



Wellness Program Manual

Effective July 1, 2018 to June 30, 2019

Employees and spouses who feel that they cannot comply with the Wellness Program should contact the Wellness Coordinator at wellness@medford.k12.wi.us to review alternative standards. Alternative standards are reviewed on an individual basis.

WELLNESS PROGRAM OVERVIEW

Medford Area Public School District Wellness Committee has created a worksite wellness program to create, support, and promote activities that foster good physical health and well-being for all employees and spouses. The program is dedicated to enhancing the mind, body, and spirit of MAPS employees and spouses and is designed to empower them to take responsibility for their health and well-being. As an incentive for active participation, your health insurance dollars are discounted for program participation and completion. However, the best reward is the improvement of personal health.

REGISTRATION AND REWARDS

Participation in the Wellness Program is voluntary and recommended for all MAPS employees and their spouses. Participation requires (1) completing the Biometrics Screening (2) completing a Health Risk Assessment (HRA) online and (3) participate in a minimum of one coaching session (onsite or telephonic) if they do not meet the healthy test out criteria below. These three areas are mandatory components of participating in the wellness program.

To incentivize you to participating in all the required program components, a premium differential is being put in place for those who participate in the wellness program versus those who choose not to. This differential is \$65 per employee and an additional \$65 for a spouse per month. **These amounts are in addition to the standard percentage of premium you already have deducted from your paychecks.

The required program components include completion of the following: annual biometric screening, health risk assessment and submission of the MAPS Wellness Accountability Log annually (can be submitted quarterly) to earn a minimum of 100 points per wellness year. A minimum of 25 points must be earned from the Physical Activity category per wellness year to be eligible for the incentive. A maximum of 30 points can be earned from the Life Enrichment category per wellness year to be eligible for the incentive.

Participants who have lab results and biometric measurements that fall into ALL the 4 “healthy” categories outlined below will not need to complete a health coaching session OR track and submit any points for the year, they will automatically be granted 100 points. Participants have from July 1, 2018 to June 30, 2019 to meet the Healthy Test Out requirements. If the participant fails to meet them by the June 30, 2019 deadline, the participant will still be responsible for submitting 100 points to be compliant with the wellness program.

“Healthy” is defined as:

Blood pressure: 120/80 or under OR Primary Care Provider Blood Pressure Form

Cholesterol: Cholesterol: 200 or less - OR - Allow for ASCVD Score of less than 7.5% if

Cholesterol is not in range

- o ASCVD factors Gender, Age, Race, HDL Cholesterol, Total Cholesterol, Systolic Blood Pressure, Diabetes (Yes/No), Treatment for Hypertension (Yes/No), Smoker (Yes/No)

BMI: 25 or less OR Body Fat: 32% or less for women and 25% or less for men

Completion of an annual exam in previous wellness year (proof of date of visit required)

DOCUMENTATION AND DEADLINES

To document points, participants must use the MAPS Wellness Accountability Log and submit it to your Building Wellness Representative, the Wellness Coordinator or complete it online via the wellness portal on an annual basis. Points must be turned in by the end of the wellness year (June 30, 2019) in order to receive the incentive. If points are not turned in on time, you will forfeit your health insurance discount incentive for the next year. We are not requiring you to attach your documentation or proof of participation in events or activities; however, you should keep these records in your file as random audits may be completed for participants.

*****Annual MAPS Wellness Accountability Logs are due: June 30, 2019*****

You may submit your Wellness Accountability Log online via the MAPS Wellness portal at www.managewell.com. See appendix A for portal registration instructions.

The MAPS Wellness Accountability Log can be found on the internet. It is important to use the **most current** form for each year. The form may be subject to change to improve the process for all Wellness Program participants.

