



## Educator Health and Well-being Support Funding Frequently Asked Questions

### **What is the purpose of this funding?**

Education employees are facing unprecedented challenges due to the ongoing impact of COVID-19, while carrying the emotional toll of navigating their roles amid rising racial and political tensions. In response, OEA Choice Trust, the leader in workplace wellness for Oregon school employees, is making available three million dollars for public school districts, education service districts (ESDs) and community colleges to promote the health, well-being and resilience of their educators, administrators, and staff.

### **Who do I contact if we have questions, concerns, or ideas?**

Inge Aldersebaes, Associate Director, will serve as OEA Choice Trust's contact and can be reached at [inge@oeachoice.com](mailto:inge@oeachoice.com) or 503-799-8322.

### **Is my organization eligible?**

An applicant must be an Oregon public school district, education service district or community college. Charter Schools are eligible to apply if their charter school was established from an existing public school district and the entire district converted to charter school status. Current and past OEA Choice Trust grantees are eligible to receive the Educator Health and Well-being Support Funding. Please note, **only one** funding award will be given to a school district, education service district or community college during the Educator Health and Well-being Support funding period.

### **Can my school district, ESD or community college request funding if we have been awarded a School Employee Wellness grant from OEA Choice Trust?**

Yes, current and past recipients of OEA Choice Trust's School Employee Wellness Grants and Mini Grants are eligible to apply for the Educator Health and Well-being Support Funding.

### **Can an Oregon Charter School submit a request for Educator Health and Well-being Support Funding?**

To be eligible for OEA Choice Trust's Educator Health and Well-being Support Funding, the interested charter school must demonstrate that their charter school was established from an existing public school district and the entire district converted to charter school status. Before applying, please contact Inge Aldersebaes at [inge@oeachoice.com](mailto:inge@oeachoice.com).

### **How much funding can we request?**

Funding awards range from \$7,000 to \$25,000 depending on the size and type of education organization. Please note, OEA Choice Trust will accept and award only one funding request from a school district, education service district or community college districts/organizations. Please review the table below to determine the amount of funding your district/organization is eligible to receive.

School District Size by Number of Students	Funding Amount
Small Districts and eligible Charter Schools: 1 – 300 students	\$7,000
Medium Districts: 301 – 2,000 students	\$10,000
Large Districts: 2,001 – 19,999 students	\$15,000

XL Districts: 20,000+ students	\$25,000
<b>Education Entity</b>	
Community Colleges	\$10,000
Education Service Districts	\$10,000

**When can we submit our funding request?**

<b>Timing and Frequency of Funding Requests</b>	
<b>Request for Funding submitted online by 6pm (PST)</b>	<b>Final funding decision will be generally sent by</b>
Thursday, November 18, 2021	Mid-December 2021
Friday, December 17, 2021	Mid-January 2022
Thursday, January 20, 2021	Mid-February 2022
Thursday, February 24, 2021,	Mid-March 2022
Thursday, March 31, 2022	Late April 2022

**How will the Funding Award be administered?**

The funding award process steps are:

- OEA Choice Trust will send an email announcing that your district/organization is a recipient of the Educator Health and Well-being Support Funding.
- OEA Choice Trust will request signatures from the superintendent/president, licensed and classified union presidents as part of the Memorandum of Understanding and funding agreement. All signatures are required to receive funding.
- Once the Memorandum of Understanding is finalized, the funding request will be processed.
- Educator Health and Well-being Support Funds will be sent directly to the district/organization.

**How can funds be used to promote employee health and well-being?**

OEA Choice Trust funds can only be used for the purpose of directly promoting employee health and well-being.

Funds may be used in a wide variety of ways as long as they support the health and well-being of educators and staff. Ideas to consider include employee collective care opportunities, the creation of staff calm spaces, rejuvenation and well-being activities, and gratitude campaigns. A menu of ideas, strategies, and resources to support your district/organization’s employee health and well-being goals can be found at <https://oechoice.com/educator-support-funding/>

Educator Health and Well-being Support Funding cannot be used for the following reasons/items:

- ✓ Payment for goods or services purchased before the commencement of the Program Period
- ✓ Salaries or benefits of the district/organization’s existing personnel
- ✓ To purchase ergonomic equipment for staff
- ✓ To purchase district health plans and benefits, such as an Employee Assistance Program
- ✓ Funding other district/organizational programs
- ✓ Any attempt to influence legislation (including direct or grassroots lobbying) or any religious purposes

**Can funding be used for professional development?**

Yes, as long as the professional development or speaker directly addresses employee health and well-being. For example, funds may be used to bring in a speaker to present or lead a workshop about compassion fatigue or emotional resilience.

