

GERMANTOWN SCHOOL DISTRICT

Notice of Insurance Committee Meeting

April 4, 2017

5:45 P.M.

To Be Held at Germantown School District Administration Building

N104 W13840 Donges Bay Rd.
Germantown, WI 53022

AGENDA

I. Meeting Called to Order

II. Roll Call

III. Agenda Revisions and Approval

IV. Approve Minutes

A. February 13, 2017 Meeting Date

V. Reports

- A. Associated Benefits & Risk Consulting (ABRC)
- B. Employee Wellness Program

VI. Unfinished Business – Discussion with Appropriate Action

A. none

VII. New Business – Discussion with Appropriate Action

A. Other Post-Employment Benefits

VIII. Adjourn

Note: School Board members who are not members of the Finance Committee may be present at this Finance Committee meeting.

Minutes of the Board of Education Insurance Committee Meeting

February 13, 2017

The Insurance Committee meeting was called to order by Committee Chair Tom Barney at 5:19 P.M. in the District Office Board Room.

Insurance Committee Members present: Tom Barney, Sarah Larson, and Lester Spies. Also present was Board President Bob Soderberg and later in the meeting Ray Borden.

Administrators present: Jeff Holmes, Ric Ericksen and Mike Nowak

Guests: John Manthy and Susie Kaiser from Associated Benefits and Risk Consulting

1. Motion by L. Spies, second by S. Larson to begin the meeting
2. Motion by S. Larson, second by L. Spies to approve minutes
3. Introductions and Presentation by ABRC
 - **Direct Bills** - Questions arose and discussion ensued regarding Direct Bills. The Board asked for a cost analysis regarding this population. T. Barney inquired of ABRC “How much time to implement a private exchange?” Manthy – we would need 6 months lead time.
 - **Private Exchanges** - ARBC was instructed that the Board wants to look at private exchanges during the next month or two. J. Manthy stated “We would need to look at what the best option is for Germantown. I don’t know of anyone in public sector who has a private exchange.”
 - **OPEB** - M. Nowak directed ABRC discussion regarding OPEB. ABRC could do an analysis on phasing out OPEB and study other districts that have sunsetted OPEB benefits for new employees.
 - **Wellness** was then discussed:
 - ✓ Wellness may play a role in Plan design going forward.
 - ✓ We are at Wellness 201 – Encouraging wellness.
 - ✓ We could move to Wellness 301 = Health Program management.
4. Motion to adjourn by L. Spies, 2nd motion by S. Larson

Meeting was adjourned at 6:00 P.M.

Topics for Germantown School District Insurance Committee Meeting - 4/5/17

Reports / updates from February meeting

- Update on cost/risk of retirees 65 and older continuing on the group health plan.
- ACA or State updates – if any
- UHC update on utilization and additional resources

New Business

- **OPEB Strategy Planning**
- Impact of not offering post-retirement benefits to new hires as of 7/1/17
- Draft a timeline of process and options we are researching. What is the budget or goal?
- Keep in mind the whole package so we can continue to attract and retain good employee. Pay – Benefits – Post Retirement

- **Strategic Planning**
- Benefits Exploratory Group - education on plan design options and trends. Analyze preliminary options and savings that we received from UHC. Discuss Eligibility changes, future employee education, etc.... Keeping Cost, Compliance and Culture in mind when exploring new options and trends.

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om yeah yoga movement
MINDFUL PRACTICES FOR EDUCATORS



Om Yeah provides schools with retreats and trainings for teachers in the area of wellness. We help teachers thrive and explore practices such as yoga, gratitude/reflection, meditation, and mindful education.

Professional Development Menu

Befriending Stress

Learning to be mindful in your work

Learn what research has to say about making stress work for us, in all aspects and areas of our lives. Practical tools to use in the classroom, therapeutic, or work setting will be offered to implement immediately!
Experiential workshop with part lecture, part exploration. Time: 1 hour.



Compassion Centered Living

Finding compassion in abundance

Learn the benefits of leading, guiding, healing, and teaching from a place of compassion. Explore ideas of loving-kindness, how research supports the practice, and how to weave that into the work we do every day.

Time: 1 hour.

Mindful Movement in the Classroom

Come learn how mindfulness techniques such as attention to breath and movement can fit into your lessons every day! Experience gentle, flowing movement that directly integrates curriculum with relaxation and creativity-enhancing techniques for children. We will explore ideas of how to intuit what kids need, learn simple tools you can bring back with you, and leave with plans to incorporate movement into your work with kids.