WELLNESS REPRESENTATIVES/CONTACTS

Your Wellness Coordinator is Patrick Somsen from Aspirus Business Health. He can be reached at (715) 847-0439, (715) 748-8128 or via email at wellness@medford.k12.wi.us. In addition, there is a wellness box in the office at each school (and on the back bulletin board at District office) to turn in your tracking logs or other information. Scheduled hours onsite at each building will be available for you to touch base with your wellness team. Wellness activities, forms and additional information can be found on the Medford Schools homepage: <http://www.medford.k12.wi.us/do/index.htm> (Under Staff Information)

In addition, please feel free to contact your Building Wellness Representatives at:

MASH: Sam Eckert
Email: eckersa@medford.k12.wi.us
Phone: 715-748-5951
MAMS: Carrie Frahm
Email: frahmca@medford.k12.wi.us
Phone: 715-748-2516 ext. 146
MAES: Janelle Karsten
Email: karstja@medford.k12.wi.us
Phone: 715-748-2316 ext. 361
TCEDB: Sandra Pope
Email: popesa@medford.k12.wi.us
Phone: 888-801-2666 ext. 237

SES: Carol Couillard
Email: couilca@medford.k12.wi.us
Phone: 715-678-2600 ext. 121
District Office: Anne Fleegel
Email: fleegan@medford.k12.wi.us
Phone: 715-748-4620 ext. 534
District-wide (school nurse): Mindy Schwarz
Email: schwami@medford.k12.wi.us
Phone: 715-748-5951 ext. 432

DEFINITIONS / CLARIFICATIONS

BEHAVIORAL ACTIVITIES		
Points	Category: Prevention	
5-25	Screenings (all listed):	Please enter the date that you received this exam/preventative screening. Points in the Prevention column must be redeemed in the year they were completed.
Points	Category: Nutrition	
10	3 – A – Day Program	Participants would need to eat a minimum of three fruits and three vegetables per day, every day, for one month.
10	8 Glasses a Day Program	Participants would need to drink at least eight, eight ounce glasses of water per day, for one month.
10	Eat Healthy Meals (10 meals/month)	Participants would need to eat a minimum of 10 healthy meals per month.
25	Food Journal	Employees would need to complete a food journal for at least one month during that year (a minimum of five days per week). You are welcome to use your own journal or request a sample from the Wellness Coordinator. Or visit MyPyramid.gov or MyFitnessPal.com for a free web-based log system. These sites are able to analyze your intake and provide reports.
10	Organized Wellness Nutrition Activity	The MAPS Wellness Committee will offer organized nutrition activities through the year. Examples include: meal exchange, progressive healthy lunches, and healthy programs through the wellness program.
Points	Category: Physical Fitness MINIMUM REQUIREMENT: 25 Points Physical Activity per Wellness Year	
10	Fitness Assessment with Trainer	This is offered free of charge (sponsored by the wellness program) to wellness members that are paid members of the Aspirus Therapy and Fitness Center. Wellness members that are not members of AT&F Center will pay a nominal fee for this assessment. Appointments should be scheduled through AT&F.
10	Organized Exercise Program (8-10 wks):	Points are available throughout the wellness year. Any type of organized exercise program outside of those already defined on the form. Examples might include Yoga, Karate, Aerobics, Zumba, etc.
10	Organized Wellness Activity/Organized Fitness Event:	Participated in an organized event such as a 5k Run/Walk, Snowshoe Race, Marathon, Monthly 5k Events, etc. Please document event date on your log.
5	Play an Organized Sport (8-10 wks):	Any organized sport in which you participate in a minimum of 8 weeks throughout the year. Examples might include volleyball, golf, basketball, softball, etc.
20-30	Verified Workout (MT&F, Polar Heart Rate Monitor, or Personal fitness Log):	A print-out of your fitness center attendance may be obtained from Aspirus Therapy & Fitness or bring in a copy from another fitness center that you attend. Or you may provide a print-out from your Polar heart rate monitor, or other activity tracking device. You may also provide us with a paper document of your fitness workouts including distances and time. (Please note that the Wellness Coordinator will not be evaluating the details of your workout only completion of the required number of events)
20	Where You're At Physical Activity Program	Participants complete the monthly log to gradually improve their level of fitness. Log must be a minimum of 2x/week/12weeks.

