

1. Did you know that 41% of OEBB insurance claims are from preventable illness?

Through a well-organized, district wellness program we could save 12-19 dollars in employee costs for each dollar spent.

Fit and Fabulous!!

2. Healthier adults create healthier students at a lower cost to your district. A \$40,000 investment saves \$200,000 in general funds.

Healthy Adults = Healthy Students = Healthy District = Healthy Community

3. \*Evidence of Costs Savings

- Healthy = Lower Absenteeism
- Plus for kids (teachers are there)
- Plus for Employee Morale/Teamwork
  - Healthy Comp/Accountability
  - Building relationships
- Premium Rates (Lower utilization)
- Not just employee/students, also trickles to families
- Community Centerpiece (Example/Kick-Start), i.e. Zumba

\*Employee Wellness programs reduce districts costs through decreased absenteeism, increase employee morale and teamwork, which ultimately helps kids, staff, families and the community at large.

4. Saves Dollars

- Decrease health care cost
- Additional employee benefit
- Boosts/improves morale
- ROI: for every dollar spent, three dollars return
- Positive impact on students
  - Decrease absenteeism
  - Increase student success
  - Positive role model = healthier students

Eg: Baker School District: In 2009, 18,000 hours of sub time after wellness. In 2010, there were 12,000 hours of sub time.

5. Healthy – Happy

- 400% Increase in investment
- Better attendance
- Greater student achievement
- 10,000 investment =
  - 50,000 return

- Improved morale
- Productivity and health
- Save money
- See healthier and happier employees
- Support academics
- Decrease in insurance premiums

6. What do you need?

- Reduced Expenses
  - Lower Absenteeism – Save sub dollars
  - Save 5 dollars for every 1 dollar spent
  - Grant money covers start up
- Increased Productivity (do more with less)
  - Fewer sub hours (class management, etc)
  - More energy
  - Higher job satisfaction
- Continued Growth and Improvement
  - Create desire
  - Employee pay-to-play with incentives
  - Role models for students

Increased learning = more time for deeper instruction

7. Districts that invest in health and wellness practices will benefit:

- Improved morale
- Productivity and health
- Save money
- See healthier and happier employees
- Support academics
- Decrease in insurance premiums

8. Questions/Ideas

- How long to reverse the trend
- Dee Anderson – Research on savings
- Resolution to reduce weight among educators, school employees
- Email reminders to de-stress
- Knitting classes to de-stress
- Ran a program over the summer – kept up habits (3 months)