

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

Monday, March 4, 2024

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 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. STAFF CLIMATE DATA REVIEW

4

All regular staff (652 individuals) were invited to complete a comprehensive climate survey focused on their employment at WCSD in October. 481 (74%) employees responded.

District administration discussed the survey results in November and buildings started reviewing their specific data with staff to create action plans together in November and December. Followup surveys are a part of the action plan. District level data has been shared with the WTA.

VI. STAFF WELLNESS CLINIC UPDATE

5

Discussion of usage data, return on investment and activities occurring at the district wellness clinic open to all employees. Administration will highlight several slides from the latest monthly performance meeting that was held with the SSM and Dean Insurance teams.

VII. 24.25 PLAN YEAR INSURANCE COMMITTEE UPDATE

The district insurance committee involving staff, district administration and Board members Joan Ensign and Katie Dotzler have been meeting during this school year to prepare for the 24.25 plan year.

The committee has reviewed district and peer plan structures, feedback from staff and committee members, district budget forecasts and advice from USI, the district's benefit advisor.

Administration will discuss potential changes being considered by the committee, including rates and an emerging HRA structure often called a Family Reimbursement Account.

Timeline of remaining activities:

Late February - District receives the final renewal rate from Dean Insurance. Current rate cap offer of 8.4%.

March - Committee creates a recommended plan structure / rate structure to work with district budget forecasts.

April - Board reviews recommended plan structure / rate structure; Board vote

Mid April to Mid May - Employee communication / education

Mid-May - Open Enrollment

VIII. DISCUSS THE PLANNING PROCESS FOR WAGE INCREASES

The state has set the CPI for 4.12% for the 24.25 school year, starting on July 1, 2024.

Potential wage increase timeline:

March / April - Review draft wage increase plan

April / May - Approve wage increases for Admin, Admin Support, Hourly Staff

Negotiation Dependent* - Approve wage increases for teachers

IX. ADJOURN TO CLOSED SESSION PER WISCONSIN STATUTES 19.85(1)(c)(e)

A. Negotiation Preparation with the committee regarding the Waunakee Teachers Association.

Administration will bring a review of the potential costs of a 4.12% CPI, plus operation of the salary system. Discussion of a potential timeline for implementation based on the date of negotiations. Discussion of negotiation philosophy.

X. RETURN TO OPEN SESSION

XI. 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.”



ADMINISTRATION OFFICE

905 Bethel Circle
Waunakee, Wisconsin 53597
(608) 849-2000

Human Resources

WCSD Staff Climate Results

Board Report

March 4, 2024

Data Overview

Survey Date = October, 2023
652 staff invites / 481 responses (partial & full) / 74% response rate
Two general employee groups = certified & support
Seven building locations

Question Themes

Relationships - Leadership, Support
Communication
Culture - Core values, Respect
Professional Development

Survey Findings

Areas of strength

Relationships
Listening
High expectations /Pride in working here
Support
Improvement since 22/23

Areas to address

Communication channels / decisions
Workload
Opportunities for advancement
Team/Peer conflict

Net Promoter Score of 31.7 (15 in 22/23) Certified / Support +1.5 difference

Follow up Actions Taken

District administrative review
Shared with WTA
Site-based review / Action planning with staff
Building specific processes - Dissemination, Feedback, Action rollout

Remaining Actions - Follow up pulse surveys at sites in late spring



SSMHealth.[®]
at Work

Performance Report December 2023

5



**Waunakee Community School District
Wellness Clinic**

In partnership with SSM Health - Dean Medical Group

Presented by:

Jim Meacham, Administrator, MBA – SSM Health at Work WI

Deanna Hahn, Clinic Manager – SSM Health at Work WI

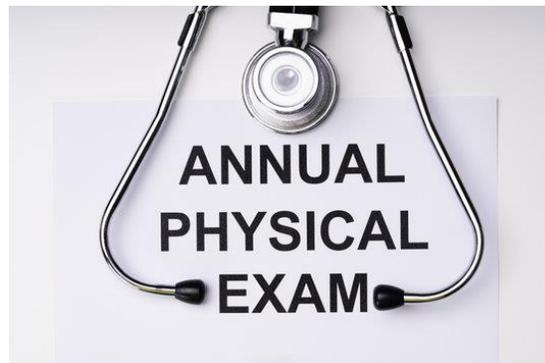
Agenda

1. Review follow up topics from last meeting
2. Monthly metrics and trending
3. Analysis and Recommendations
4. Action Items/Next Steps

