As a valued employee of the Boise School District, our District’s strength and success depends on you. The everyday choices we make, be it in the classroom or at home, can help us live healthier, happier, and more fulfilling lives. The goals of the Wellness Program in general and this booklet specifically are to:

- Provide you with information about your Employee Wellness program
- Ensure you are aware of the District’s health and wellness benefits available to you
- Encourage you to establish a comfortable physical and mental lifestyle with the assistance of the Wellness program’s tools and resources

Your participation in this effort is completely voluntary. Each of us can take steps, even small ones, to improve our overall well-being. We hope you will join us by participating in this worthwhile effort and can take full advantage of the opportunities it offers you.

Coby Dennis
Superintendent of Schools
Boise School District offers a variety of resources to help you live your healthiest life. To provide you the best tools and support possible, we have partnered with WellSteps and Saint Alphonsus to provide wellness services.

This is a confidential opportunity at no cost to you.

You have access to a variety of resources including a wellness portal, biometric screenings, and a wellness team of clinicians who can partner with you on your health journey.
Boise School District rewards you for taking responsibility for your health, by offering the Wellness Medical Plan for those who earn 275 WellSteps Rewards Points.

- The points you earn this year determine if you and your dependents are on the Standard or Wellness Medical plan in the next school year.
- Receive a $90 gift card by earning additional WellSteps Rewards Points.

Eligibility Steps | Points System
Examples of activities you may choose to reach 275 points:
- Online WellSteps Personal Health Assessment (PHA) ................... (25 pts)
- Biometric Screening ..................... (75 pts)
- Complete other wellness activity options .................... (25-100 pts each)
- Meet the Take Charge Health Targets or complete the Take Charge Program ...... (*100 pts)

See a full description of the Take Charge Program at: [www.boiseschools.org/our_district/wellness_program](http://www.boiseschools.org/our_district/wellness_program)

**STANDARD MEDICAL PLAN**

This is your plan if you choose not to participate in the wellness program.

- $40 monthly payroll deduction
- Higher office visit co-pays ............ ($40/$55 per visit)
- Higher out of pocket deductibles ............ ($1,000)

**WELLNESS MEDICAL PLAN**

- $40 monthly payroll deduction waived
- Lower office visit co-pays ............ ($20/$40 per visit)
- Lower out of pocket deductibles ............ ($750)
- Need 275 points to be eligible

*Subject to change*
Wellness points must be earned by March 31

Take Action To Earn Your WellSteps Rewards Points

◆ Complete the online Personal Health Assessment (PHA) questionnaire by visiting: www.wellsteps.com/boiseschools
◆ First time users will need to register on the WellSteps site prior to completing your PHA

To Login And Complete Your PHA:

◆ For District employees on the District Medical Plan
  Your username is your Boise Schools employee ID# followed by BSD:
  • Example: 123456bsd

◆ For retirees under 65 on the District Medical Plan
  Your username is your date of birth followed by the first four letters of your last name
  • Example: John Smith, September 12, 1950 = 091250smit
Benefits & Wellness

Health Screening

Yearly biometric screenings are a benefit provided to you by the Boise School District and include:

- Complete Metabolic Panel
- Lipid Panel
- Hemoglobin A1c
- Blood Pressure
- Height, Weight and Waist

Screenings offered at select worksites are quick and convenient. We encourage you to take advantage of this valuable opportunity. A schedule and sign-up link can be found on the District wellness website at:

- www.boiseschools.org/our_district/wellness_program

Prefer to go to your own primary care provider?

If you have seen your provider for an exam and labs between April 1st and March 31st, submit the completed and signed Biometric Screening Verification Form to WellSteps.

- Form can be found at
  www.boiseschools.org/our_district/wellness_program
Based on biometric screening results, members will fall into **TWO categories for the Take Charge Program:**

1. **If your Blood Pressure and Hemoglobin A1c are within the Health Targets then you earn 100 points.**

2. **If your Blood Pressure and/or Hemoglobin A1c are above the Health Targets then you have the opportunity to improve your health by participating in the Take Charge Program. This program is at no cost to you and you can work one on one with a dietitian, nurse or physician from the Wellness Team. Once you complete the Take Charge Program you will earn 100 points.**
Additional Wellness Opportunities

