

**Addendum 2**  
**BUUSD Board Meeting**  
**June 12, 2024**



**ACTION ITEM BRIEFING MEMO**  
**BUUSD BOARD AGENDA ITEM**  
**BOARD AGENDA: June 12, 2024**

**Agenda Section/Item No (please add item # below)**

**Consent** - Item No: 5.3      **Discussion** - Item No: \_\_\_\_\_      **Action** - Item No: \_\_\_\_\_

**AGENDA ITEM DESCRIPTION: 5. Consent Agenda**

**5.3 New Hires:** Additions

**Teachers:** Sean Dunn and Abigail Villenauve (Addendum 1); Kyle Jablonski (Addendum 2)

**SUBJECT:** Consent Agenda Items

**SUBMITTING STAFF PERSON or BOARD MEMBER:** Superintendent

**DESIRED OUTCOME:** Approval of additional New Hires

**LINK(S):**

**ATTACHMENTS:** Hire Forms and Resumes for New Hires located in Addendum 1 and Addendum 2

**RECOMMENDED ACTION/MOTION:**

Include names above in the Motion for consent agenda.

# BARRE UNIFIED UNION SCHOOL DISTRICT

## NEW HIRE NOTIFICATION FORM

Complete and Submit to the Central Office  
(please submit via email to [hr@buusd.org](mailto:hr@buusd.org))

Date Received by Central Office:

To be Completed by Hiring Administrator: (please leave notes for Central Office on the back page)

Name:	<input type="text" value="Kyle Jablonski"/>	Location:	<input type="text" value="Spaulding High School"/>
Submission Date:	<input type="text" value="6/6/24"/>	Administrator Action/Checklist Complete:	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N
Position:	<input type="text" value="Health and Nutrition"/>	Grade (If Applicable):	<input type="text" value="HS"/>
Endorsement (If Applicable):	<input type="text"/>	<input type="checkbox"/> Hourly-Non Exempt	<input checked="" type="checkbox"/> Salary-Exempt
Hours Per Day:	<input type="text" value="7.5"/>	Scheduled Hours:	<input type="text" value="7:35"/> a.m. to <input type="text" value="3:05"/> p.m.
Account Code:	<input type="text"/>		
Replacement?	<input checked="" type="checkbox"/> Y <input type="checkbox"/> N		
If Yes, For Whom?	<input type="text" value="Alexandra Washburn"/>	Salary Rate:	<input type="text" value="\$67,821.&lt;sup&gt;00&lt;/sup&gt;"/>
Administrator Approval:	<input type="text" value="Mari Goodridge Miller"/>	Signature Date:	<input type="text" value="6/6/24"/>

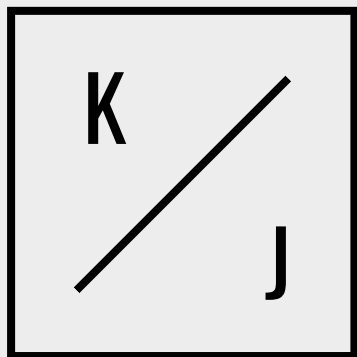
REVERSE SIDE: Complete the New Hire Checklist prior to emailing candidate packet for Superintendent review.

## For Central Office Use Only:

Contract Complete Date	<input type="text"/>	Offer Letter Complete Date	<input type="text"/>	DOH	<input type="text"/>
Total Years of Experience:	<input type="text" value="2"/>	Step:	<input type="text" value="3"/>	Column Placement:	<input type="text" value="M"/>
Hourly Rate:	<input type="text"/>	Salary Rate:	<input type="text"/>	Seniority Date:	<input type="text"/>
Contract Type:	<input checked="" type="checkbox"/> Teacher <input type="checkbox"/> Para <input type="checkbox"/> Replacement <input type="checkbox"/> Interim <input type="checkbox"/> Offer/Non-Contracted Letters <input type="checkbox"/> AFSCME <input type="checkbox"/> N/A				
Days Per Year:	<input type="text" value="190"/>	Salary:	<input type="text" value="\$54,655"/>	Contract Days:	<input type="text" value="190"/>
Teacher: AOE Endorsement:	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
If No, Required:	<input checked="" type="checkbox"/> Provisional <input type="checkbox"/> Emergency <input type="checkbox"/> Apprenticeship				
Para-Educator: Associates Degree	<input type="checkbox"/> YES <input type="checkbox"/> NO	(If NO) → ParaPro	<input type="checkbox"/> YES has passed ParaPro <input type="checkbox"/> NO will need to take ParaPro		

  
Superintendent and/or HR Director Approval Signature

Date



# KYLE JABLONSKI

## CONTACT

### ADDRESS

78 MATTY HOUSE CIRCLE

PO BOX 546

LYNDON CENTER, 05850

### PHONE

802 535 6874 (CELL)

### EMAIL

KYLE.JABLONSKI@LYNDONINSTITUTE.ORG

### SOCIAL MEDIA

@KJABLONSKI\_SEX.ED

## PROFILE

Self-motivated individual with a creative and efficient work style seeking a career in education and a community of passionate educators. With just over three years of classroom experience teaching subjects related to health, psychology, and physiology. Currently constructing a comprehensive health curriculum for secondary-school students in rural communities

## EXPERIENCE

### SOCIAL EMOTIONAL LEARNING COORDINATOR

LYNDON INSTITUTE| FALL 2022- PRESENT

- Led restorative justice practices between students, faculty, & staff
- Acted as support for campus life staff as an intermediary when addressing disruptive behavior in students
- Facilitated 1 on 1 meetings with students to address unsafe behavior

### COMPREHENSIVE HEALTH INSTRUCTOR

LYNDON INSTITUTE| SPRING 2022- PRESENT

- Develop curriculum around teaching topics related to physical, emotional, and sexual health
- Develop a safe environment to discuss sensitive topics

### ANATOMY & PHYSIOLOGY INSTRUCTOR

LYNDON INSTITUTE| FALL 2021- PRESENT

- Teaching foundational knowledge on the structure and function of the human body
- Responsible for lab activities and feedback sessions
- Built curriculum to supplement online course material

### DORM PARENT

LYNDON INSTITUTE| FALL 2021- PRESENT

- Managed student schedules and provided transportation
- Encouraged engagement in school-related events and activities outside of academics
- provided on-site academic tutoring for students

