

Q: How Has the District Implemented Act 10?

Area of Interest	Pre-Act 10 (2010-11)	Current (2016-17)
<p>Health Care Benefits</p> <p>Deductibles</p> <p>Employee contributions</p>	<p>WEA Trust Healthcare Plan</p> <p>In-Network \$100 Individual / \$200 Family</p> <p>Out-of-Network \$200 Individual / \$400 Family</p> <p>Employee Contribution – 5%</p> <p>Fully insured plan</p>	<p>Self-funded Health Plan</p> <p>Qualified High Deductible Health Plan, Employee funded HSA Eligible</p> <p>In-Network \$2,000 Individual / \$4,000 Family</p> <p>Out-of-Network \$4,000 Individual / \$8,000 Family</p> <p>Employee Contribution – 13%</p> <p>Self-Funded plan (2011-12 savings of \$2.4 million by moving to self-funding)</p>
<p>Pension Benefits (WRS)</p>	<p>WRS – 100% district funded</p>	<p>WRS – 50% employee funded</p> <p>(50% District funding required)</p>
<p>District-level Retiree Health Benefits</p>	<p>Defined benefit plan with up to 10 years of health benefits equivalent to active plan</p>	<p>No new retirees on health plan since 2013</p> <p>Defined post-employment plan with flat-dollar TSA funding</p>
<p>Total Health Benefit Costs</p>	<p>Medical and dental insurance costs – \$6,025,752</p>	<p>Medical and dental insurance costs – \$4,111,309 (2015-16)</p>
<p>Number of Employee Unions</p>	<p>5</p>	<p>0</p>
<p>Total Expenditures</p>	<p>\$49,200,216</p>	<p>\$47,776,544</p>