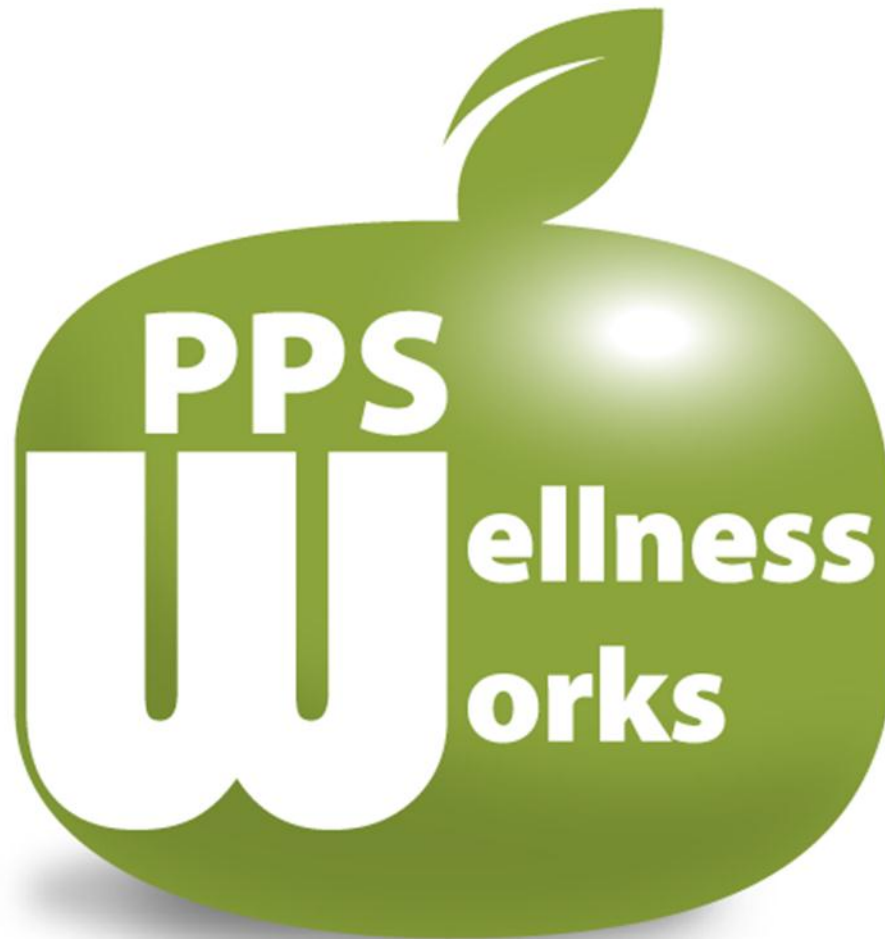


Portland Public Schools



By: Andre Jackson, Senior
Manager for Development
and Partnerships

About Me



- Worked in Higher Education for more than 8 years
 - *Administrator and Instructor
- Worked in K-12 Education for 8 years
 - *Administrator and Instructor
- Secured financial resources totaling over 107 million dollars in the past 13 years
- Current Role at Portland Public Schools
 - *Oversee Volunteerism throughout the District (Inside and Outside the classroom)
 - *Manage Strategic Corporate and Non-Profit Partnerships
 - *Manage District–Wide signature programs and projects



Why PPS decided to develop an employee wellness program?

- Demographics of District
 - *6,500 employees
 - *101 location sites
 - *125 different job classifications
 - *5 Bargaining Units (PAT, PFSP, ATU, DCU, SEIU)
- District paid an average of \$64,202,911 over 3 years for health care premiums
- Employees paid an average of \$5,736,351 over 3 years for health care premiums
- Substitute teacher cost

Portland Public Schools-Sick Leave Data



Sick Leave data with Substitute Coverage

	TTL # of Employees who used sick leave	Total # of Days/ hours	Total of Cost w/o fringe	Total of Cost w/fringe	2% reduction	Total cost savings w/fringe	5% reduction	Total cost savings w/fringe	10% reduction	Total cost savings w/fringe
Teachers										
2011-2012	2084	12266	\$2,112,819	\$2,169,487	245	\$53,519	613	\$133,908	1227	\$268,035
2010-2011	2159	13066	\$2,214,210	\$2,772,638	261	\$55,387	653	\$138,573	1306.5	\$277,253
2009-2010	2273	14710	\$2,484,876	\$3,111,562	294	\$62,191	736	\$155,578	1471	\$311,157
Para-educators										
2011-2012	406	22720	\$272,640	\$345,762	454	\$6,909	1136	\$17,288	2272	\$34,576
2010-2011	459	25746	\$308,948	\$386,865	515	\$7,739	1287	\$19,339	2575	\$38,693
2009-2010	516	27151	\$325,807	\$407,976	543	\$8,159	1358	\$20,406	2715	\$40,797
Secretaries										
2011-2012	55	2464	\$36,960	\$46,873	49	\$932	123	\$2,340	246	\$4,680
2010-2012	60	3773	\$56,595	\$70,868	75	\$1,427	189	\$3,595	377	\$7,172
2009-2010	62	4389.7	\$65,846	\$82,452	88	\$1,674	220	\$4,685	439	\$8,351
Used \$15 for calculation based on average of 3 potential sub secretary rates of pay										

Total saving potential for a 2% reduction (avg 3 years) \$65,979
 Total saving potential for a 5% reduction (avg 3 years) \$165,237
 Total saving potential for a 10% reduction (avg 3 years) \$330,328

Mission of Wellness Works Program



The Portland Public School District Employee Wellness Works Program seeks to promote and support a healthy work environment, health awareness, individual responsibility for a healthy lifestyle, decreased risk of disease and enhanced quality of life for all District personnel. The program provides opportunities, tools and resources that empower personnel to make healthy lifestyle choices.



What is the PPS Wellness Works Program?

- Wellness Works Council (representative from each union, community partners, and district representative)
- The purpose of our council is to promote health and wellness, assist in developing and guiding the program, and encourage employee participation in various wellness activities
- *The main areas of the program are divided into four areas:*
 - ***HRA** (Health Risk Assessment)
 - ***Fitness** (Yoga, Tai Chi, Zumba, Pilates, etc)
 - ***Nutrition** (Cooking Classes, Lectures, etc)
 - ***Stress Management** (Acupuncture, Knitting, Massage, etc)



Wellness Works seeks to promote and support a healthy work environment. [Read our Mission Statement...](#)



Wellness Works

Welcome! We've created *Wellness Works* to focus on what really matters: your well-being. Our goal is to bring you the tools and resources you need to make healthy decisions every day.

Take some time to explore this site – it's your one-stop-shop for information about *Wellness Works*. This program includes support from community partners as well as the Portland School District Health and Welfare Trust.

We look forward to celebrating many successes for the program, and for your future. *Questions?* Call 503-916-3078 or email: ajackso2@pps.net



Attend A Class

Check out our nutrition, stress management and fitness classes. [Sign up now!](#)



Know Your Numbers

Get on the path to good health - take 15 minutes and complete the [Health Assessment](#) today.



Get Discounts

It's simple! Just take action to earn discounts. *More info is coming soon!*



Recipes

Experiment with your family, try new healthy recipes that are both delicious and nutritious! *More info is coming soon!*

Meet Our Partners:



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<http://sdtrust.com/wellnessworks/index.html>

PPS Wellness Cost Baseline and Measurements

- District and employee health care premium contributions
- Long Term Disability Claims
- Substitute Usage
- School District Health and Welfare Trust self-funded paid claims
- Number of sick leave hours used