### HEALTH SCIENCE INSTRUCTOR

LYNDON INSTITUTE| FALL 2020- SPRING 2021

- Taught an intro class on health science careers for students in grades 9-12
- Responsible for in-person/online classroom management
- Practiced a holistic educational philosophy with a focus on critical thinking

### SUBSTITUTE COORDINATOR

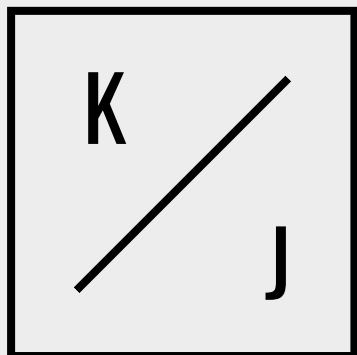
SAINT JOHNSBURY ACADEMY| FEB 2019- MAY 2019

- Assigned Substitute Teachers to classrooms that best fit their skill sets while serving the needs of students and faculty
- Worked with Human Resources to provide payroll and recruit new substitute teachers.

### SUBSTITUTE TEACHER

SAINT JOHNSBURY ACADEMY| AUGUST 2018 - AUGUST-2020

- Maintained classroom and facilitated discussions.
- Worked primarily in English & Social Studies departments



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## PROFILE

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## EDUCATION

### MASTERS OF EDUCATION IN HUMAN SEXUALITY STUDIES

WIDENER UNIVERSITY | 2019 - 2022

GPA: 3.9 MAGNA CUM LAUDE

### BACHELOR OF SCIENCE IN APPLIED PSYCHOLOGY & HUMAN SERVICES

LYNDON STATE COLLEGE | 2014 - 2018

GPA: 3.7 CUM LAUDE

## SKILLS

- Certified in Psychological First Aid
- Classroom management
- Working with adolescents
- Curriculum development
- Creative problem solving
- Organizational skills

## INTERESTS

+WRITING    +PHOTOGRAPHY    +WOODWORKING  
+THEATRE    + TRAVELING

## BIOGRAPHY

Kyle is an Adjunct Instructor for Lyndon Institute and a recent graduate of Widener University's Human Sexuality Studies program. Since graduation Kyle has been working on building comprehensive health education tailored to the needs of adolescents & young adults in rural low-income communities. Kyle started his career as a research assistant at Northern Vermont University, where he obtained his Bachelor of Science Degree in Applied Psychology & Human Services, which provided insight into the need for comprehensive sex and health education across the state of Vermont; this opportunity effectively changed his career focus from counseling to education. Kyle is also certified in Psychological First Aid which has become invaluable as he navigates classrooms with a holistic learning approach. For more information, contact him directly at [kyle.jablonski@lyndoninstitute.org](mailto:kyle.jablonski@lyndoninstitute.org)



**ACTION ITEM BRIEFING MEMO**  
**BUUSD BOARD AGENDA ITEM**  
**BOARD AGENDA: June 12, 2024**

**Agenda Section/Item No (please add item # below)**

**Consent** - Item No:\_\_\_    **Discussion** - Item No:\_\_\_\_\_    **Action** - Item No:\_\_\_ Add at the Meeting\_\_\_

**AGENDA ITEM DESCRIPTION:** Addition to the Agenda

**SUBJECT:** VEHI PATH/BCBSVT Partnership Application Renewal

**SUBMITTING STAFF PERSON or BOARD MEMBER:** Joe Kill, Grants & Data Coordinator, ESSER Assistant; Carol Marold – HR Dept.

**DESIRED OUTCOME:** Annual application to apply for this program grant. Requires group participation as you'll see in the packet - BEA, PATH Leaders, administrators, etc. This program has been in place for a few years and they provide a lot of support. Financially funded by the program grant, nothing paid by the district.

**LINK(S):**

**ATTACHMENTS:** Healthy SU Program 2024-25 Application Renewal (A VEHI PATH / BCBSVT Partnership)

**RECOMMENDED ACTION/MOTION:**

Motion to authorize the Board Chair to sign the Healthy SU Program 2024-25 Application Renewal Agreement.



# HEALTHY SU PROGRAM 2024-25

## Application Renewal

***A VEHI PATH / BCBSVT Partnership***

**APPLICATION DEADLINE:**

**Monday, June 10, 2024**



## Healthy SU ABOUT THE PROGRAM

Healthy SU is an **in-depth** employee wellness initiative focused on helping school employees live their best lives in safe and healthy environments.

In partnership, VEHI PATH and BCBSVT will work with your Supervisory Union/School District to:

- 1) Create an **Action Plan** and
- 2) Provide **Funding\*** and **Resources**

to help support your wellness initiatives based on your SU/SD's health data.

**If your SU/SD is interested in re-applying for this program for the 2024-25 school year, carefully review this packet, complete the Application with required Signatures of Commitment (pages 11 - 13) and submit them to VEHI by the deadline.**

**Completed Applications must be received by the end of the workday on Monday, June 10, 2024.**

\*Funding and best practice resources will be determined during action planning. Funding will:

- Be based largely on the size of the SU/SD's Full Time Equivalents (FTEs)
- Be for planning purposes, estimate \$20 per FTE
- Support an ongoing, sustainable annual wellness program



# Healthy SU PROGRAM REQUIREMENTS

To apply for this program a Supervisory Union/School District **MUST AGREE** to the following criteria:

## CORE PROGRAM REQUIREMENTS:

### 1. Consultant/Wellness Team Meetings

Your SU/SD's VEHI Champion and each VEHI Wellness Building Leader **must agree to meet** with one or both of our consultants a **minimum of two times** between **September 2024 and June 2025, in addition to attending the PATH September and January trainings** (or completing them online, if unable to attend in person). These meetings will focus on the creation and implementation of your SU/SD's Action Plan.

### 2. Goal Requirement

Your Healthy SU/SD team must outline three (3) goals for the 2024-25 school year. Goals must address each of the following topics:

- Musculoskeletal Disorders\*
- Complications Related to Excessive Stress\*
- A Wellbeats Campaign

\*You may use Wellbeats to address these goals.

