



Dear Sterling Public Schools/WACC Staff Members:

July 1, 2010 started year five of our employee wellness plan. The changes for this year are:

1. The point levels have increased. See the paragraph below. Generally they have increased by 100 points at each level.
2. The target heart rate sheet is no longer needed when you turn in your points. That sheet will be provided on the link in this email, but you do not need to turn that in with your first point sheet.
3. For those of you that want to go "above and beyond" the 801 point level, you can get a polo shirt or windshirt if you reach the 2000 point level by the end of the year. These will be awarded on a first come first serve basis for those that I still have in stock.

This program is open to employees and spouses (if the employee has family insurance) of Sterling Public Schools and Whiteside Area Career Center if they participate in the Sterling Public Schools/WACC Health and Dental plan ("THE PLAN") for these two entities. We want all of our employees to be healthy, but the benefits of this program are funded by THE PLAN which is made up of contributions paid by both Sterling Public Schools/WACC and the employees enrolled in that plan.

The wellness program started on July 1, 2010 and will go to June 30, 2011 (the same as the school's fiscal year).

This program was designed to promote wellness and healthy lifestyles for all Sterling Public Schools/WACC Staff who are insured by each. The committee has decided upon a points based incentive program, so that all individuals that meet the point's criteria may benefit from the program. The program works like this:

- First, it is recommended, but not required, that you obtain one of the wellness benefit binders by calling or emailing Marsha Haak at the District office. This binder contains your points tracker sheet and food journal sheet, but more importantly it gives you an organized way to keep track of that information. The food journal is just a way of tracking what you eat and is not a recommendation of what you should eat. The heart rate sheet is provided as a guide to you. Please note that the tracking sheets in the binder should serve as a master copy for yourself and feel free to make copies of those for your use. You can email Tim Schwingle if you need another master copy and I will email you back one.
- Here is a review of the points system:
  - Walking plan-20 miles or 40,000 steps = 5 points
  - Strength/flexibility/aerobics—30 minutes = 2 points
  - Weekly food /water journal = 5 points
  - Taking the blood test at beginning of year (Fall)= 15 points

Taking the blood test at end of year (Spring) = 15 points  
 Blood test numbers within recommended guidelines = 10 points each category  
 Improving your blood test numbers within each category from beginning of year to end = 10 points each category  
 Donating blood (Up to 4 times per year maximum) = 15 points each donation  
 Dental Exam = 10 points  
 Flu shot = 10 points  
 Eye Exam = 15 points  
 Smoking cessation for at least six months = 50 points  
 BMI goes down = 10 points  
 Mammogram, PAP, PSA, colon check = 25 points each

Level 1	<b>300-500 points</b>	\$100 Visa Gift Card
Level 2	<b>501-800 points</b>	\$250 Visa Gift Card
Level 3	<b>801 points +</b>	\$500 Visa Gift Card

In addition, each time you get to a point level, your name goes into a drawing for a \$500 Visa gift card to be drawn for three lucky winners at the end of the year! **Please note that these gift cards are subject to income tax, so the appropriate tax laws will be followed at year end for the gift cards that are awarded.**

- Your personal points tracker should be turned into Tim Schwingle when you complete them at each prize point level. We do not require that you prove the points you enter when you turn in your points tracker sheet, but have the information available should a question arise.

Our participation in this program has grown phenomenally. In 2007, when we started, we had 21 participants, 44 gift cards for a total of \$3,925. This last year we had 186 participants, 505 gift cards for a total of \$134,600! I have had many people thank me for this program and have heard many success stories in getting individuals to work at better health. Please feel free to email me or send me a note on the success you have seen in your personal health by getting involved in this program. Now that we have some history with the program, we are working with Butler Benefit Service on claims data between those that participate in the program versus those that do not. We do know that over the past few years, the yearly increase in our total health claims expense is far lower than the national average. We are always looking to improve the program and encourage you to become a committee member and share your ideas. If you want to join the committee or have a question, please contact the committee members who are: Andrea Brenner, Donna Young, Marsha Haak, Tim Schwingle, Cindy Schott, Ellen Pannier, Ermelinda Lewis, Pat Gray, Diane Vandenborre and Dale Dykeman.