Time: 1 hour.

Mindful in the Workplace

Come learn how mindfulness techniques such as attention to breath and movement can be used every day in the workplace! Experience gentle, flowing movement that directly integrates relaxation and emotional/physical body awareness techniques. We will explore ideas of how to intuit what you need at work, learn simple tools you can bring back with you, and leave with plans to incorporate movement, breath-work, and mindful pauses into your work.

Time: 1 hour.

Mindful Toolkit

Learn about tools, techniques, and strategies to use in the classroom/office for yourself and the kids you work with! We will design this workshop to be age-specific (elementary or adolescent) and leave with suggestions you are prepared to use.

Time: 1 hour.

Writing from Within

Exploring gratitude as a practice

Come learn about the benefits of gratitude and how to establish a way to practice regularly. Step out of the rhythm we associate with reflection and re-establish a connection to the gifts that surround and inhabit you!

Journals provided. Time: 1 hour

The Power of Presence

Exploring meditative practices

Learn about what research is finding in the benefits of meditation. Experience guided relaxation, mindfulness meditation, and learn tools to begin a personal meditation practice.

Time: 1 hour

Fueling Your Body with Food

Learn how to plan and prep for your busy week at school. Learn what food will fuel your body and how to choose and prep wisely so you can feel awesome throughout your entire work day.

Time: 1 hour

If more than one workshop/presentation is selected, package price options are available. We do not want cost to be prohibitive so please let us know how we can serve you and your community best. Most workshops are \$250-300. Customary reimbursable expenses for travel will be additional.



Thank you for your interest in our program! The shift toward happier, healthier teachers and classrooms can begin here!

About OM YEAH Founder, Betsy Delzer:

Betsy has been an art educator in Middleton Cross Plains School District since 2001. She has been certified through Street Yoga (a trauma-informed yoga training) and completed her 200 hour yoga training through Inner Light Studios in Milwaukee, the only Integrative Yoga Therapy program in the Midwest. She has been trained in Mindfulness Based Stress Reduction as well as a variety of mindfulness curricula for kids and adolescents including Mindful Schools, Growing Minds, and Learning to Breathe. She has taught yoga to educators since 2012 and founded a wellness movement in education, bringing mindful practices to schools. Om Yeah Yoga Movement is in the Middleton-Cross Plains School District, Wauwautosa School District, Waunakee Public Schools, and in the Twin Cities (MN) via Washburn

Center for Children. Betsy has stepped out of the art room and continues her work in MCPASD as the Mindful Practices Specialist, a position to offer staff support in the area of stress reduction, resilience, self-care, and mindful practices for personal and classroom application.

Testimonials from School District Administrators

Thanks Betsy - it was amazing - thanks for working with us! Thanks to your skills, many more people are becoming aware of the benefits of mindful practices.

- *Middle School Principal*

➤ *[Guided Meditation] has been incredibly helpful for the groups with whom I work, science and world language so far. The scripts have been perfect. We love how you are bringing in aspects of the content area to tailor the activity to their roles, but I also love the idea that you have them honoring their choice to become educators. This celebrates the successes and acknowledges the challenges in education, as well.*

- *Director of Secondary Education*

You did exactly what we had hoped. You are the best!! We will continue to have you come and work with various groups throughout the year.

- *Assistant Superintendent*

Never before have I felt so confident about the long-reaching impact we can have on each others' well-being and the well-being of our students.

- *Elementary School Principal*

After one year of implementing the OYYM Curriculum and receiving three Professional Development workshops:

When our school began this journey, even if I had an unlimited budget to address the health and well-being of students and staff, and could ensure the sustainability of the long-term benefits of Mindfulness in schools, I would never have estimated how invaluable this has been. It has allowed staff members to address their stress in healthy, transformative ways. Consequently, our students have been validated, listened to, and supported in making positive changes in their behavior. Behavioral referrals have significantly decreased, however more importantly, now the children and adults in our school truly listen to one another and respond to one another's needs. The time spent recognizing emotions and practicing ways to acknowledge and shape them has changed how we relate to one another within our school culture. I am convinced it has been integral to our ability to nearly eliminate the achievement gaps between all categories of learners in our school.

- *Principal, Milwaukee, WI*

