

## Wellness Committee (Meeting #3)

Date: Monday, February 19, 2024

Boardroom – District Office

Time: 4:30-5:30pm

### I. Wellness Committee

|                          |                        |         |
|--------------------------|------------------------|---------|
| Beech Street Preschool - | Kaprice Chuskia        |         |
| Mesa Elementary -        | Roxanne Stevens        |         |
| Kemper Elementary -      | Liliana Baker          |         |
| M-CMS -                  | Michelle Waltman       | Present |
| M-CHS -                  | <b>PENDING</b>         |         |
| Buses -                  | Yolanda Mark           |         |
| Maintenance/Custodial    | Melisa Jeter           | Present |
| Nutrition Services       | Elvia Martinez         | Present |
|                          | Maria del Carmen Reyes | Present |
| Administration -         | Dave Robinson          |         |
| District -               | Danielle Brafford      |         |
|                          | Cynthia Eldredge       | Present |
|                          | Lisa Megel             | Present |
| Non-Exempt -             | Carrie Hrvatin         | Present |
|                          | Rosa Dimon             | Present |

**Next Meeting Date:** Monday, March 25<sup>th</sup> 4:30-5:30pm (Monday after Spring Break)

Monday, April 15<sup>th</sup> 4:30-5:30pm

Monday, May 20<sup>th</sup> 4:30-5:30pm (The last week of school)

### II. Wellness Step Challenge – Using Wellable Wellness Platform Wellable.co

Rosa reviewed the look and access on the Wellable Platform, identifying how to track, how to sync to your current device, participation and getting people involved in the challenge.

\*We discussed inclusivity of challenges and wellness. Example a Step challenge may need to have an alternative for wheelchair users, leg injuries or extreme asthma) HIPPA identifies this as a RAS (reasonable alternative standard)

\*If your team requests an alternative way to participate, please direct them to Rosa in HR.

\*We discussed being mindful that some challenges can be touchy regarding mental health consider staff members with eating disorders or difficulties being active

\*Also discussed prizes for participation vs top performers. Example Top prize, it does not have to be based on performance, it could be that you participated 90% of the days? Or prizes could be all that participate are put in for a raffle vs the most steps.

\*Reviewed the applicable laws that apply to wellness: Nondiscrimination, Voluntary, Confidentiality

**GOAL:** Have fun: Get a committee, Find Champions. Meet People Where they are. Remember that things change.

### III. Wellness Prizes and Taxes

- General notes: (we will need to account for taxes on the upcoming step challenge)

- Gift cards or certificates of any amount are deemed taxable income and must be reported on a W-2 (essentially the employee paycheck).
- All prizes are to be declared as income on your tax return, even as small as a dollar. The IRS considers noncash prizes as income, you should report as well.

#### IV. Employee Insurance

The 2024 Health Insurance Premiums by Month and Plan, as well as the annual Employer contributions.

We discussed access to the different plans and what they include.

[2024 Benefits Guide](#)

Outline of plan A, B and C employee costs and district costs

Review the option of being self-funded vs alternatives.

In upcoming meetings, the wellness committee will learn to review our benefits and how to talk with our colleagues about our benefits, the costs, and the value.

#### V. Thank you to everyone supporting Wellness.

**Homework:** Talk up the Step Challenge and wellness participation. Return next month with one question from your team regarding their benefits plan.