**ACTIVITIES:**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>POINTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biometric Screening</td>
<td>75</td>
</tr>
<tr>
<td>Personal Health Assessment</td>
<td>25</td>
</tr>
<tr>
<td>Meet Take Charge Targets or Complete Program</td>
<td>100</td>
</tr>
<tr>
<td>Preventative Exam with Provider</td>
<td>25</td>
</tr>
<tr>
<td>WellSteps Campaigns</td>
<td>25 each</td>
</tr>
<tr>
<td>Live Well Nutrition Counseling</td>
<td>25/visit</td>
</tr>
<tr>
<td>Live Well Health Coaching</td>
<td>25/visit</td>
</tr>
<tr>
<td>Lifesteps Weight Management</td>
<td>100</td>
</tr>
<tr>
<td>Series of Health/Wellness Classes</td>
<td>50-100</td>
</tr>
<tr>
<td>District Wellness Presentations</td>
<td>25</td>
</tr>
<tr>
<td>Webinars</td>
<td>25 each</td>
</tr>
<tr>
<td>Organize a Building Wellness Event</td>
<td>50</td>
</tr>
<tr>
<td>Community Fitness Event</td>
<td>50</td>
</tr>
<tr>
<td>Endurance Competitive Event</td>
<td>75</td>
</tr>
<tr>
<td>Gym Attendance (20 times/2 months)</td>
<td>75</td>
</tr>
<tr>
<td>WellSteps MyTracker (5 days/wk x 30 days)</td>
<td>50</td>
</tr>
</tbody>
</table>

Wellness points must be earned by March 31st.

For more offerings and details visit: [http://www.boiseschools.org/our_district/wellness_program](http://www.boiseschools.org/our_district/wellness_program)
Benefits & Wellness

Four different WellSteps Campaigns are offered throughout the year.

These are evidence based online campaigns focused on adopting or maintaining healthy behavior.

What you get:

- Education and support
- Skills and tools needed to change or maintain healthy behavior
- Complete quick and easy online tasks each week.

To view this year’s campaigns visit:
www.boiseschools.org/our_district/wellness_program
As part of your Wellness Program, you and your dependents on the medical plan are eligible for six health coaching sessions at no cost to you.

Our Health Coaches help guide and motivate participants to take charge of their health. We work with employees “where they are” to adapt to new healthy lifestyle habits.

Partner with a Health Coach to:

- Focus on building healthy habits
- Create a customized wellness plans
- Overcome obstacles that keep you from your goals
- Be empowered to take action

To make an appointment, call (208) 367-8809

Extended hours available so you can be seen before or after work.
As part of your Wellness Program, you and your dependents on the medical plan are eligible for six nutrition counseling sessions at no cost to you.

Our Registered Dietitian can help you obtain expert information for your specific nutrition needs, plan healthier meals for your family and set goals for achieving a healthy balance of food choices and daily exercise.

Visit a Registered Dietitian for:

- Focus on building healthy habits
- Create a customized wellness plan
- Overcome obstacles that keep you from your goals
- Be empowered to take action
- Personally tailored nutrition advice
- Weight management strategies
- Help managing chronic diseases
- Guidance navigating food allergies and intolerances

To make an appointment, call (208) 367-6225

Extended hours available so you can be seen before or after work.
Benefits & Wellness

Nutrition Presentations

Group wellness presentations are available to help your staff maintain healthy habits and earn their wellness points!!!

Any Boise School District location can schedule a nutrition workshop for staff members.

- Minimum of 15 staff members in attendance
- Schedule three weeks in advance
- Call (208) 367-4459 to schedule

For a list of workshop choices, visit the Boise Schools Wellness Website.
Lifesteps is a comprehensive weight management program that focuses on behavior modification techniques for weight loss and maintenance.

Weekly group workshops will show you how to enjoy the foods you love, achieve the weight you want, and maintain an exercise plan that is right for you.

A trained registered dietitian will guide the workshops and show you proven and realistic approaches to help you create new eating and exercise habits to manage your weight for life.

**WHAT’S INCLUDED:**
- 13 Weeks of Group Instruction
- 3 Individual Consultations with Registered Dietitian

**This program is offered at no cost to you.**

For a list of Lifesteps dates, visit the Boise Schools Wellness Website.
Benefits & Wellness

From advanced medical care and innovative therapies, to personalized service, this convenient, comprehensive treatment center is dedicated to excellence in health care for spine and back fitness.

**Boise School medical plan members have an enhanced spine wellness benefit:**

- $5.00 co-pay for the initial visit and $5.00 co-pay for a follow up visit with the Spine Clinic Physician
- $5.00 co-pays for up to 8 physical therapy visits at STARS (Saint Alphonsus Rehabilitation Services) if diagnostic criteria are met and referral is made by the spine clinic physician

**Featuring:**

- High-level clinical oversight
- Doctors of Physical Medicine and Rehabilitation
- Care for a wide range of conditions involving the cervical, thoracic and lumbar spine

To schedule an appointment, call (208) 302-3780
As part of your Benefits, you and eligible family members can participate in up to 10 sessions at no cost to you.