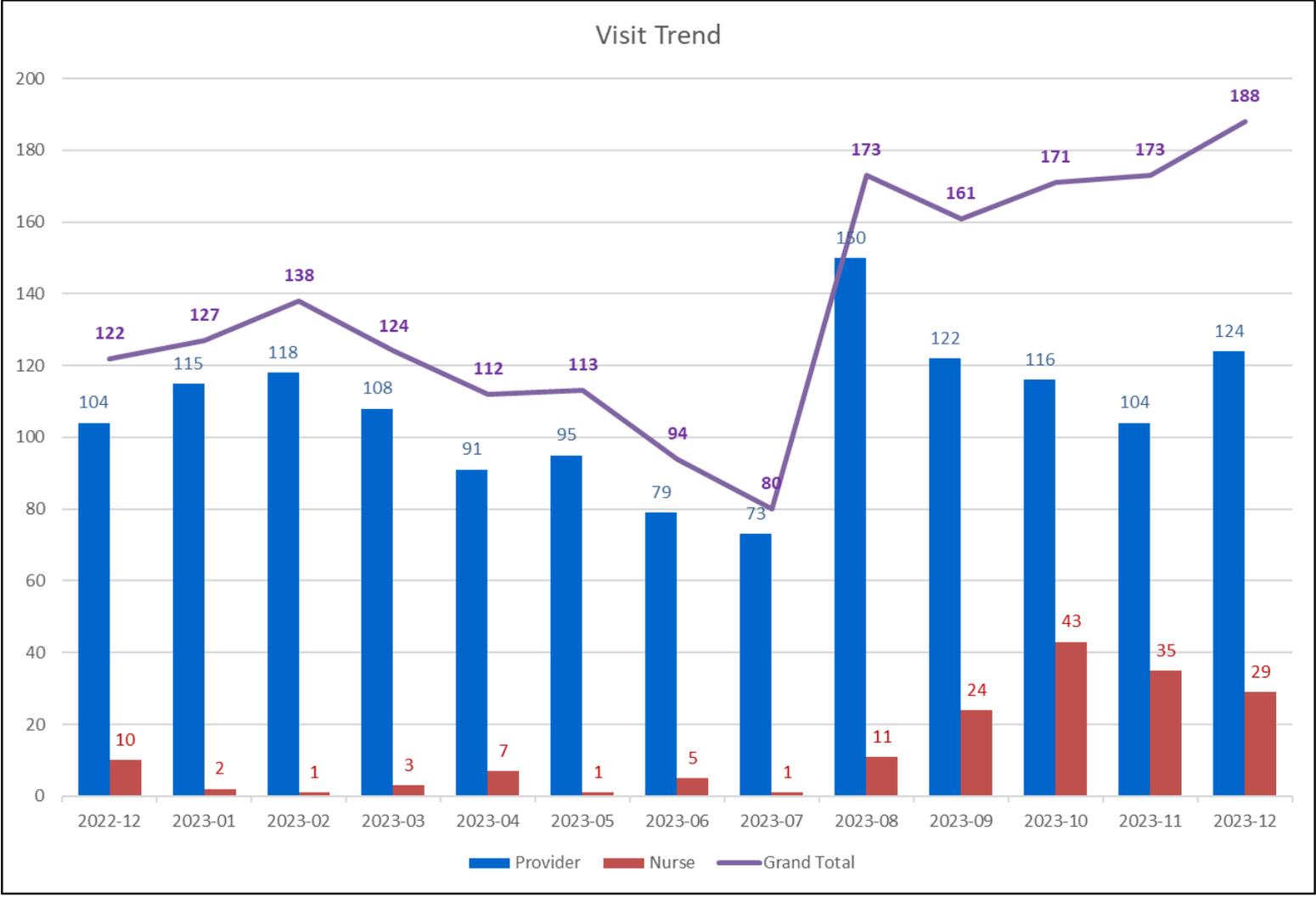
6

Top 3 Medical Visit Reasons – December 2023

1. General examination
2. Acute respiratory infection
3. Acute pharyngitis



Monthly Appointment Volumes – rolling 13 months

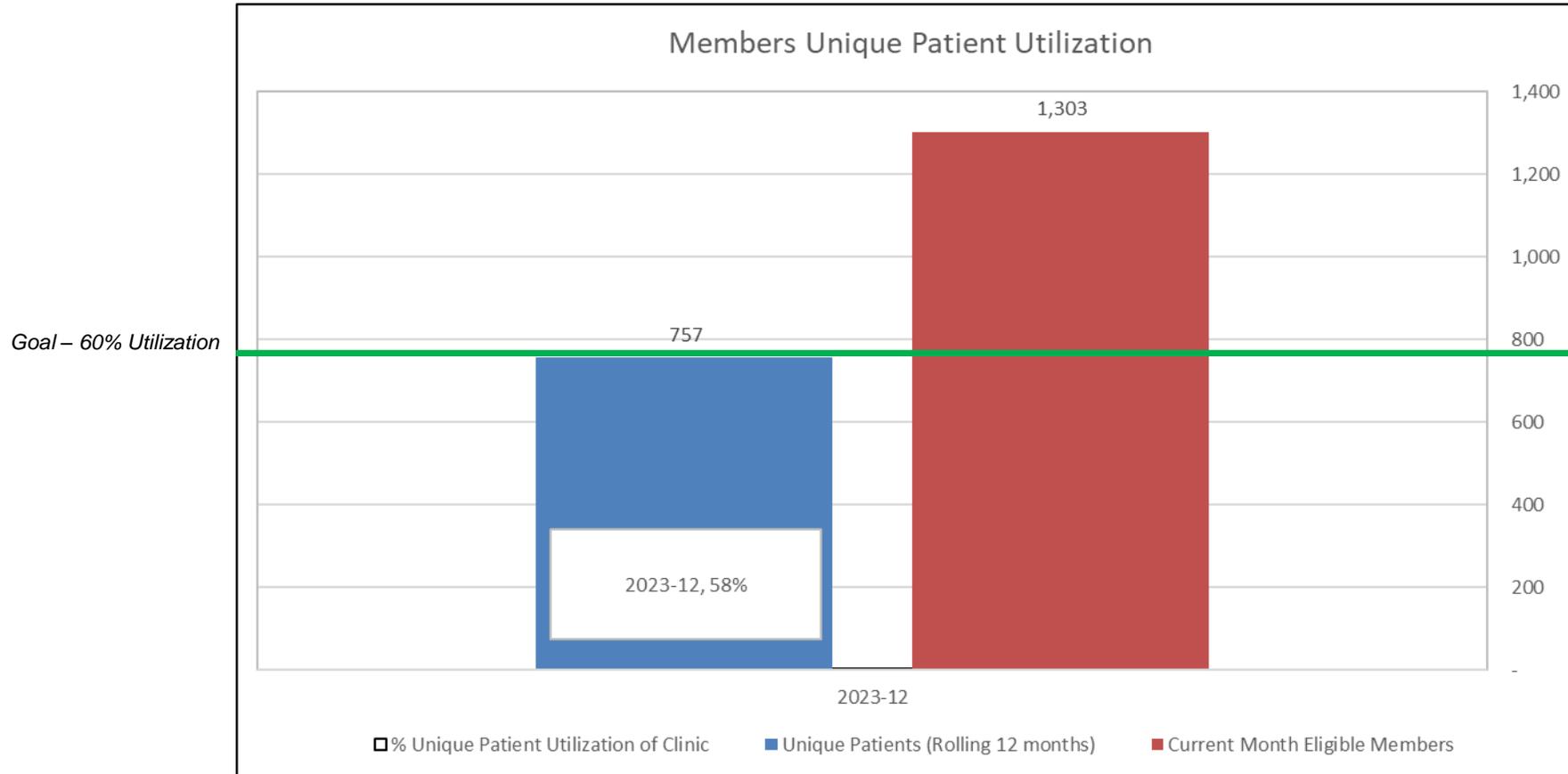


8

*Grand total includes lab visits

Unique Patient Utilization

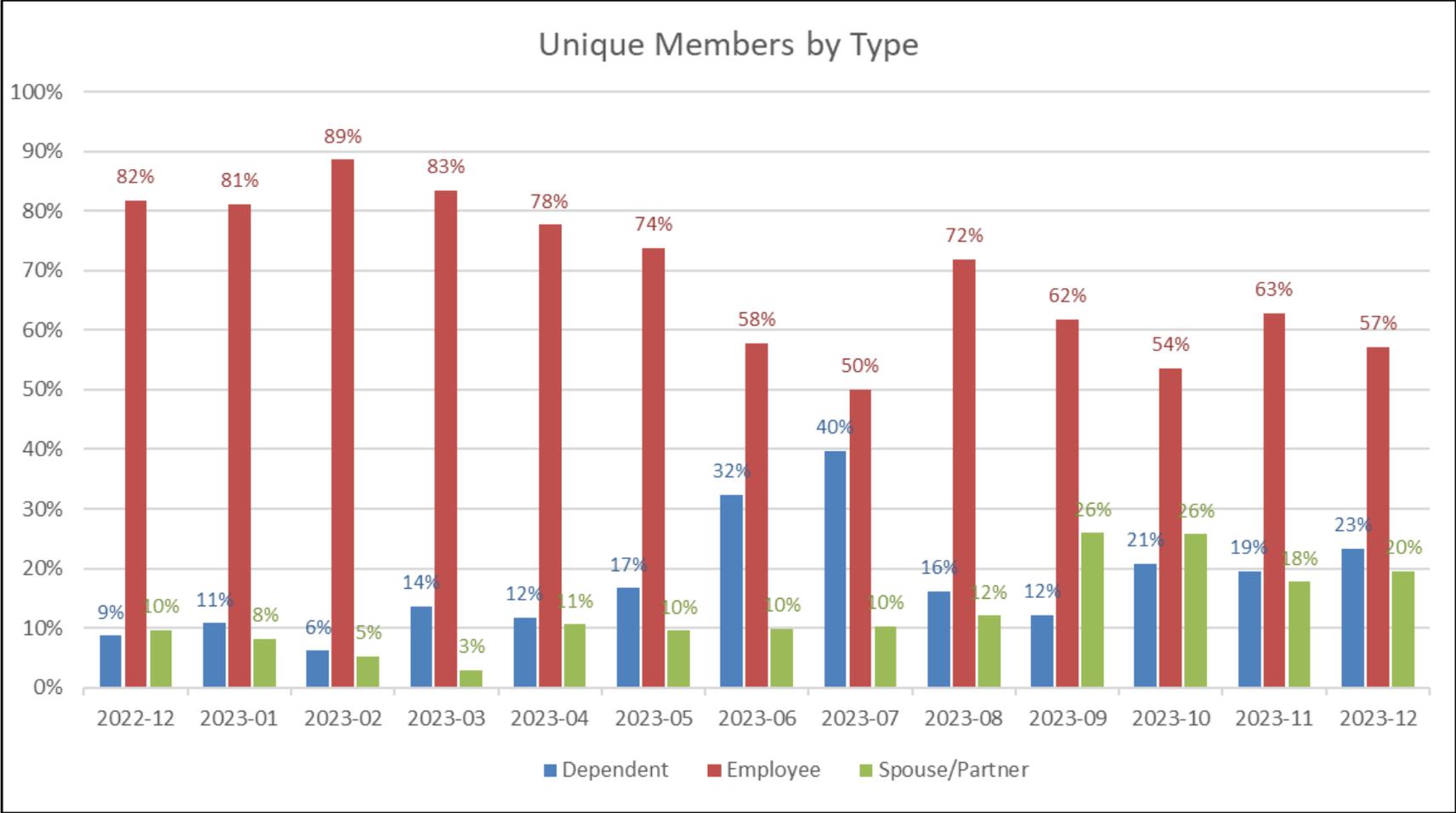
Rolling 12 months ending December 2023



9

Unique Patients: Individual members receiving care at the wellness clinic in each reporting period. Statistically, most employer clinics level off at approximately 60% utilization, which can take 2 – 3 years to achieve.

