form. Returning the form will help ensure that we have accurate records and provide the best service possible.

## Flexible Spending Account Enrollment

The District offers a Flexible Spending Account (FSA) through Diversified Benefit Services (DBS). The FSA allows employees to pay for certain expenses (such as medical expenses or dependent care expenses) with pre-tax dollars. For more information, as well as enrollment forms, visit the Human Resources website. Enrollment must be completed by **December 20<sup>th</sup>**. The informational form can be found [here](#), or on the District website: District Info/Departments/Human Resources/What's New (left hand side)/Flexible Spending Account Information.

Employees must enroll via the DBS website: [www.dbsbenefits.com](http://www.dbsbenefits.com).

## Wisconsin Retirement System Changes

The Wisconsin Department of Employee Trust Funds (ETF) manages the Wisconsin Retirement System (WRS). All public employers, including the School District of Greenfield and eligible employees, participate in the WRS. Both the employer and employee contribute a percentage of the employee's salary to the WRS. Annually, ETF sets the contribution rates for participating employers and employees. For the calendar year 2014, ETF has set the contribution percentage at 7.0%. This will be an increase from 2013.

The chart shows the WRS rate increases on an annual basis:

Year:	Rate
2013:	6.65%
2012:	5.9%
2011:	5.1%
2010:	4.8%

There are several reasons for the rate increases over past few years (e.g., active employees vis-à-vis annuitants, earning from investments, etc.). While we don't know what the future holds beyond 2014, employees should be aware that their own wages will be affected (effective January 1<sup>st</sup>) and the District must cover the employers' cost increase as well.

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## Contact Information

There has been some considerable employee turnover in the Central office over the past several months. Through it all, we remain dedicated to providing the best service possible to our employees.

To that end, please note the following persons, and their contact information:

Name	Title/Duties	Phone	Email
Lisa Elliott	Superintendent	414-855-2033	lelliott@admin.greenfield.k12.wi.us
Amy Kohl	Director, Business Services	414-855-2020	akohl@admin.greenfield.k12.wi.us
Mark Kapocius	Director, Human Resources	414-855-2041	mkapocius@admin.greenfield.k12.wi.us
Patrice Ball	Director, Curriculum, Assessment & Instruction, 6-12	414-855-2047	pball@admin.greenfield.k12.wi.us
Charity Eich	Director, Curriculum, Assessment & Instruction, K-5	414-855-2034	ceich@admin.greenfield.k12.wi.us
Monica Warnke	Director of Pupil Services	414-855-2044	mwarnke@admin.greenfield.k12.wi.us
Mike Datza	Director, Buildings & Grounds	414-855-2025	mdatza@admin.greenfield.k12.wi.us
Patty Cabrera	Pupil Services Assistant	414-855-2042	pcabrera@admin.greenfield.k12.wi.us
Sandi Chairez	Curriculum, Assessment, & Instruction Assistant	414-855-2043	schairez@admin.greenfield.k12.wi.us
Mary Coubal	Student Information/ Enrollment Assistant	414-855-2032	mcoubal@admin.greenfield.k12.wi.us
Pat Graziano	Lead Technology Support Specialist	414-855-2595	pgraziano@greenfield.k12.wi.us
Mary Kaminski	Business Office Assistant	414-855-2021	mkaminski@admin.greenfield.k12.wi.us
Ellen Krikelas	Superintendent Assistant	414-855-2031	ekrikelas@admin.greenfield.k12.wi.us
Gerry Martin	Technology Support Specialist	414-855-2594	gmartin@greenfield.k12.wi.us
Joanie Niemiec	Accountant	414-855-2024	jnieмец@admin.greenfield.k12.wi.us
Judy Schultz	Payroll Assistant	414-855-2023	jschultz@admin.greenfield.k12.wi.us
Terri Steinke	Bldgs/Grounds, Accts Payable Assistant	414-855-2022	tsteinke@admin.greenfield.k12.wi.us
Erica Wendelberger	Department Assistant	414-855-2048	ewendelberger@admin.greenfield.k12.wi.us

## Opportunities for Employees

Occasionally, local companies will make certain programs available to District employees. To the extent that the District can make employees aware of the offerings, without providing an endorsement, we will do so. Below are some offers exclusively for District employees.

# \$300 Off Closing Costs



## Great Midwest Bank

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Greenfield, WI 53221  
Direct: 414-282-4758  
Donna@greatmidwestbank.com

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- Free Pre-Approvals
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- Apply online at [www.GreatMidwestBank.com](http://www.GreatMidwestBank.com)
- Purchase or Refinance



Member  
**FDIC**

Some restrictions apply. Primary Residence (Single family) using Great Midwest servicing retained loan programs only.  
Coupon must be presented at time of application, subject to mortgage approval. Offer expires 3/15/14