BEHAVIORAL ACTIVITIES, continued		
Points	Category: Healthy Living	
25	Health Coaching (12 weeks)	Participants have the opportunity to have unlimited telephonic and/or onsite health coaching with Aspirus Wellness Health Coaches. This model uses an asset based approach that provides one on one education, support, and guidance which enables each participant the opportunity to set realistic, personal, and sustainable health goals based on their individual readiness to change.
5	Breastfeeding	Participants who breastfeed can obtain 5 points for each 12 week period of breastfeeding.
10	Other, Please Describe & Attach Supporting Materials	Please describe and provide any supporting documentation. This includes activities related prevention education.
10	Quarterly Monitoring Log	Participants can monitor one or a combination of the following: Weight, Body Fat, BMI or Blood Pressure with the Wellness Coordinator, Health Coach, Wellness Committee Members, or on their own for a quarter (12 weeks) to receive wellness points.
5	Mental Health Activity	Participants can points for mental health activities throughout the year. Examples include counseling sessions, meditation, relaxation, etc.
COMMUNITY & LIFE ENRICHMENT ACTIVITIES		
Points	Category: Educational Activity	
5	Attend Wellness Speaker	The MAPS Wellness Program will host presentations and educational speakers throughout the year. Please document activity and date on your log.
10	Monthly Challenge	Complete the challenges provided each month with the monthly newsletter to receive the points.
5	Pregnancy Class	Examples include: Lamaze, breastfeeding, child birthing, infant nutrition.
5	Safety-Risk Class	Examples include: CPR or First Aid.
25	Tobacco Cessation Program	Participants will receive wellness points for participating in and completing a tobacco cessation program.
30	Weight Management Program	Participate in an organized weight management program for a minimum of 8 weeks. An example of this is Weight Watchers.
5	Wellness Video	Watch a Wellness DVD from the District Office or PopSpring video library. Please document activity and date on your log.
Points	Category: Community Activity	
5	Attend School or Community Event	Participants will receive wellness points for attending a school or community events outside of the expectations of their job responsibility. Examples include plays, concerts, athletic events, church, etc. Please document activity and date on your log.
5	Coaching/Refereeing a Sports Team	Participants will receive wellness points for coaching/refereeing a sports team.
10	Donate Blood	Participants will provide a date when they donated blood as a part of a community blood drive.
10	Highway Clean Up / Work Day	Participants will provide a date when they participated in a highway clean up or work day event.
5	Volunteer for a Recognized Charity / Event	Examples include Aspirus Volunteers, Junior Achievement, Big Brothers/Big Sisters, or other organized volunteering program.

COMMUNITY & LIFE ENRICHMENT ACTIVITIES, continued		
Points	Category: Life Enrichment LIMIT: 30 Points per Wellness Year	
5	Acupuncture	Participants can obtain a maximum of thirty points per year by completing an appointment for Acupuncture. Please document the appointment date on your log.
5	Chiropractor	Participants can obtain a maximum of thirty points per year by completing a preventative appointment for Chiropractic services. Please document the appointment date on your log.
5	Continuing Education Course	Participants can obtain a maximum of thirty points per year by completing continuing education courses. Examples include college courses and professional certifications (please note this should be obtained through a course – not a single class).
5	Life Enrichment Course	Participants can obtain a maximum of thirty points per year by completing life enrichment courses. Examples include stress management, conflict resolution, pottery, art, writing, music class.
5	Massage Therapy	Participants can obtain a maximum of thirty points per year by receiving a massage from a licensed Massage Therapist. Please document the appointment date on your log.
5	Other (Please Describe)	Participants can obtain a maximum of thirty points per year by completing life enrichment activities. Please describe and provide any supporting documentation.

If you have any questions regarding activities or the point system, please contact our Wellness Coordinator at wellness@medford.k12.wi.us.

