

I. INTRODUCTION

As part of its compensation package, the Forest Lake School District provides medical-hospitalization and dental insurance benefits for eligible employees and their dependents. In order to attempt to reduce the increases in health care costs, the School District has an employee funded prevention-oriented wellness incentive program which shall provide various types of compensation for employees and their dependents that are covered by the School District's group health and dental plans and other employees.

II. PURPOSE

The Forest Lake School District is dedicated to helping employees and their dependents lead healthier lives. Daily habits play a major role in health. Helping employees and their dependents change their daily habits so they become healthier may provide many benefits for the School District, including:

- A. Improving employee productivity
 1. Reducing absenteeism for illness
 2. Healthier employees return to work sooner after an illness
 3. Healthy employees have an increased sense of responsibility to come to work
 4. Improved morale can increase productivity
 5. Improved job performance through high "time on task"
- B. Reducing health care costs
 1. Healthier employees and dependents have fewer doctor and dental visits, medical and dental procedures, and prescriptions.
 2. Healthier employees and dependents spend fewer days in the hospital when ill.
- C. Attracting and retaining quality employees
 1. Improved health and increased morale help produce a more satisfied and stable employee.
 2. Employee turnover and recruitment and training costs can be reduced.
 3. Recruitment of new employees can be facilitated by having a successful wellness incentive program.

III. POLICY

- A. It is the policy of the School Board to maintain a compensation program to provide incentives for employees and their dependents that are covered by the School District's health and dental insurance plans to participate in preventative visits to the doctor and dentist and engage in a healthy life style.

- B. The compensation program may include incentives and wellness promotions. The specific components of the comparison program shall be determined by District administration with input from members of the Wellness Committee, the Employee Benefits Committee, or other employees and may be modified from time to time without prior notice.

ADOPTED: 06/07/04
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