## ADDITIONAL LEADERSHIP REQUIREMENTS:

1. **Administrators** at each school and at the SU/SD level **must agree** to provide **30 minutes** of employee wellness programming at a minimum of **one in-service** during the 2024-25 school year. For ideas relevant to your population's needs refer to the three campaign menus that VEHI Champions and Building Leaders can access through their **PATH Organization Admin** accounts. (Campaigns: PATH Strong, Peace of Mind, and Eat for Health)
2. **Administrators agree** to provide at least **five minutes** for employee wellness announcements and activities on staff meeting agendas.
3. **Administrators agree** to support programming and wellness team efforts to build healthy cultures and lifestyles at work.



### TERMS OF REIMBURSEMENT:

The SU/SD's VEHI Champion must obtain approval from the VEHI PATH/BCBSVT consultants **before** any purchases are incurred. Once approved and programming is carried out, VEHI will **reimburse the SU/SD (not individuals or vendors)** provided all receipts are submitted to the VEHI office. Reimbursements for expenditures may only be submitted once during each month. June 1, 2025 will be the absolute deadline for the 2024-25 school year.

### SIGNATURES OF COMMITMENT:

To ensure everyone is in support of the Healthy SU program requirements, we have attached a Commitment of Signatures document (pages 11-13). All signatures are required and must accompany your application for it to be considered.

Please do not hesitate to contact us with any questions.

Sincerely,

Gillian Pieper, Health Promotion Specialist  
VEHI PATH



Ashley Johnson, Wellness Program Coordinator  
VEHI PATH



Amy Gilbert, Wellness Program Coordinator  
VEHI PATH



Jessica Valler, Program Assistant  
VEHI PATH



Kimberly Langlais, Health and Wellness Program Consultant  
BCBSVT



Nicole Williams, Health and Wellness Program Consultant  
BCBSVT



# Healthy SU APPLICATION RENEWAL FORM FOR:

Barre Unified Union School District

(Name of SU/District)

1. Why does your SU/SD want to rejoin the Healthy SU Program?

We have discussed at length employee mental health challenges and some of their roots in employee change over and board challenges. This program offers us a chance to provide events for employees to try and support employees coping with of these challenges.

2. How many Full Time Equivalent (FTE) employees does your SU/SD currently have? 479 current with another 35 vacant positions

3. Please list the challenges your employees currently face.

Decreased sleep

Increase Musculoskeletal problems

Half are eating enough fruit and vegetables

4. Being part of Healthy SU requires collaboration between the Champion and all Building Wellness Leaders. Do you believe your team can continue to work together? **Yes** or No. Please explain.

We believe we can continue to work together as we have demonstrated with coordinating our wellness events across the district. We are also hopeful that we can increase usage of Wellbeats with sustained program efforts.

5. How will you plan to work with leadership to support your Healthy SU team?

We plan to use our distinct building roles to help get buy-in from Administration by consolidating paperwork to Central Office we allow building leaders more time to coordinate helping Admin with teachers and staff PATH Goals.

6. In addition to the required goals (refer to #2 on page 5) are there additional goals or objectives you would like to focus on during the 2024-25 school year? Using the example on page 8, respond in the boxes provided on page 9.



## EXAMPLE

**GOAL:**

Reduce the consumption of processed sugar drinks by school employees during the workday.

**OBJECTIVE(S):**

- 1) 25% of FTE employees in the Supervisory Union/District will attend one educational session entitled “Healthy Hydration” taught by a registered dietician on February 15, 2025.
- 2) 25% of FTE employees in the Supervisory Union/District will take the “Healthy Hydration Pledge” between March 1 and March 31, 2025.
- 3) By June 30, 2025 30% of our school buildings will no longer have vending machines that contain soda or sports drinks.

**RATIONALE:**

- 1) Based on our SU’s Healthy Life Survey results, 60% of employees reported struggling with weight issues.
- 2) Based on BCBSVT claims data, 20% of employees have had a claim in the past year specific to complications from Type 2 diabetes.

**GOAL #1:**

Improve Musculoskeletal problems through greater movement

**OBJECTIVE(S):**

Increase promotion of self serve stretching and strength training through Wellbeats  
Promote ergonomic assessments at more buildings for employees

**RATIONALE:**

Between the healthy life survey and BCBS reports there is a notable increase in Musculoskeletal Disease from 2021-2022 that stays about the same in 2023 but is also noted in HLS results that employees are feeling more joint pain. Also in HLS results 47% reported joints are not pain free and 46% reported fatigue and/or lack of energy.

**GOAL #2:**

Increase quality of sleep

**OBJECTIVE(S):**

Continue to encourage use of Yoga for Everybody for relaxation and meditation  
Run a district Sleep Well Challenge to highlight the issue and build camaraderie around this health problem

**RATIONALE:**

Based on our Healthy Life Survey results we saw an increase from 2022-2023 in sleep loss. That increase was modest but was reported at 45% in 2022 and 47% in 2023.

**GOAL #3:**

Continue to encourage eating enough fruit and vegetables

**OBJECTIVE(S):**

Desk drop recipes into mailboxes  
Revisit Plate It strategies in the fall before school starts  
Revisit Mason Jar Salad Campaign to encourage usage of packing healthy foods

**RATIONALE:**

Based on our health and wellness report we have continued to tick upwards since 2021 as a district with claims associated with Diabetes. At the same time we have seen our Digestive system diseases remain almost the same from 2021 to 2023.



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## Healthy SU SIGNATURES OF COMMITMENT

**Signatures of Commitment are required and must accompany your Application.**

**Name of Supervisory Union/School District:**

Barre Unified Union School District

Signatures indicate the combined commitment to promoting the Healthy SU Initiative within the workplace community.

**Superintendent:**

Print Name: Chris Hennessey

Signature: \_\_\_\_\_

Email: chenbsu@buusd.org

☐ Check this box to indicate your understanding that all Healthy SU reimbursements will be made payable directly to our SU/SD. VEHI will NOT make checks payable to vendors, VEHI Champions or VEHI Building Leaders.

**Business Manager:**

Print Name: Lisa Perreault

Signature: \_\_\_\_\_

Email: lperrbsu@buusd.org

☐ Check this box to indicate your understanding that all Healthy SU reimbursements will be made payable directly to our SU/SD. VEHI will NOT make checks payable to vendors, VEHI Champions or VEHI Building Leaders.



