

Employee Wellness Update

Healthy Employees are Better Employees

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The Facts

- On average, employees spend more than 1/3 of the day, five days per week at the workplace.
- Employers have the opportunity to promote individual health and foster a healthy work environment.
- According to the CDC, workplace wellness program can impact areas such as health care costs, absenteeism, productivity, recruitment/retention, culture and employee morale.

Our Most Valuable Assets

- In Sarasota County, we have over 5,000 employees.
- These employees have one of the most critical roles – preparing our students to be successful and productive citizens.
- Employee health influence's students health and learning.
- We continue to find ways to support our employees.

Coordinated School Health Approach



- Employee Wellness is one of 10 components.
- Healthy District Award: Sarasota Schools will be recognized by the Florida Partnership for Healthy Schools at the highest level “Gold” using this model.

Healthy Sarasota County Worksite



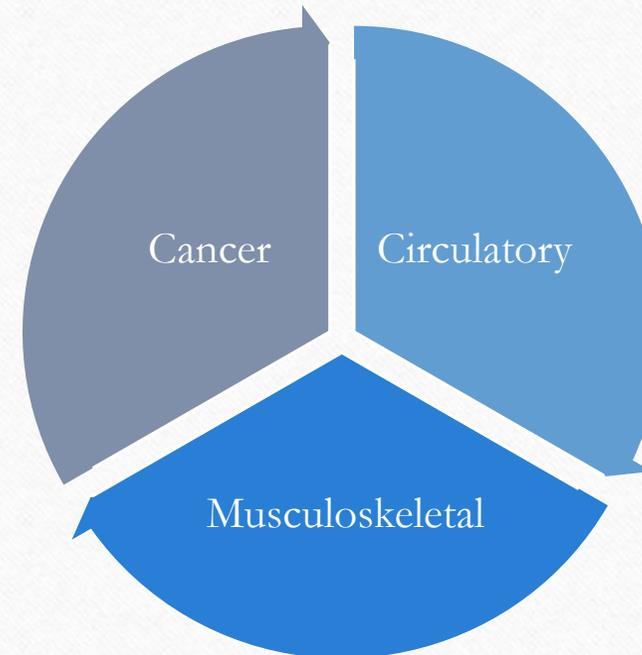
- Sarasota County Schools is recognized as a “Healthy Workplace” by the Sarasota Department of Health.
- Platinum recognition.
- Based on the CDC Worksite Scorecard – a tool to assess science-based health promotion and protection interventions at the workplace.

Accomplishments

- ✓ Preventative Screenings – Exceed Florida Blue BOB
- ✓ Biometric Screenings
- ✓ Flu Vaccines
- ✓ Wellness Incentive
- ✓ Wellness Center
- ✓ On-site Fitness Classes
- ✓ Lifestyle Improvement Programs and Seminars
- ✓ Wellness Champions
- ✓ Expanded Health Fairs

