

**WAUNAKEE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION HUMAN RESOURCES COMMITTEE MEETING.**

Tuesday, October 18, 2022

7:30 AM

Waunakee Community School District  
905 Bethel Circle  
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person, and will be asked to check in with District personnel when you arrive.

Public comments will be limited to 3 minutes. The Board will allow 30 Minutes for public comments.

Public comments may be sent to Rebecca McDonough at [district\\_administrator@waunakee.k12.wi.us](mailto:district_administrator@waunakee.k12.wi.us) up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may or may not be reviewed by the board until after the board adjourns. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be greeted in the lobby of the building, asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

**AGENDA**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. APPROVE AGENDA**

**IV. PUBLIC COMMENTS**

**V. CONSIDER AN ADDITIONAL TWO (2) PERCENT WELLNESS  
INCENTIVE FOR THE EMPLOYER CONTRIBUTION TO HEALTH  
INSURANCE PREMIUM.**

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**Within the current employee guidelines, staff can receive a 3% wellness incentive(district contribution of 88% rather than 85%) by completing a health assessment. For the 23/24 plan year, employees will be required to visit the Waunakee Wellness Clinic and meet with the nurse practitioner.**

**The administration and Insurance Committee are proposing the following modification for 22/23:**

**To receive an ADDITIONAL 2% wellness incentive (district contribution of 90%) employees will need to be current with / have completed all of the following recommended age/gender appropriate screenings by the deadline of 5/31/23:**

**Colonoscopy (must be scheduled)**

**Mammogram**

**Cervical Cancer Screening**

**Bloodwork including Hemoglobin A1C and Lipid Panel**

**The attached materials share the potential costs and value returned to our health plan, in addition to the benefits to the employees.**

**VI. INITIAL DISCUSSION OF THE BUDGETED AMOUNT FOR THE 23/24 HEALTH INSURANCE PLAN'S DISTRICT PREMIUM CONTRIBUTION.**

As the district's Insurance Committee begins the review and development of the 23/24 health plan offerings, a future Board decision will need to provide the expected total annual employer premium contribution.

This discussion will provide current contribution levels and examples of plan adjustments that can be made to affect district premium costs.

The attached document is for illustrative purposes only and does not include any plans that are up for formal consideration.

**VII. ADJOURN**

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”



# WCSD 2022 / 2023 WELLNESS PROGRAM



# Feel your best to do your best

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You perform at your best when you feel your best. The WCSD wellness goal is to encourage you to take the steps needed that will allow you to do just that.

New for the 2022/23 plan year, to achieve the highest district premium <sup>4</sup> contribution, employees on the health plan will need to meet with the Nurse Practitioner at the Waunakee Wellness Clinic AND be compliant with all recommended preventative services by May 23<sup>rd</sup>, 2023.

More on this in future slides...

# The Problem with Traditional Wellness Programs

Health insurance carriers, wellness vendors, and many brokers promote traditional wellness activities as strategies to improve employee health, yet these programs fail to drive members to engage with their Primary Care Physician.

STANDARD VENDOR SOLUTIONS	CHALLENGES
<b>On-site Biometric Screenings</b>	Non-diagnostic tests that lead to no follow-up <span style="float: right;">5</span>
<b>Stand Alone Health Risk Appraisal</b>	Self-reported health information, no follow-up
<b>Weight Loss Challenges or Biggest Loser Competitions</b>	Costly with little long-term financial benefit to the company
<b>Tobacco Cessation</b>	While 70% of smokers want to quit, only about 6% of smokers successfully quit smoking <sup>1</sup>
<b>Carrier disease management programs</b>	Limited ability to demonstrate improved health status or lowered claims

<sup>1</sup> <https://drugfree.org/learn/drug-and-alcohol-news/almost-70-percent-of-smokers-want-to-quit-but-few-do/>

# Why Preventive Care

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Regular preventive care is critical to maintaining good health and managing health care spending.

- Engaging with our Employee Wellness Clinic helps to provide valuable information.
- Can help you avoid serious health conditions; focus on medical and lifestyle management.
- Can help manage existing diagnosis of chronic condition.
- Reduce the number of unknown health risks which also reduces the likelihood of a catastrophic health event.