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**School Board Chair:**

Print Name: Michael Boutin

Signature: \_\_\_\_\_

Email: mboutin@buusd.org

**Principal(s):**

Print Name: Mari Goodridge Miller

School Name: Spaulding High School

Signature: \_\_\_\_\_

Email: mmillshs@buusd.org

Print Name: Jennifer Nye

School Name: Barre Town Middle Elementary School

Signature: \_\_\_\_\_

Email: jnyebte@buusd.org

Print Name: Erica Pearson

School Name: Barre Town Middle Elementary School

Signature: \_\_\_\_\_

Email: epearbte@buusd.org

**Make copies of this page for additional Principal signatures.**



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**Principal(s):**

Print Name: Brenda Waterhouse

School Name: Barre City Elementary and Middle School

Signature: \_\_\_\_\_

Email: bwaterbce@buusd.org

Print Name: \_\_\_\_\_

School Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Email: \_\_\_\_\_

Print Name: \_\_\_\_\_

School Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Email: \_\_\_\_\_

**Make copies of this page for additional Principal signatures.**



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**Local Association VT NEA Representative:**

Print Name: Rachel Van Vliet

Signature: \_\_\_\_\_

Email: rvanvbte@buusd.org

**VEHI PATH Wellness Champion:**

Print Name: Laura Thygesen

Signature: \_\_\_\_\_

Email: lthygbte@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Jen Trombly

School Name: Barre Town Middle Elementary School

Signature: \_\_\_\_\_

Email: jtrombte@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Jessie Casavant

School Name: Barre Town Middle Elementary School

Signature: \_\_\_\_\_

Email: jasabte@buusd.org

**Make copies of this page for additional Building Leader signatures.**



**VEHI PATH Building Wellness Leader:**

Print Name: Jessica Carpenter

School Name: Spaulding High School

Signature: \_\_\_\_\_

Email: jcarpshts@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Reed McCracken

School Name: Spaulding Educational Alternatives

Signature: \_\_\_\_\_

Email: rmccrshs@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Jessica Maurais

School Name: Barre City Elementary and Middle School

Signature: \_\_\_\_\_

Email: jmaurbce@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Karen Gadapee

School Name: Barre City Elementary and Middle School

Signature: \_\_\_\_\_

Email: kgadabce@buusd.org

**Make copies of this page for additional Building Leader signatures.**



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**VEHI PATH Building Wellness Leader:**

Print Name: Laura Ortiz

School Name: Central Office

Signature: \_\_\_\_\_

Email: lortibsu@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: Joseph Kill

School Name: Central Office

Signature: \_\_\_\_\_

Email: jkillbsu@buusd.org

**VEHI PATH Building Wellness Leader:**

Print Name: \_\_\_\_\_

School Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Email: \_\_\_\_\_

**VEHI PATH Building Wellness Leader:**

Print Name: \_\_\_\_\_

School Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Email: \_\_\_\_\_

**Make copies of this page for additional Building Leader signatures.**



## Healthy SU APPLICATION SUBMISSION

Return your completed Application and Signatures of Commitment to VEHI PATH via email, fax or snail mail.

Email: [amy@vsbit.org](mailto:amy@vsbit.org) or [ashley@vsbit.org](mailto:ashley@vsbit.org)

Fax: 802-229-1446 (Attn: Amy or Ashley)

Mail: VEHI PATH  
Attn: Amy or Ashley  
52 Pike Drive  
Berlin, VT 05602

**APPLICATION DEADLINE:**

**Monday, June 10, 2024**

# Overview

AREAS TO CELEBRATE		AREAS OF CONCERN	
Stress Profile			
1%	Only 1% of users reported "rashes"	45% of users reported "sleep problems"	45%
3%	Only 3% of users reported "substance abuse/misuse"	When compared to VEHI overall, 7% more users reported "loss of appetite/overeating"	+7%
Physical Wellness			
78%	78% of users reported "I view my overall health as good to excellent"	53% of users reported "I get 7-9 hours of restful sleep most nights"	53%
+6%	When compared to VEHI overall, 6% more users reported "I get 30 min. of moderate physical activity 5-7 days a week"	When compared to VEHI overall, 7% fewer users reported "I get 7-9 hours of restful sleep most nights"	-7%
Emotional Wellness			
96%	96% of users reported "I use laughter, humor, and positive emotions to dissolve stress"	61% of users reported "My life has been free of major crisis in the past 6 months"	61%
90%	90% of users reported "During the past 6 months I always felt life was worth living"	When compared to VEHI overall, 6% fewer users reported "Most days I feel happy and calm"	-6%
Workplace Culture			
94%	94% of users reported "My immediate co-workers support one another's efforts to adopt healthier lifestyle practices"	60% of users reported "In my work unit, participation in healthy activities is a primary way to renew friendships and to meet new people"	60%
+8%	When compared to VEHI overall, 8% more users reported "In my work unit, people are rewarded and recognized for efforts to live a healthy lifestyle"	When compared to VEHI overall, 9% fewer users reported "My work unit has a positive outlook"	-9%

## AREAS TO CELEBRATE

## AREAS OF CONCERN

## Readiness

## Risk Factors

Top 3 goals people want to change

Top risks

**90%** 167 users said "I would like to reduce my health risks"

At risk for Blood Sugar

**33%**

**84%** 156 users said "I would like to change my lifestyle to improve my health"

At risk for Blood Pressure

**26%**

**65%** 120 users said "Lose weight"

## Potential Cost Contributors

**45%****42%****39%**

of users reported  
*"I experience sleep problems"*

of users reported  
*"I experience fatigue and/or lack of energy"*

of users reported  
*"My life has not been free of major crisis in the past 6 months"*