If funds are used for professional development, we encourage you to consider how the skills and information gained can be shared and applied to benefit all staff or shift the culture of your district/organization to prioritize employee health and well-being.

**Can funds be used to for existing health and well-being classes or other activities?**

Yes, funds can be used to expand or enhance existing employee health and well-being classes or activities. For example, if the district/organization has been paying for yoga classes at two sites and would like to add yoga classes at additional times or sites in the district/organization, then funds can be used to pay for the additional yoga classes.

**Can funds be used to renovate staff rooms?**

Yes, funds can be used to [renovate staff rooms](#) to create welcoming and calm spaces for the purpose of fostering social and emotional well-being. Examples of how funds can be used to purchase: massage chairs, hydration stations, healthy snacks, wellness or gratitude cards, music and yoga mats or exercise equipment.

Please note, funding cannot be used for installing sinks, plumbing or other structural changes

**Can funds be used to purchase incentives?**

Yes, funds can be used to purchase incentives. Please note, OEA Choice Trust recommends districts/organizations consult with their business, legal and finance departments about policies and rules around incentives.

Using incentives to motivate staff participation in employee health and well-being opportunities is considered an effective worksite wellness practice. Wellness incentives are most effective when they are small, appeal to the majority of staff and reward participation in wellness classes, activities, and challenges.

Wondering what type of incentives to use? Ask staff what type of incentives would motivate them to participate and consider the diversity of staff when selecting incentives.

**What is the difference between the Educator Health and Well-being Support Funding, the School Employee Wellness (SEW) Grant, and the Mini Grant?**

<b>Funding Opportunity</b>	<b>Educator Health and Well-being Support Funding (not a grant)</b>	<b>School Employee Wellness Grant</b>	<b>Mini Grant</b>
<b>Purpose</b>	The Educator Health and Well-being Support Funding is a one-time funding opportunity intended to directly address educator and staff health and well-being needs in response to the ongoing impact of COVID and amid rising racial and political tensions.	The 5-year SEW Grant is designed to help build a culture of employee health, well-being, and resilience across the entire district/organization. Over the 5-year grant period districts/organizations implement a comprehensive, sustainable employee wellness program district/organization wide. The SEW Grant program can help your district/organization begin a school employee wellness program or expand an existing employee wellness program.	The Mini Grant is designed to support the sustainability of existing comprehensive SEW programs.
<b>Amount</b>	\$7,000 - \$25,000	\$100,000	\$5,000
<b>Length of funding period</b>	November 2021 to December 31, 2022	Up to 5 years	9 months
<b>Times an organization can be awarded</b>	1x	1x	Unlimited
<b>Reporting requirements</b>	<ul style="list-style-type: none"> <li>• Three items that offer testimonials about the positive results experienced by employees (e.g., photos, quote)</li> <li>• Final budget report due December 15, 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Interim and annual grant year reports</li> <li>• Interim and annual grant budget reports</li> </ul>	<ul style="list-style-type: none"> <li>• Final mini grant report</li> <li>• Final mini grant budget report</li> </ul>
<b>Additional benefits</b>	<ul style="list-style-type: none"> <li>• Technical assistance &amp; support</li> <li>• Access to employee health and well-being resources and tools</li> </ul>	<ul style="list-style-type: none"> <li>• Technical assistance &amp; support</li> <li>• Walker Tracker memberships for all employees</li> </ul>	<ul style="list-style-type: none"> <li>• Technical assistance and support</li> <li>• Access to employee health and well-being resources and tools</li> </ul>

	<ul style="list-style-type: none"> <li>Engage in statewide Educator Health and Well-being Campaign designed to build a community of ideas and support</li> </ul>	<ul style="list-style-type: none"> <li>Peer-to-Peer Learning Network</li> </ul>	
<b>Funding requirements</b>	No match	50% match/in-kind contribution	No match
<b>OEA Choice Trust contact</b>	<a href="#">Inge Aldersebaes</a>	<a href="#">Asta Garmon</a>	<a href="#">Arien Bates</a>
<b>Application and more information</b>	<a href="https://oeachoice.com/educator-support-funding/">https://oeachoice.com/educator-support-funding/</a>	<a href="https://oeachoice.com/grants/program/">https://oeachoice.com/grants/program/</a>	<a href="https://oeachoice.com/grants/mini/">https://oeachoice.com/grants/mini/</a>