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# Reasons for Change

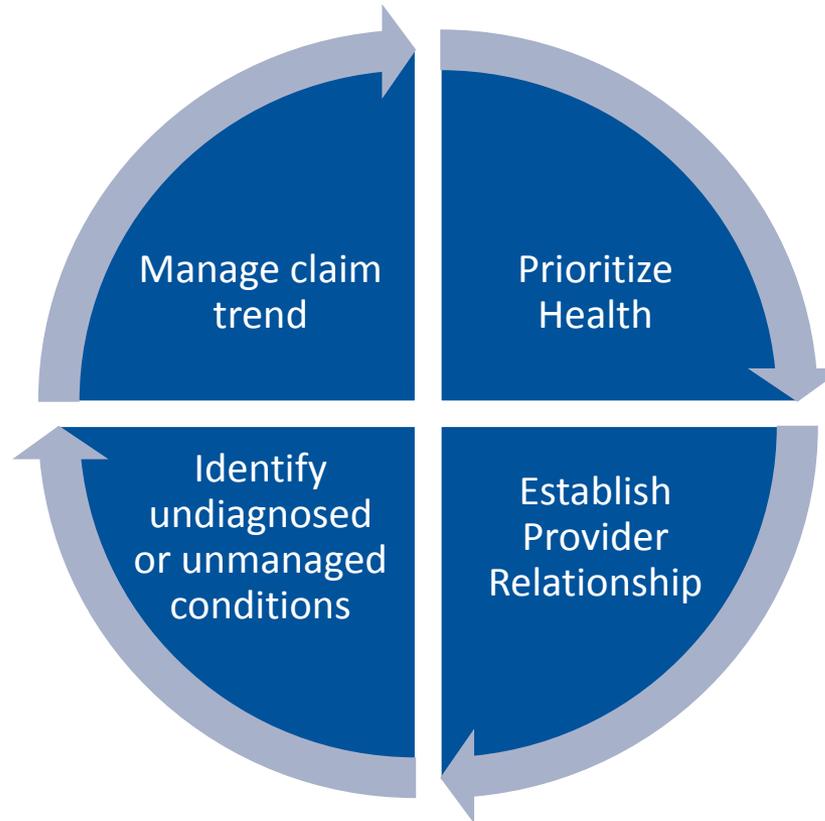
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- Personal Wellness Plans have shown to be ineffective at managing population health (check the box)
- Can't detect cancer, eye health, chronic conditions
- Opportunities for increase in preventive care (54.5 % of Waunakee staff/family members no preventative care visit between 7/1/21 and 6/30/22)
- Challenges with onsite screening
- Administratively burdensome on HR staff

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# Objective of New Direction for Wellness

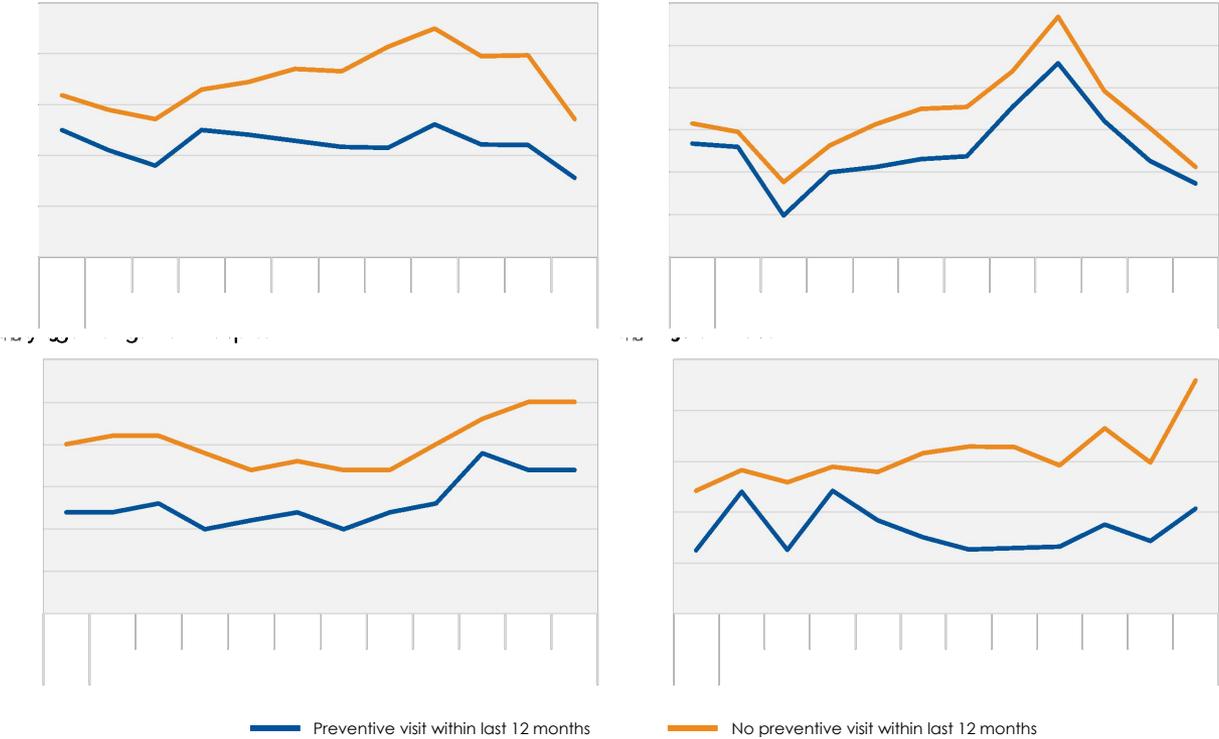
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# Evidence Supporting the Value of Preventive Care