# Overview

AREAS TO CELEBRATE		AREAS OF CONCERN	
Stress Profile			
3%	Only 3% of users reported "substance abuse/misuse"	47% of users reported "sleep problems"	47%
-5%	When compared to VEHI overall, 5% fewer users reported "anxiety/panic attacks"	When compared to VEHI overall, 7% more users reported "headaches"	+7%
Physical Wellness			
73%	73% of users reported "I view my overall health as good to excellent"	48% of users reported "I get at least 5 servings of fruits and vegetables a day"	48%
65%	65% of users reported "I limit my fat to 30% of my diet most days"	When compared to VEHI overall, 7% fewer users reported "My knees, back and joints are generally pain free"	-7%
Emotional Wellness			
95%	95% of users reported "I use laughter, humor, and positive emotions to dissolve stress"	59% of users reported "My sleep and/or appetite have been normal or better over the past 6 months"	59%
92%	92% of users reported "I have a sense of hopefulness and a positive view of the future"	When compared to VEHI overall, 7% fewer users reported "My sleep and/or appetite have been normal or better over the past 6 months"	-7%
Workplace Culture			
90%	90% of users reported "My friends, family and housemates support efforts to adopt healthier lifestyle practices"	58% of users reported "In my work unit, participation in healthy activities is a primary way to renew friendships and to meet new people"	58%
+7%	When compared to VEHI overall, 7% more users reported "New employees in my work unit are made aware of my organizations support for healthy lifestyles"	When compared to VEHI overall, 15% fewer users reported "My work unit has a positive outlook"	-15%

## AREAS TO CELEBRATE

## AREAS OF CONCERN

## Readiness

## Risk Factors

Top 3 goals people want to change

Top risks

**92%** 176 users said "I would like to reduce my health risks"

At risk for Blood Sugar

**36%**

**90%** 172 users said "I would like to change my lifestyle to improve my health"

At risk for Blood Pressure

**25%**

**74%** 142 users said "Be more physically active"

## Potential Cost Contributors

**47%****47%****46%**

of users reported  
"My knees, back and joints are not  
generally pain free"

of users reported  
"I experience sleep problems"

of users reported  
"I experience fatigue and/or lack of  
energy"

## Vermont Education Health Initiative Health and Wellness Report

Medical and Pharmacy Claims				
	Barre SD		VEHI	
	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year
Medical Claims	84%	\$ 4,625	89%	\$ 5,832
Pharmacy Claims	83%	\$ 2,333	82%	\$ 1,437
<b>Total Claims</b>	<b>91%</b>	<b>\$ 6,958</b>	<b>94%</b>	<b>\$ 7,269</b>

\* No exclusions from supervisory union/district subscriber population

\*\* Retiree population excluded from VEHI benchmark

Diagnosis Super Groups					
	Rank*	Barre SD		VEHI	
		Percent of Subscribers	Percent of Medical Cost	Percent of Subscribers	Percent of Medical Cost
Musculoskeletal Diseases	14	30%	10.4%	33%	13.6%
Digestive System Diseases	13	10%	6.6%	11%	7.9%
Respiratory Diseases	16	18%	7.1%	19%	2.6%
Mood Disorders	44	7%	1.2%	6%	1.3%
Anxiety Disorders	26	10%	1.8%	11%	1.7%

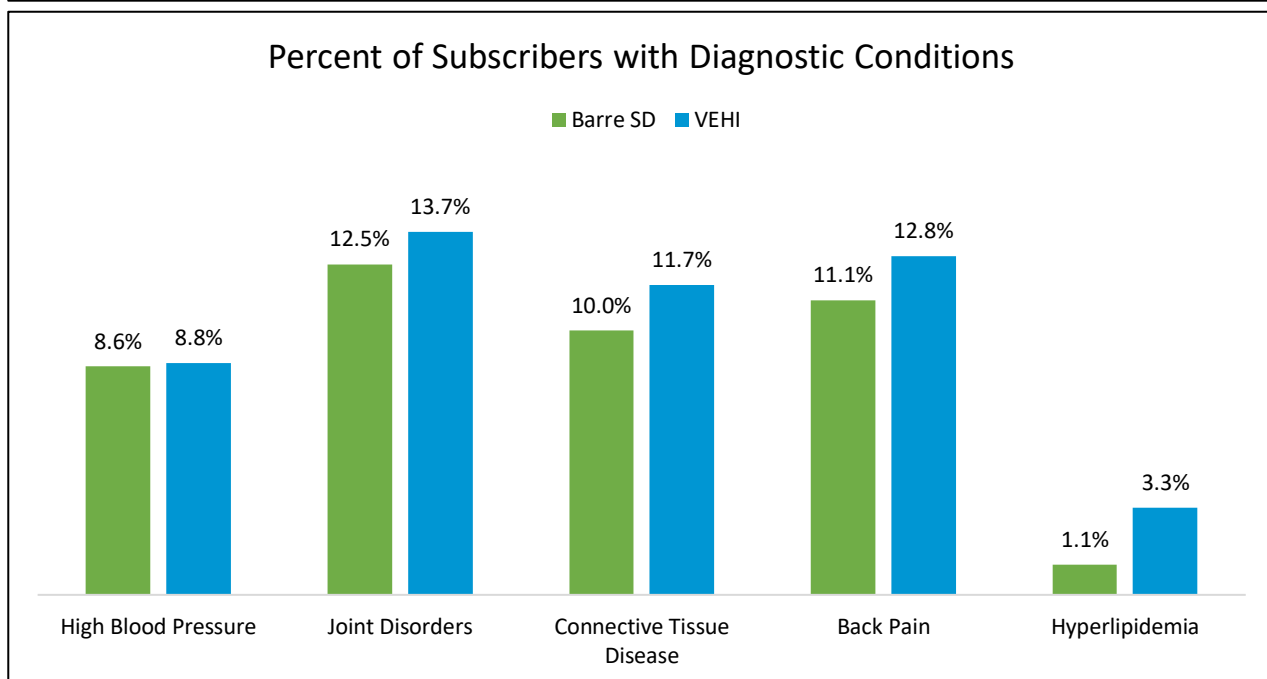
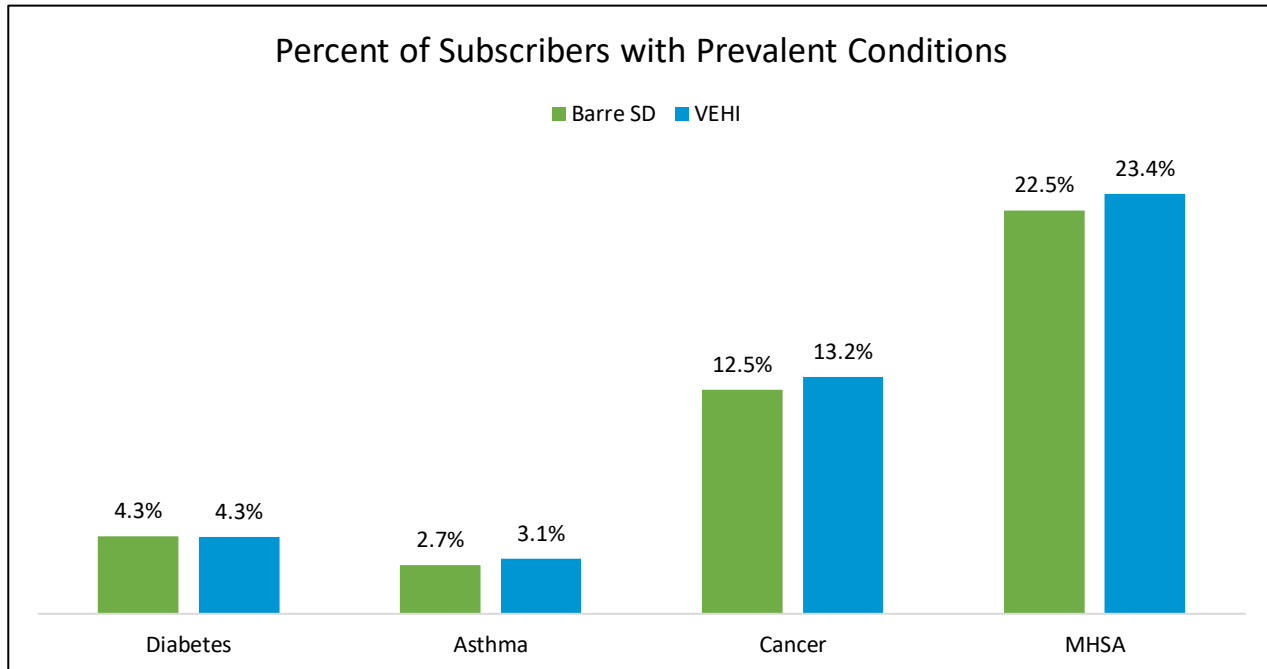
\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

