

DASD Guiding Principles for Employee Wellness & Insurance Plans

Health and well-being are essential parts of living and are vital to the work and the mission of the District. The District supports employee wellness and environments that increase health awareness, promote positive lifestyles, decrease the risk of disease, and enhance the quality of life for district personnel.

The District will:

- Provide access to quality health care and promote positive changes in health
- Create environments that provide a balance of health awareness, education and prevention to improve health and reduce risks
- Encourage lifestyle changes to prevent or manage disease
- Promote the DASD Health and Wellness program to improve and reward healthy behaviors
- Recognize the importance of a healthy workforce and the effects of absenteeism due to illness

The District provides health care benefits to assure personnel have access to health care providers who partner with the district to ensure employee wellness. In addition, the District provides health care benefits to assure that the district remains competitive in its efforts to attract and retain high quality personnel. While the District has realized success through its efforts of engaging in a competitive bidding process, the cost of these assurances is predicted to increase substantially over the next decade. Together with others, the District will seek options to develop a long-term strategy that is responsive to health care changes and staff needs.

The District will:

- Ensure the use of District resources are aligned with identified priorities
- Engage in discussions to determine the direction for future benefit decisions
- Consider changes in the health care plan design and develop interrelated activities that have the greatest impact on controlling premium costs.
- Review cost trends (both internal and external) and perform data analysis to determine best approach for improving health care education
- Provide quality health care coverage resulting in premium contributions that are affordable for both District and staff
- Stay current and responsive to national decisions and changes in the health care industry
- Consider education initiatives and plan design options that will increase the capacity of employees to become effective consumers of health care
- Commit to exploring all alternatives for ensuring our employees are covered by quality health care. This is done with the recognition that health insurance costs present a significant impact on the DASD and its employees and that the current model under which health insurance coverage is achieved is not sustainable (i.e. plan in place as of 2/13/12).

Established by the Board of Education:

February 13, 2012 - AR 5.3(4) Employee Wellness & Insurance Plans Guiding Principles