NOTICE REGARDING THE MEDFORD AREA PUBLIC SCHOOL DISTRICT WELLNESS PROGRAM

Medford Area Public School District Wellness Program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood test for total cholesterol, HDL, LDL, triglycerides, and glucose. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of discounted medical premium for 1) completing the biometrics screening 2) completing a Health risk assessment (HRA) online 3) participate in a minimum of one coaching session (onsite or telephonic) and 4) earn a minimum of 100 points per wellness year. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive the discounted medical premium.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the Wellness Coordinator at wellness@medford.k12.wi.us.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as additional coaching sessions. You also are encouraged to share your results or concerns with your own doctor.

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Medford Area Public School District may use aggregate information it collects to design a program based on identified health risks in the workplace, Medford Area Public School District Wellness Program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate. If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact the Wellness Coordinator at wellness@medford.k12.wi.us.

August 31, 2016

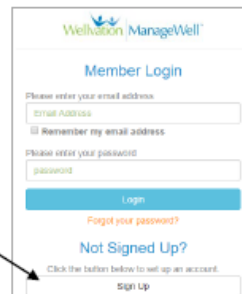
Appendix A:

How to Register on the Medford School District Wellness Portal

Aspirus Business Health is excited to partner with the Medford Area School District Wellness Program to provide you with access to a new personal online Wellness Center, www.managewell.com. This website features valuable health programs and tools as well as a central location for storing and tracking your wellness efforts.

Logon to the website www.managewell.com and follow the instructions below to register and get started today.

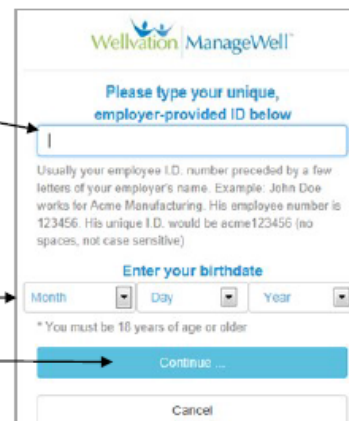
1. Go to www.managewell.com and click on "Sign Up".



The image shows the 'Member Login' form on the ManageWell website. It includes fields for 'Email Address' and 'password', a 'Remember my email address' checkbox, and a 'Login' button. Below the login fields are links for 'Forgot your password?' and 'Not Signed Up?'. At the bottom, there is a link that says 'Click the button below to set up an account.' followed by a 'Sign Up' button. An arrow from step 1 points to the 'Sign Up' button.

2. Enter your "Unique ID".

This Unique ID is the first few letters of your company, "MAPS", followed by the last 6 digits of your Social Security Number. Covered spouse/domestic partner will add the letters "SO" at the end.



The image shows the registration form where the user enters their 'Unique ID' and 'birthdate'. The 'Unique ID' field has a placeholder text: 'Please type your unique, employer-provided ID below'. Below this field is an example: 'Usually your employee I.D. number preceded by a few letters of your employer's name. Example: John Doe works for Acme Manufacturing. His employee number is 123456. His unique I.D. would be acme123456 (no spaces, not case sensitive)'. The 'birthdate' section has dropdown menus for 'Month', 'Day', and 'Year', with a note: '* You must be 18 years of age or older'. Below these fields is a 'Continue ...' button and a 'Cancel' button. An arrow from step 2 points to the 'Unique ID' field.

3. Enter your date of birth.

4. Select "Continue..."

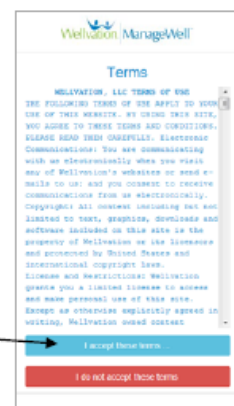
5. Confirm your name.



The image shows the 'Please confirm your identity' form. It has a blue button that says 'I am Test User' and a red button that says 'This is not me'.

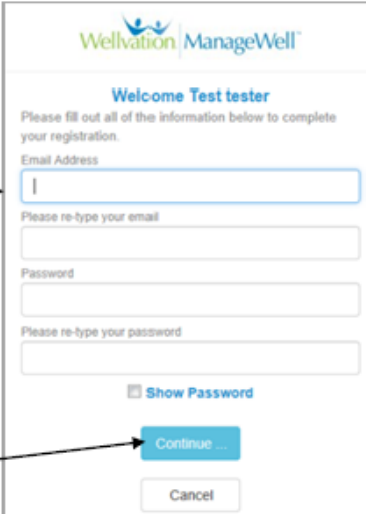
6. Read through the "Terms".