Drug Categories					
	Rank*	Barre SD		VEHI	
		Percent of Subscribers	Percent of Pharmacy Cost	Percent of Subscribers	Percent of Pharmacy Cost
Pain Management	27	20%	2.5%	20%	1.9%
Gastrointestinal Drugs	13	14%	0.5%	16%	2.8%
Anti-Infective Agents	10	29%	2.1%	33%	3.6%
Psychotherapeutic Agents	18	21%	1.7%	24%	2.8%

\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

**Claims Incurred:** January 1, 2020 - December 31, 2020  
**Claims Paid:** January 1, 2020 - February 28, 2021  
**Supervisory Union/District Subscribers:** 440  
**VEHI Subscribers:** 16,375

## Vermont Education Health Initiative Health and Wellness Report



Please note: Cancer rate includes benign neoplasms and other related screenings. Diabetes and asthma rate calculated based on medical claims only.

## Vermont Education Health Initiative Health and Wellness Report

Medical and Pharmacy Claims				
	Barre Unified Union School District		VEHI	
	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year
Medical Claims	88%	\$ 6,160	90%	\$ 6,691
Pharmacy Claims	84%	\$ 1,880	87%	\$ 1,828
<b>Total Claims</b>	<b>96%</b>	<b>\$ 8,040</b>	<b>95%</b>	<b>\$ 8,520</b>

\* No exclusions from supervisory union/district subscriber population

\*\* Retiree population excluded from VEHI benchmark

Diagnosis Super Groups					
	Rank*	Barre Unified Union School District		VEHI	
		Percent of Subscribers	Percent of Medical Cost	Percent of Subscribers	Percent of Medical Cost
Musculoskeletal Diseases	20	33%	11.1%	35%	13.8%
Digestive System Diseases	50	15%	10.2%	12%	8.3%
Respiratory Diseases	53	18%	2.6%	14%	1.9%
Mood Disorders	44	7%	1.1%	6%	1.2%
Anxiety Disorders	56	16%	1.7%	12%	1.7%