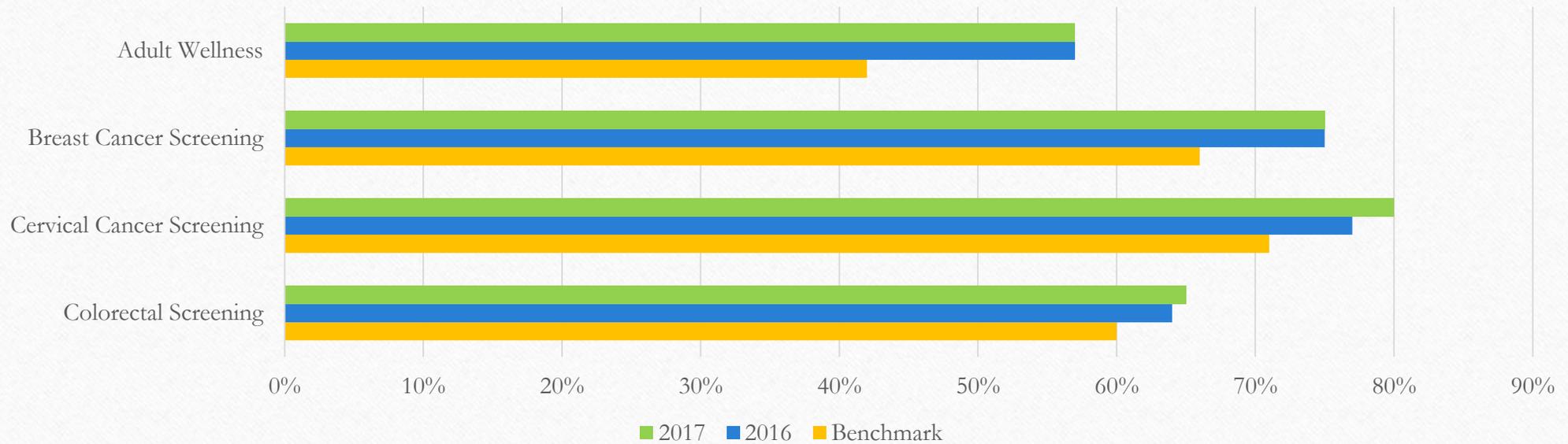
Top Diagnostic Conditions by Spend

- Preventative health programs have a profound effect on all three of these.
- Through preventative health programs, we have the opportunity to change the lives and health of colleagues.



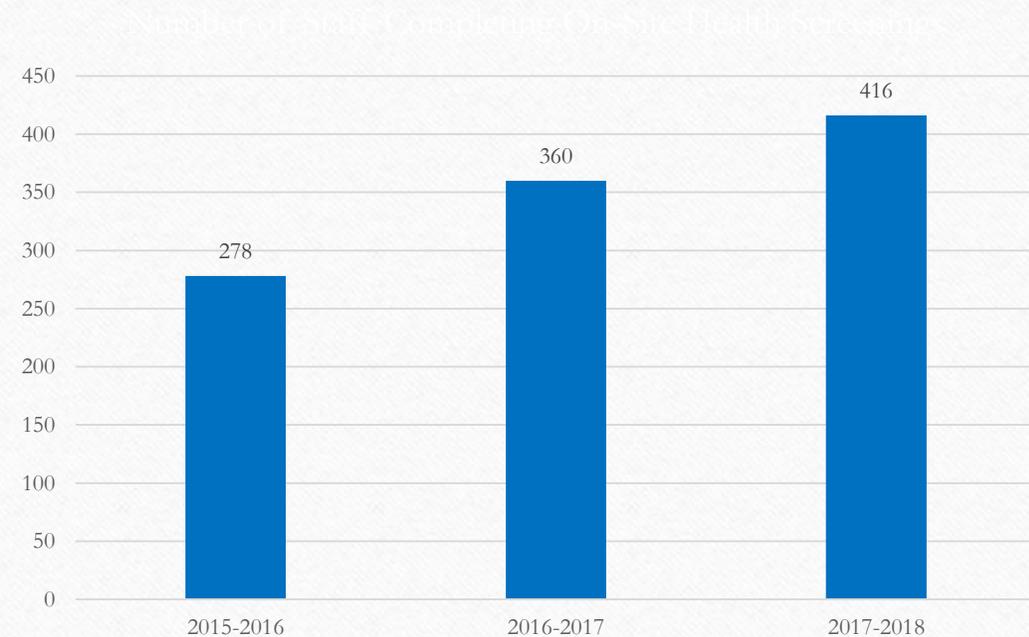
Preventative Health Screenings

Preventative Screening Prevalence – Sarasota Schools vs. Benchmark



On-Site Biometric Screenings

- Reach employees who may not see a doctor to ‘know their numbers’.
- Continue to add locations.
- Identified 8 critical value employees during 2017-2018 screenings.
- High risk employees invited to Florida Blue disease management or lifestyle programs.
- Florida Blue reports 79% of the population identified for a program engaged compared to the benchmark of 36%.