A view of 857,000 individual adults (January 2021 - December 2021)



We looked at utilization differences between adults who had a preventive office visit in the last 12 months, and those adults who did not

- There is no question about the relationship (and possibly causality!) between preventive care and IP / ER usage.
- The group of adults who had no preventive visit in the last twelve months were also younger by two years, which suggests our estimates are conservative.
- The predicted risk for the group with preventive visits was higher, which means the ER and IP visits for the non-compliant adults was unexpected.
- Prevention saves trips to the hospital.

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<sup>2</sup>502,000 without preventive care visits; 355,000 with a preventive care visit in the last 12 months

# The Value of Adult Preventive Care

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Based on the relationship we studied between improved Inpatient and Emergency Room performance and higher preventive care use, we've concluded:

**For every 10% in additional Adult Preventive Care Visit compliance, we expect you to avoid:**

4.0% of Annual Inpatient Hospital Costs<sup>1</sup>

1.0% of Emergency Room Visits

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<sup>1</sup>Based on Inpatient Days (Total admissions times the average length of stay per visit)

# Physician Engagement

Connecting members to primary care is the best first step to improved healthcare and management of chronic conditions.

METRICS	Sample Projected Trends of Entire Adult Population			
	PRE-USI	Year 1	Year 2	Year 3
Adult well visits/standard blood panel	30%	60%	70%	78%
Diagnosed with high blood pressure	20%	25%	28%	30%
Diagnosed with high cholesterol	12%	14%	16%	18%
Diagnosed with diabetes	7%	8%	9%	10%

- USI demonstrates that with **meaningful incentives**, 50-80% of the population will actively engage a primary care physician (PCP).<sup>11</sup>
- Year-over-year increases in disease prevalence are due to the diagnosis of asymptomatic illness that, if left unmanaged, lead to catastrophic claims.
- Primary care is the most economical entry point to address these conditions