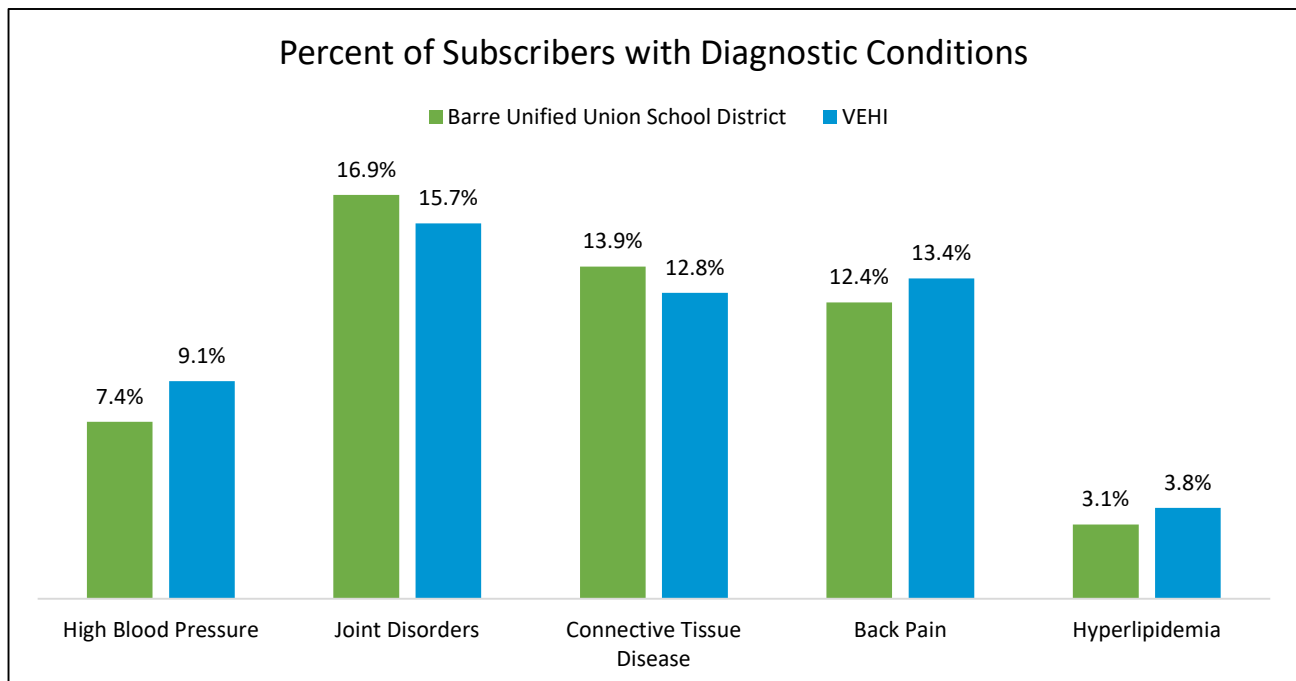
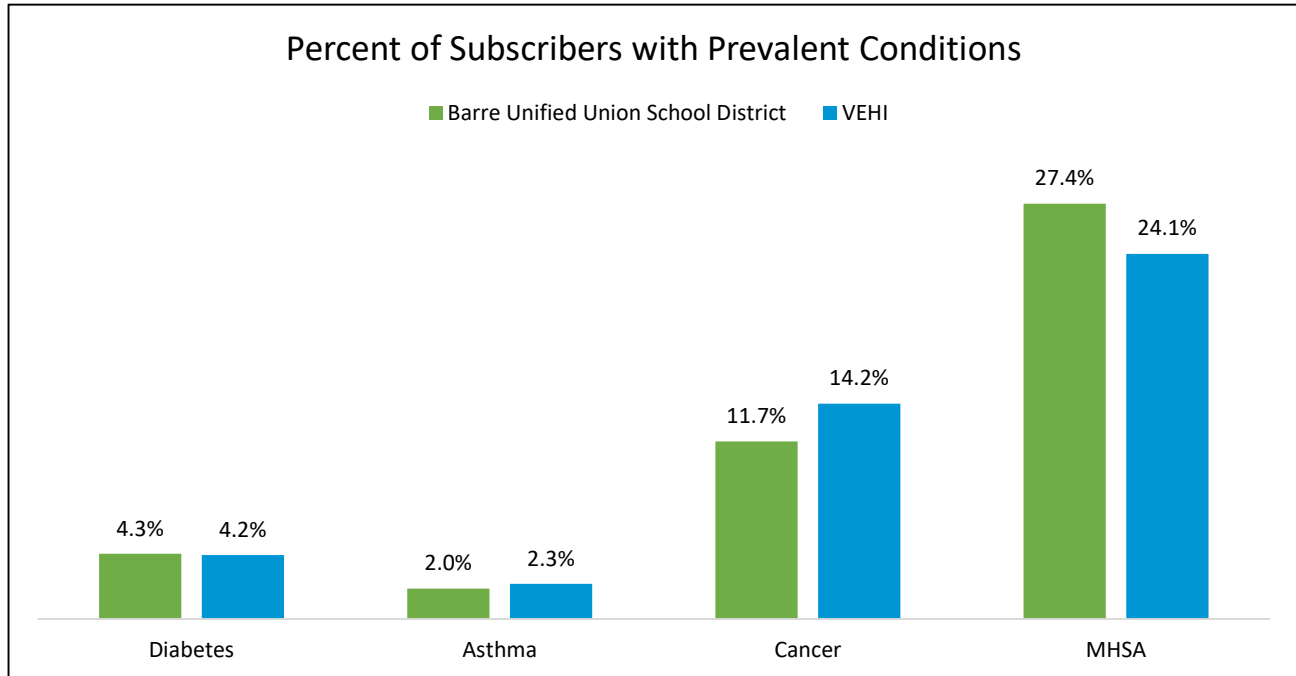
\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

Drug Categories					
	Rank*	Barre Unified Union School District		VEHI	
		Percent of Subscribers	Percent of Pharmacy Cost	Percent of Subscribers	Percent of Pharmacy Cost
Pain Management	22	19%	3.8%	20%	1.6%
Gastrointestinal Drugs	25	15%	1.2%	16%	2.1%
Anti-Infective Agents	18	28%	2.5%	30%	2.9%
Psychotherapeutic Agents	36	27%	2.7%	25%	2.4%

\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

**Claims Incurred:** January 1, 2021 - December 31, 2021  
**Claims Paid:** January 1, 2021 - February 28, 2022  
**Supervisory Union/District Subscribers:** 445  
**VEHI Subscribers:** 16,711

## Vermont Education Health Initiative Health and Wellness Report



Please note: Cancer rate includes benign neoplasms and other related screenings. Diabetes and asthma rate calculated based on medical claims only.

## Vermont Education Health Initiative Health and Wellness Report

Medical and Pharmacy Claims				
	Barre Unified Union School District		VEHI	
	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year	Subscribers Utilizing Benefits	Average Cost Per-Member, Per-Year
Medical Claims	84%	\$ 5,843	88%	\$ 7,280
Pharmacy Claims	78%	\$ 2,770	84%	\$ 2,056
<b>Total Claims</b>	<b>90%</b>	<b>\$ 8,613</b>	<b>93%</b>	<b>\$ 9,336</b>

\* No exclusions from supervisory union/district subscriber population

\*\* Retiree population excluded from VEHI benchmark

Diagnosis Super Groups					
	Rank*	Barre Unified Union School District		VEHI	
		Percent of Subscribers	Percent of Medical Cost	Percent of Subscribers	Percent of Medical Cost
Musculoskeletal Diseases	20	33%	11.0%	35%	14.0%
Digestive System Diseases	10	9%	8.8%	10%	7.1%
Respiratory Diseases	12	15%	1.5%	18%	2.4%
Mood Disorders	43	8%	1.9%	7%	1.2%
Anxiety Disorders	19	10%	1.3%	11%	1.3%