Prevention Pays – Incentive Program

- Annual Wellness Exam is required to establish a baseline with your doctor.
- Nearly a third of the 133 million Americans with a chronic disease don't even know.
- Participation averages ~20%.

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
RISK MANAGEMENT

PREVENTION PAYS – Up to \$100

Instructions: This program runs from July 1, 2018 to June 30, 2019 and employees can earn up to \$100. To be eligible for the full amount, employees complete activities from the categories below. Credit for each activity can only be claimed once. **Employees submit proof of participation to site Wellness Champions.** Submit this form **ONE TIME** during the program period. The IRS considers incentives taxable income, so the award will be taxed accordingly. This program is voluntary. Failure to participate does not make employee ineligible to be covered under a District medical plan. Spouses and dependents on the health plan age 18 and older can participate in most programs but are not eligible for the financial incentives. For more information contact, your site Wellness Champions or Employee Wellness at (941) 927-9000 x31363.

Incentives will be paid to employees via paychecks during one of the following payroll cycles:
Dec 15, 2018 - Mar 15, 2019 - Jun 30, 2019 - Sep 15, 2019
Deadline for paperwork to be processed is two (2) weeks prior to pay date.

ONE REQUIRED ACTIVITY		
		Completion Date
Annual wellness exam or physical with your in-network provider		
Doctor Name (Print) _____	\$25	Required
Doctor Signature _____		
ADDITIONAL wellness incentives		
Florida Blue health screening	\$30	
Stand-alone routine cancer screening that is separate from the annual wellness exam or physical i.e. skin, breast, cervical, colon, or prostate	\$25	
Dental or vision exam	\$25	
Diabetes program or diabetes prevention program	\$25	
Tobacco cessation program	\$25	
Gym membership (monthly)	\$25	
Organized weight loss program (6+ weeks)	\$25	
Organized fitness program (6+ weeks) or Personal Trainer	\$25	
Health coaching	\$20	
Complete a Personal Health Assessment at www.floridablue.com – Better You Strides (available to Florida Blue members)	\$15	
Submit a wellness success story with your Prevention Pays form (minimum 200 words for ¼ page.)	\$10	
Flu shot, Pneumonia shot, and/or Shingles shot-\$10 each	\$10	
Wellness seminar or class – up to two for \$10 each	\$10	
Organized walk/race	\$10	

By signing below, employee agrees to voluntarily authorize verification of completion of the requirements for the incentive.

Employee Name (Print) _____ Employee Signature _____ Date _____

Employee ID No. (A#) _____ Cost Center _____

Wellness Champion Name (Print) _____ Wellness Champion Signature _____ Date _____

RET: Master 5FY, GS1-SL 195
Dupl., OSA

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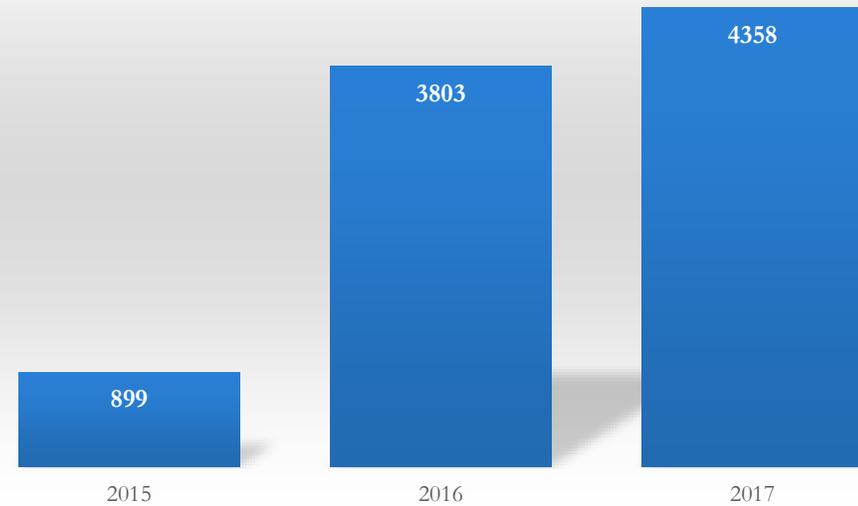
More Prevention