EAP is a benefit designed to provide confidential professional counseling to employees and their immediate family members. We encourage you to call when you experience problems that interfere with job performance, health, or quality of life.

EAP counselors are able to assist with many kinds of life challenges including:

- Marital concerns
- Stress-related difficulties
- Emotional and psychological problems
- Family conflicts
- Career concerns
- Alcohol and drug related problems

To schedule an appointment, call (208) 367-3300.
Breast care is an important part of women’s health. Getting age appropriate mammograms and breast exams can help women detect changes in their breasts early and allow them to receive prompt medical care.

Screening mammography is offered as a Preventative Care Benefit at no cost to medical plan members.

To schedule a screening call:
- Saint Alphonsus Breast Care Center (208)-367-8787
- St Luke’s Breast Cancer Detection Center (208) 706-2055

Preventive care and early detection are important for your health and well-being. Members of the medical plan have a wide variety of preventive services with no copay and no deductible, meaning no out-of-pocket costs to you. For a full list of age, gender, and health appropriate covered preventive services, please visit your Regence Member Dashboard at Regence.com.

Boise School District offers a variety of health and medical benefits that support you in taking care of your health.

- Vision Service Plan (VSP)
- Delta Dental
- Willamette Dental
- Cigna Basic Term Life Insurance

For details on the benefits listed above, visit the Boise Schools benefits page through the District website.

Please direct all questions to benefits@boiseschools.org
MedSavvy keeps you in-the-know with information about how well medications work and how much they cost, so you can find better treatment options for you and your family.

**Boise School District is proud to offer employees and their families’ free access to MedSavvy.**

- Find out if you can improve your health with lower-cost, more effective medications.
- Stay up-to-date on your medications with relevant, timely alerts for cost-savings opportunities, safety notices, recalls, and more.
- Compare medications using pharmacist-generated, report-card-style grades for safety and effectiveness.
- Easily manage medications for you and your family with a secure virtual medicine cabinet.
- Shop nearby pharmacies to see where you can buy your medication.
- Confidentially ask a licensed pharmacist your questions.

To register, login to your regence.com account or the Regence mobile app and click the “sign in to MedSavvy” link from your member dashboard.

Questions? Email support@medsavvy.com
What are Voluntary Benefits?
Voluntary benefits are coverages and products made available to employees for purchase. For more information contact HR at (208) 854-4074.

1. Supplemental Retirement Programs
   Eligible employees can authorize payroll deductions to contribute to 401K, 457, or 403b programs on a pre-tax basis. Roth programs are also available.

2. Flexible Spending Accounts:
   Under Section 125 of the IRS Code, employees may deduct a portion of their health insurance or dependent care costs on a pre-tax basis from their wages. Our provider is Navia.

3. Cigna:
   Employees can purchase additional supplemental life insurance for themselves and dependents.

4. Cigna Long Term Disability:
   Long term disability protects employees from loss of income in the event the employee is unable to work due to illness, injury, or accident for an extended period of time. Available for purchase through Cigna.

Employee Sick Leave
Per Idaho Code, all employees who work half-time or greater are entitled to accrue sick leave.

Sick leave is to be used for absences caused by disability resulting from illness or injury, adoption of a child, childbearing purposes, or to care for a member of the immediate family due to his or her illness or disability.

Upon retirement from the District, a sum equal to one-half of the monetary value of unused sick leave, calculated at the rate of pay upon retirement, is available to you to purchase District sponsored health insurances. This benefit is a significant factor in bridging the cost of health insurance between early retirement and Medicare.

You are encouraged to use your sick leave judiciously but do not compromise your health.
When is the deadline date to complete all my points?

All wellness points must be earned and submitted no later than March 31st. If choosing to complete a personal wellness activity, the Wellness Activity Form must be submitted to the Wellness Coordinator no later than March 31st.

How will I know if I have earned my points?

View your points status online by logging in at www.wellsteps.com/boiseschools. Please allow up to 10 working days for item to show completed.

May I use biometric screening results from a recent doctor visit to earn the biometric screening points?

Yes! Results taken between April 1st and March 31st of the current year will count. Submit them to WellSteps on a completed Biometric Screening Verification form.

What information needs to be included on my Biometric Screening Verification Form?

Biometric screenings require a fasting blood glucose, hemoglobin A1c, blood pressure, weight, and height. Cholesterol and triglycerides are not required screening tests, however will be drawn at the District hosted screening events.
What if I have a serious medical condition and I’m under a physician’s care?