7. Select "I accept these terms".



The image shows the 'Terms' page. It contains a scrollable area with the text: 'WELLVATION, LLC TERMS OF USE THE FOLLOWING TERMS OF USE APPLY TO YOUR USE OF THIS WEBSITE. BY USING THIS SITE, YOU AGREE TO THESE TERMS AND CONDITIONS. PLEASE READ THEM CAREFULLY. ELECTRONIC COMMUNICATIONS: You are communicating with us electronically when you visit any of Wellvation's websites or send e-mails to us and you consent to receive communications from us electronically. Copyright © All content including text and images on this site, graphics, designs and software included on this site is the property of Wellvation or its licensee and protected by United States and International copyright laws. LICENSE AND RESTRICTIONS: Wellvation grants you a limited license to access and make personal use of this site. Except as otherwise explicitly agreed in writing, Wellvation reserves all rights.' Below the terms are two buttons: 'I accept these terms' (blue) and 'I do not accept these terms' (red). An arrow from step 7 points to the 'I accept these terms' button.

8. Enter a unique and valid email address and password. Remember these for the next time you log in to the website.

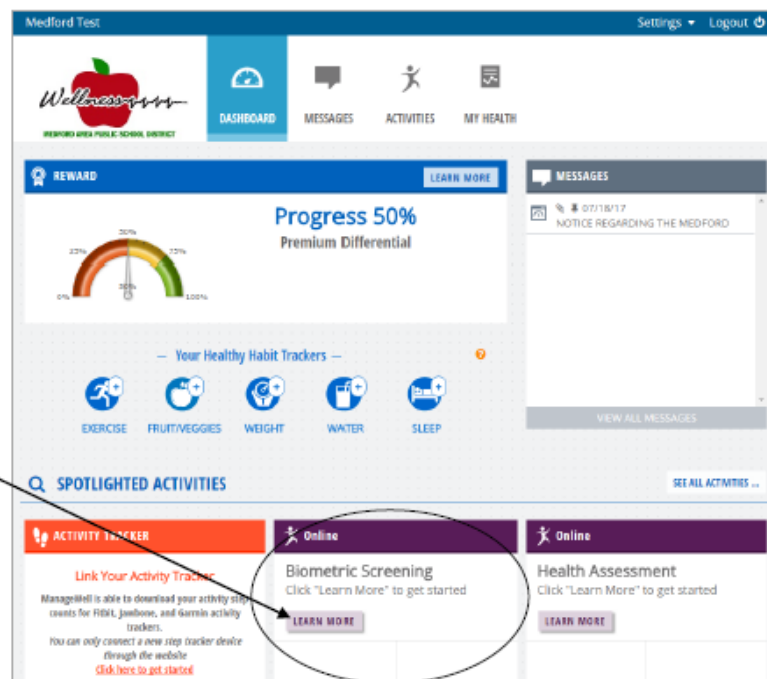


The registration form is titled "Welcome Test tester" and asks the user to "Please fill out all of the information below to complete your registration." It includes fields for "Email Address", "Please re-type your email", "Password", and "Please re-type your password". There is a "Show Password" link and a "Continue..." button. An arrow from step 8 points to the "Email Address" field, and an arrow from step 9 points to the "Continue..." button.

9. Select "Continue..." Take will take you to your Home/Dashboard page.

10. Welcome to your personal Wellness Center, where you can complete your Health Risk Assessment, track progress, utilize daily health trackers for nutrition, exercise & weight, sync your activity tracker, and engage in well-being activities offered through the MAPS Wellness Program.

11. Click "Learn More to sign up for your onsite Biometric Screening.



Questions about registering or navigating the webpage? Contact Aspius Business Health at 844-309-1269 or by email at wellness@aspius.org.