\*Case data accessed from USI's proprietary 3D Analytics Tool

# Cancer Care Management

Why preventive care matters

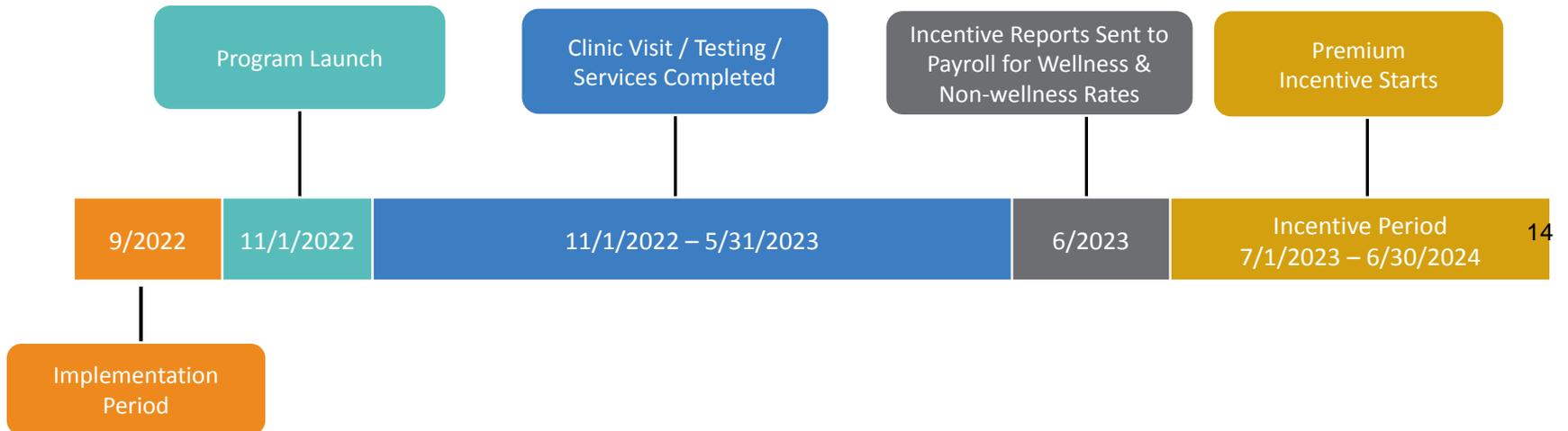
CANCER TYPE & SCREENINGS		ESTIMATED IMPACT		
CANCER TYPE	RECOMMENDED SCREENINGS <sup>1,2,3</sup> & COST OF SCREENING	*AVG. COST TO TREAT CANCER	*5-YR SURVIVAL RATES <sup>10</sup>	
			Stage 1	Stage 4
Colon Cancer	<b>Colorectal Screening: \$925</b> (Ranges from \$23 - \$1,742) <sup>5</sup>	\$40-80K <sup>6,7</sup>	Approximately 91%	Approximately 14%
Prostate Cancer	<b>Prostate-Specific Antigen (PSA): \$41</b> (Ranges from \$15-\$54) <sup>5</sup>	\$99,394 <sup>8</sup>	Approximately 100%	Approximately 30%
Cervical Cancer	<b>Cervical Screening: \$38</b> (Ranges from \$26-\$48) <sup>5</sup>	\$118,000 <sup>9</sup>	Approximately 92%	Approximately 17%
Breast Cancer	<b>Mammogram: \$291</b> (Ranges from \$169 - \$368) <sup>4,5</sup>	\$140,955 <sup>4</sup>	Approximately 100%	Approximately 22%

- [1. American Cancer Society Estimated Costs and Insurance Coverage for Cancer Screening](#)
- [2. American Cancer Society Early Screening Guidelines](#)
- [3. CDC Cancer Screening Recommendations](#)
- [4. Breast Cancer Cost Variations](#)
- [5. Projections of the Cost of Cancer Care in the United States: 2010–2020](#)
- [6. Cost Effectiveness Of Colorectal Cancer Interventions](#)
- [7. Economic burden of illness associated with localized prostate cancer in the United States](#)
- [8. Cost-Effectiveness of Cervical Cancer Interventions](#)
- [9. https://www.diabetes.org/resources/statistics/cost-diabetes](https://www.diabetes.org/resources/statistics/cost-diabetes), accessed January 8, 2021.
- [10. https://www.cdc.gov/diabetes/pdfs/data/statistics/national-diabetes-statistics-report.pdf](https://www.cdc.gov/diabetes/pdfs/data/statistics/national-diabetes-statistics-report.pdf)

# Multi-Year Strategy

2022 / 2023	2023 / 2024	2024 / 2025
<b>INCENTIVE</b>		
Premium differential	Premium differential	Premium differential
<b>ACTION ITEMS</b>		
<ol style="list-style-type: none"> <li>1. To receive the 3% wellness incentive (district contribution of 88% rather than 85%) employees will be required to visit the Waunakee Wellness Clinic and meet with Sara (the NP)</li> <li>2. To receive an ADDITIONAL 2% wellness incentive (district contribution of 90% rather than 88%) employees will need to be current with / have completed all recommended age/gender appropriate screenings by deadline of 5/31/23:                         <ol style="list-style-type: none"> <li>1. Colonoscopy (must be scheduled)</li> <li>2. Mammogram</li> <li>3. Cervical Cancer Screening</li> <li>4. Bloodwork including Hemoglobin A1C and Lipid Panel</li> </ol> </li> </ol>	<ol style="list-style-type: none"> <li>1. Employees will have same requirement as previous year.</li> <li>2. Spouses on the plan will be included in these requirements.</li> </ol>	<p>Currently under evaluation – potentially expand health measures</p> <p style="text-align: right;">13</p>

