

GERMANTOWN SCHOOL DISTRICT

Notice of Insurance Committee Meeting

October 28, 2019

5:30 P.M.

To Be Held at Amy Belle Elementary School

3294 Willow Creek Road

Colgate, WI 53017

AGENDA

- I. Meeting Called to Order**
- II. Roll Call**
- III. Agenda Revisions and Approval**
- IV. Approve Minutes**
 - A. October 14, 2019 Meeting Minutes
- V. Reports**
 - A. General Updates
- VI. Unfinished Business – Discussion with Possible Action**
 - A. 2020 Employee Benefit Renewal
 - B. Wellness Incentive Benefit
 - C. District Health Club Membership Subsidy
 - D. Cash-In-Lieu Benefit for In-District Family / Dependents
- VII. Adjourn**

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

Germantown School District
Germantown, Wisconsin 53022

Minutes of the Board of Education
Insurance Committee Meeting
District Administrative Offices

October 14, 2019

The Insurance Committee meeting was called to order by Committee Chair Tom Barney at 5:30 P.M. in the District Office Board Room.

Insurance Committee Members present: Tom Barney, Sarah Larson, and Lester Spies. Board President Bob Soderberg was also present.

Insurance Committee Members absent and excused: None

Guests: Andy O'Halek from ABRC

Administrators present: Ric Ericksen, Jeff Holmes and Mike Nowak

1. Motion by Sarah Larson, second by Lester Spies to approve the agenda. Motion carried.
2. Motion by Lester Spies, second by Sarah Larson to approve the minutes from the October 7, 2019 Insurance Committee Meeting. Motion carried.
3. Mike Nowak shared the Fall Poker Walk will be October 30th at GHS. Location TBD. Flu shot clinics will offered at all buildings throughout the week of October 14th.
4. Tom Barney asked what was involved in the administrative process of managing the District health club stipends. Mike Nowak reported it is time-intensive and involved reviewing monthly reports, cross-checking employee participation requirements, reconciling invoices and working with changing requirements from the health clubs.
5. The 2020 health insurance renewal was discussed. Possible options to help manage the 7.5 % increase included dropping the low deductible plan which would result in WEA lowering the increase to 6.5%. Helping meet the budget shortfall by eliminating the

District health club subsidy and the auxiliary insurance renewal savings were also discussed.

6. Andy O'Halek went over benchmarking statistics.
7. Motion to adjourn by Sarah Larson, second by Lester Spies. Motion carried.

The meeting was adjourned at 6:06 P.M.

Recording Secretary
Beth Dover

2018-2019 Wellness Activities

Employees who participate in the District Health Insurance:

To continue to receive the Premium Discount, you must complete the required activities. Both activities in Box A are required. In addition you must participate in a total of 3 activities from box B and C with at least 1 activity coming from Box B.

Box A (Both are required)

WEA Health Risk Assessment – Complete on your own

Biometric Screening – being offered at each building



Box B – District Sponsored Events

- Financial Wellness
 - Maintain No Gain 11/26 & 1/7/19
 - Nutrition
 - 3/5 (Warmer Winter Flavors)
 - 4/11 (Food Trends-Rice Bowls)
 - Yoga
- 11/14, 11/27, 11/28, 12/04, 12/12 1/10
- Fitness Classes
 - Mindfulness
 - Fall/Spring Poker Run/Walk
 - January 25 Indoor walk at each school

Box C – Independent Activities

- Go365 (WEA/Humana Program)
 - Fitness center attendance*
 - 10 Work Outs in 4 weeks*
- Some activities in Box C will require documentation/proof – more info to come.
- **More detailed information on activities in Box B and Box C will be forthcoming.

2019-20 Mayville School District Earning Points and Status

How to earn Vitality Points:

VITALITY ACTIVITIES

This chart shows the Vitality Points® value of many activities available. Points shown are for an individual member in a program year.

POINTS PLANNER

The Points Planner on the Vitality website displays these activities and the points available. You can also easily plan your activities with the Quick Points Planner. After you answer a few questions, Vitality provides you with instant feedback and presents you with specific activities from which to choose.

How to achieve Vitality Status:

VITALITY STATUS

Vitality Status is determined by the number of Vitality Points that you earn based on the activities in which you partake. There are four Vitality Status levels: Bronze, Silver, Gold and Platinum.



All you need to know about earning Vitality Points and achieving Vitality Status is available in the Guide to Vitality on PowerofVitality.com.

District Requirements for incentive:

- ✓ Vitality Check
- ✓ Vitality Health Review
- ✓ Annual Physical
- ✓ Vitality Gold Status

Ways to earn Vitality Points

VITALITY REVIEWS			
Activity	Points	Frequency	
Vitality Health Review™ (VHR)	500	Once per year	
VHR bonus: First 90 days	250	Once per year	
Mental Well-being Review	75 per review	Three per year	
Physical Activity Review	250	Once per year	

GOALS			
Activity	Points	Frequency	
Goals check-in	30 maximum	Once per week (up to 1,500 points per year)	

ONLINE EDUCATION			
Activity	Points	Frequency	
Interactive tools	75/tool	Four per year	
Online nutrition courses	300/course	Three per year	
Action Sets/Decision Points	50 each	Six per year	
Health FYI Webcasts	50/webcast	Twelve per year	

WEIGHT MANAGEMENT			
Activity	Points	Frequency	
Shapa weigh-in	5/weigh-in	Once per day (up to 800 points per year)	

OTHER ACTIVITIES			
Activity	Points	Frequency	
Vitality Squares™	varies	Once per month	
Employer-sponsored activity			
Aug 28 th – WRS Retirement Planning	250	One time	
Aug 29 – Vitality Kick Off Meeting	250	One time	
Date TBD – Wellness Workshop	250	One time	
Proof of Vitality Account	50	One time	
Proof of AmWell Account	50	One time	
Proof of Maddy Account	50	One time	
Proof of MD Live Account	50	One time	

PHYSICAL ACTIVITY			
Activity	Points	Frequency	
Self-reported Workout	5	Once per day	
Light Workout	5	Once per day	
Standard Workout	10	Once per day	
Advanced Workout	15	Once per day	
Sports league	350	Up to category max	
Athletic event: level 1	250	Up to category max	
Athletic event: level 2	350	Up to category max	
Athletic event: level 3	500	Up to category max	
Workout milestone bonus	varies	Up to category max	
Category maximum: 7,000 points			
Max one workout per day. We will award only the highest-level workout.			

VITALITY CHECK			
Activity	Points	Frequency	
Body Mass Index (BMI)	125	Once per year	
Blood pressure	125	Once per year	SCREENING
Cholesterol	125	Once per year	
Fasting glucose/HbA1c	125	Once per year	



MAYVILLE
SCHOOL DISTRICT