If it is unreasonably difficult or medically inadvisable for you to participate in this program, your physician may complete the Exemption Form and send the completed form to WellSteps. Upon receipt, you will receive 275 WellSteps points.

Where can I find the forms?

The Wellness Activity, Biometric Screening Verification and the Exemption from the Biometric Screening Forms are available for download at:

http://www.boiseschools.org/our_district/wellness_program

Who administers the biometric screening events hosted by the District?

The biometric screenings will be administered by Saint Alphonsus healthcare professionals including skilled Phlebotomists who will complete the blood draws.
Take Charge Program
Critically High Blood Pressure
Told by the Physician with permission from the participant

The participant had not been seen by a doctor for over 40 years. The worksite biometric screenings showed that he had severely high blood pressure. After the third time the Clinical Wellness team reached out, the employee decided to come in and see the Physician as part of the Take Charge Program offered to BSD employees. We helped answer a lot of his questions and treatment concerns and helped him find a healthcare provider he was comfortable with. Since the Take Charge Program appointment, the participant has lowered his blood pressure more than 60 points! His blood pressure is now within a healthy range and he has helped prevent a more serious condition such as a heart attack or stroke.

Take Charge Program
LDL Improvement
Told by the Dietitian with permission from participant

Participant has always been an avid athletic person, works out regularly, and has a healthy body weight. When we met in February we discussed the validity of the Mediterranean diet to which she incorporated that cooking style into her routine. She feels confident that she has followed the diet fairly closely and was very happy with the remarkable results. Seven months after her biometric screening she had her blood tested again and her LDL went down 57 points! She thinks this is a very sustainable way for her to eat and is excited to see what her test results will show at next year’s school district screening.

The Boise Schools wellness program has impacted the lives of many employees and retirees. Below are real stories from employees who have found success in the program.

Success Stories
Lifestyle Changes
Changes That Can Sustain for a Lifetime
Told by a Boise SD Employee

I am so glad I chose to take advantage of Nutrition Counseling benefit. I have been on many diet programs, but always found myself “waiting” until I was done, so I could go back to the way I ate before. As a result, my weight has been on a yo-yo, climbing a little higher after each failed attempt to lose the weight. When I came to see the dietitian, I told her I did not want to count calories or points and I did not want to go on another diet. I wanted to make some changes in the way I felt and thought about food and exercise. I want this to be a new way of living that I can sustain for the rest of my life. I asked her if she could help me in this endeavor, and that is exactly what she has been doing. Each time we meet, we talk about my successes, and what small changes I can make until we meet again. She has been so encouraging and helpful. I have lost weight: 18 pounds since the beginning of the year, but more importantly, I have made small lifestyle changes I think I can sustain for a lifetime. I am so very grateful.
### Benefits & Wellness

#### ACTIVITIES:

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>POINTS</th>
<th>DATE COMPLETED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biometric Screening</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td>Personal Health Assessment</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>Meet Take Charge Targets or Complete Program</td>
<td>100</td>
<td></td>
</tr>
<tr>
<td>Preventative Exam with Provider</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>WellSteps Campaigns</td>
<td>25 each</td>
<td></td>
</tr>
<tr>
<td>Live Well Nutrition Counseling</td>
<td>25/Visit</td>
<td></td>
</tr>
<tr>
<td>Live Well Health Coaching</td>
<td>25/Visit</td>
<td></td>
</tr>
<tr>
<td>Lifesteps Weight Management</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

### Wellness Checklist

#### ACTIVITIES:

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>POINTS</th>
<th>DATE COMPLETED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Series of Health/Wellness Classes</td>
<td>50-100</td>
<td></td>
</tr>
<tr>
<td>District Wellness Presentations</td>
<td>25 each</td>
<td></td>
</tr>
<tr>
<td>Organize a Building Wellness Event</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Community Fitness Event</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Endurance Competitive Event</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td>Gym Attendance (20 times/2 months)</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td>WellSteps MyTracker (5 days/wk for 4 consecutive wks)</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Webinars</td>
<td>25 each</td>
<td></td>
</tr>
</tbody>
</table>
Boise Schools
Employee Wellness Program Contacts:

Isabel Kurita, BSD Wellness Coordinator
(208) 854-4083
wellness@boiseschools.org

HR Benefits Team
(208) 854-4074
benefits@boiseschools.org

District Wellness Website
www.boiseschools.org/our_district/wellness_program

WellSteps
Boise@WellSteps.com
www.wellsteps.com/boiseschools

Wellness Program Partner Contacts:
Saint Alphonsus Corporate Wellness
(208) 367-6225
sawellness@saintalphonsus.org