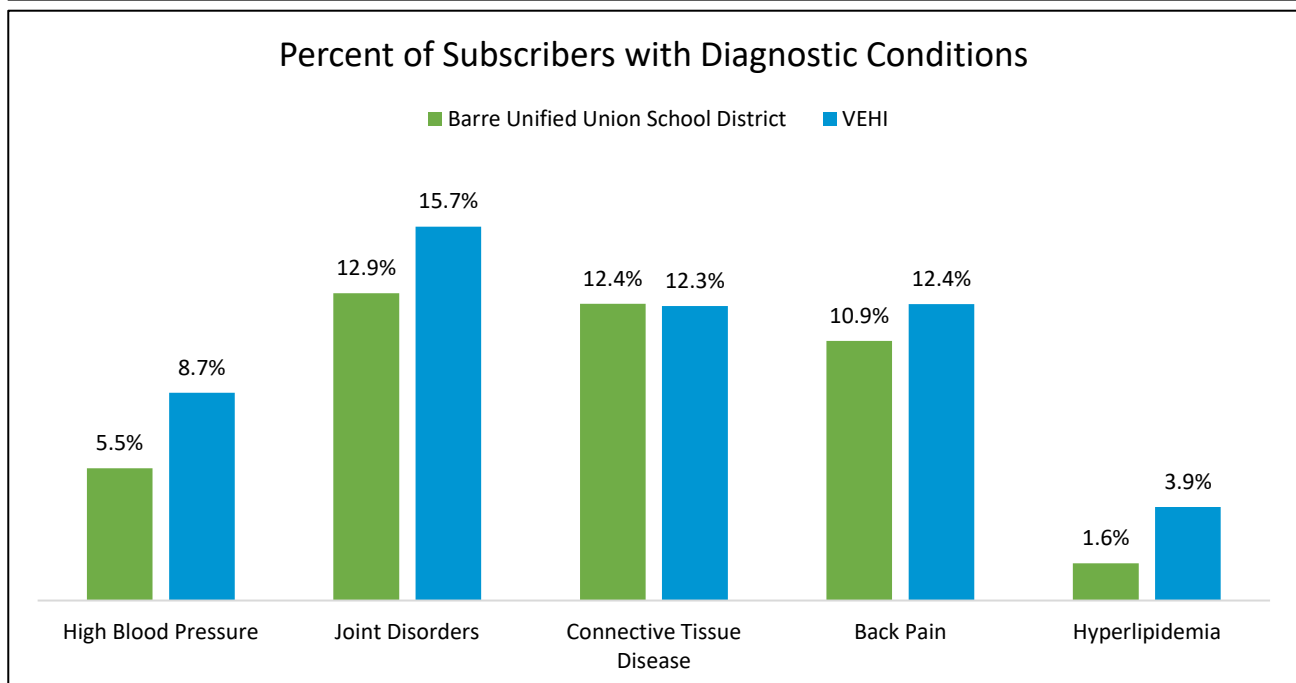
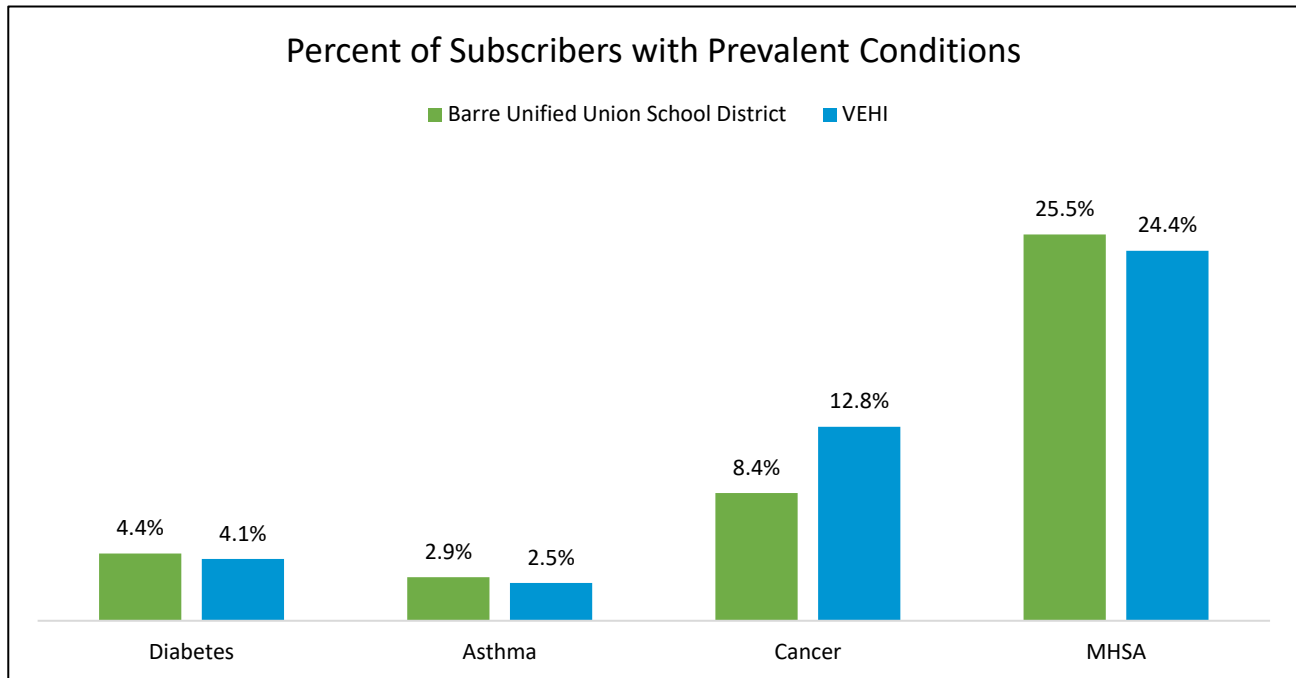
\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

Drug Categories					
	Rank*	Barre Unified Union School District		VEHI	
		Percent of Subscribers	Percent of Pharmacy Cost	Percent of Subscribers	Percent of Pharmacy Cost
Pain Management	22	21%	2.2%	22%	1.3%
Gastrointestinal Drugs	13	15%	0.7%	17%	1.9%
Anti-Infective Agents	4	30%	1.2%	37%	2.3%
Psychotherapeutic Agents	27	27%	1.4%	27%	2.2%

\* Rank among supervisory unions/districts is determined by prevalence; 1 - lowest prevalence

**Claims Incurred:** January 1, 2022 - December 31, 2022  
**Claims Paid:** January 1, 2022 - February 28, 2023  
**Supervisory Union/District Subscribers:** 451  
**VEHI Subscribers:** 16,631

## Vermont Education Health Initiative Health and Wellness Report



Please note: Cancer rate includes benign neoplasms and other related screenings. Diabetes and asthma rate calculated based on medical claims only.