- ✓ Free skin checks with a Dermatologist
- ✓ Tobacco cessation classes
- ✓ Flu shots at every school in October
- ✓ Mobile mammography (new for 2018-2019)

Wellness Center



Annual Prox Card Access



Four 45-day Step Challenges

TOTAL STEPS TAKEN:
151,359,779

Total number of
participants:

305

Average total
steps per person:

496,262

Average daily
steps per person:

11,028



During the 4 Challenges...



- Sarasota School Employees took 151,359,779 steps!
- That's approximately 75,680 miles!
- The same distance as a road trip around the country approximately **9.7 times!!**

More Fitness

- Tivity Healthways gym membership
- Partnerships with local gyms – discounted membership rates
- Free onsite classes for employees (yoga, strength training, core classes, Zumba).
- Fitness seminars



Weight Watchers At Work

- **Over 1,250 total pounds lost!**
- In-person meetings
- Access to online tools
- Recipes
- Supportive environment
- Payroll deduction offered.

Educational Seminars and Webinars

In-Person Seminars

- **Am I Hungry? Mindful Eating Program (8-weeks)**
- **Diabetes Academy**
- **Science of Willpower Seminars**
- **Strength Training Simplified**
- **Boost! Transform your Workday**
- **Mindful Eating for Weight Management**
- **Meet with a Registered Dietician**

Webinars

- **Diabetes, part 1 and 2 (Nov)**
 - **Diabetes Overview**
 - **Importance of Monitoring**
- **Handling the Holidays (Dec)**
- **Heart Health (February for Heart Disease)**

Wellness Champions



- Work as a team!
- Supply the muscle to get things done.
- One at each school.
- Create and support a local culture of wellness.
- Create and promote onsite activities.
- Over 200 activities that support health, fitness and overall wellness.
 - Walking groups, step challenges, Biggest Loser competitions, fitness classes, wellness newsletters, bulletin boards, etc.
 - School-based 5ks, school gardens, run clubs, Jump Rope for Heart, Jog a Thons and Relay for Life, dance and yoga classes, etc.

Employee Health and Benefits Fairs

- STC-Sarasota and STC-North Port (new location)
- Meet with benefits providers
- Participate in health free screenings (biometric, skin, vision)
- Flu shots (in October)
- Attend wellness and FRS seminars and workshops
- Get connected with health providers and community vendors

A Look Ahead

- Health and Benefits Fairs at STC-Sarasota on October 19th and STC-North Port on March 15th.
- Flu Shots at every school site in October
- Mobile Mammography
- Fitness classes, step challenge, and runs
- Health screenings, including biometric screenings and dermatology screenings
- Weight Watchers
- Monthly health and wellness seminars in North and South County.
 - Mental Health, Financial Wellness, Fitness, and Weight Management

Fall Seminar Schedule

2018 Upcoming Wellness Seminar Schedule

Topic	STC – NORTH PORT at 4:45pm 4445 Career Lane North Port, FL 34289	LANDINGS at 4:45pm 1960 Landings Blvd Sarasota FL 34231
Avoiding and Dealing With Anxiety	Monday, 9/10/2018	Tuesday, 9/4/2018
Your Money, Your Life	Monday, 10/1/2018	Tuesday, 10/2/2018
8 Colors of Fitness	Monday, 11/5/2018	Tuesday, 11/6/2018
Healthy Grocery Shopping on a Budget	Monday, 12/3/2018	Tuesday, 12/4/2018

Thank you!