# Timeline



**New Hires**  
*Employees who are enrolled in benefits 7/1/22 and before must comply with the wellness program to earn the wellness rate.  
 Employees who enroll in benefits 7/2/22 or after will receive the wellness rate.*

# Frequently Asked Questions

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## Is the program mandatory?

- No, but is required to receive the wellness rate(s). We hope you participate to improve your health and well-being, but participation is completely voluntary.

## Will my health information be shared with Waunakee Community School District ?

- Absolutely not, your personal information will remain just that—personal! Your health information is protected under the Health Insurance Portability and Accountability Act (HIPAA). Information is used for aggregate reporting purposes only.

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## Will my privacy be protected?

- Absolutely! Dean Health Plan takes your privacy seriously and complies with all requirements of state and federal privacy laws.

## Who will be tracking my visit and/or where I stand on screenings?

- Sara / The Waunakee Wellness Clinic will be tracking this information. The only information that will be shared with the district is whether or not you have met the requirement.

# Frequently Asked Questions

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## What if I've recently gone to my Primary Care Physician?

- While we are happy that you have visited your PCP, the visit that will take place with Sara, the NP at the Waunakee Wellness Clinic will be much more in depth. In addition, as we continue to see turnover in the traditional clinics, Sara is a consistent practitioner option for you and your family. As a result, to qualify for the increased district premium contribution, we are asking that you schedule a visit with Sara.

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## How do I schedule an appointment at the Waunakee Wellness Clinic?

- The easiest way to schedule an appointment (anytime) and how we are asking you to schedule your appointment for this specific visit, is through the landing page: [Employee Wellness Clinic Waunakee | SSM Health](#)

## Is Living Healthy Rewards going away?

- No, Living Healthy Rewards is still in place. This program is a separate benefit, that will still be available through Dean Health Plan. As a reminder, the preventative screenings we are including in this new program will qualify for Living Healthy Rewards points.

# What Do I Need To Do

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**1**

To achieve an 88% district premium contribution, visit the Waunakee Wellness Clinic and meet with Sara

**2**

To achieve a 90% District Premium Contribution, complete all recommended preventative screenings

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**3**

Complete by 05/31/2023

# Questions?

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Contact Human Resources at (608) 849-2000

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<b>Base Information</b>			
	Cost of 85% ER Contribution per employee	Cost of 88%	Cost of 90%
Single	\$613.26	\$634.90	\$649.33
Family	\$1,379.83	\$1,428.53	\$1,461.00
Current plan members			
	318 Family plans		
	105 Single plans		
In 22/23 97.2% of WCSD employees qualify for 88%			
In 21/22 54.5% of WCSD employees no preventative care visit (slide 4)			
For every 10% increase in preventative screening, expected claims savings = \$58,500 (slide 7)			
	4% of 21/22 inpatient claims \$53,130.79 (USI claims research of WCSD 10/12/22)		
	1% of emer room claims \$5368.98		
<b>Return on Investment Breakdown</b>			
			ROI = Benefit - Cost / Cost = %
If all 97.2% also comply with preventative screenings			
	Additional cost	\$138,061.00	
	Additional benefit	\$302,443.00	
	ROI	1.19	
If 85% of the 97.2% comply with preventative screenings			
	Additional cost	\$117,352.00	
	Additional benefit	\$231,074.00	
	ROI	0.969	
If 75% of the 97.2% comply with preventative screenings			
	Additional cost	\$103,632.00	
	Additional benefit	\$172,574.00	
	ROI	0.665	
If 65% of the 97.2% comply with preventative screenings			
	Additional cost	\$92,430.00	
	Additional benefit	\$89,798.00	
	ROI	-0.028	
If 55% of the 97.2% comply with preventative screenings			
	Additional cost	\$75,936.00	

	Additional benefit	\$55,575.00			
	ROI	-0.321			