Utilization by Unique Member Type



10



Visit Volumes by Visit Type – 13-month trend

Visit Type	Visit Type Detail	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Provider	EXTENDED OFFICE VISIT			2		3	2		1	3	1	1	1	2
	OFFICE VISIT	81	93	95	94	72	73	49	40	96	94	108	96	107
	PRE EMPLOYMENT	6	9	1	2	4	4	3	15	32	9	1		
	PRE EMPLOYMENT BRIEF	1	1			3	4			2	1			
	SAME DAY					2	3			1				
	VIDEO VISIT	16	11	18	9	5	4	3	3	2	2	4	7	13
	WELLNESS VISIT		1	2	2	2	5	11	14	14	14	2		2
	WORKERS COMP				1						1			
	SPECIAL CARE VISIT							13						11
Provider Total		104	115	118	108	91	95	79	73	150	122	116	104	124
Nurse	FLU VACCINE	9										1		1
	OFFICE VISIT	1									1	1		1
	CLINIC SUPPORT STAFF VISIT		2	1	3	7	1	5	1	11	22	41	35	27
	SHORT PROCEDURE										1			
Nurse Total		10	2	1	3	7	1	5	1	11	24	43	35	29
Lab	LAB	8	10	19	13	14	17	10	6	12	15	12	34	35
Lab Total		8	10	19	13	14	17	10	6	12	15	12	34	35
Grand Total		122	127	138	124	112	113	94	80	173	161	171	173	188

For Period: July 2020 – Nov 2023

- Digestive Health (23%)**
- Mammography Screen (12%)**
- Physical Therapy (6%)**
- ENT (6%)**
- Dermatology (4%)**

Total Referrals: 478



Top Specialty Referrals

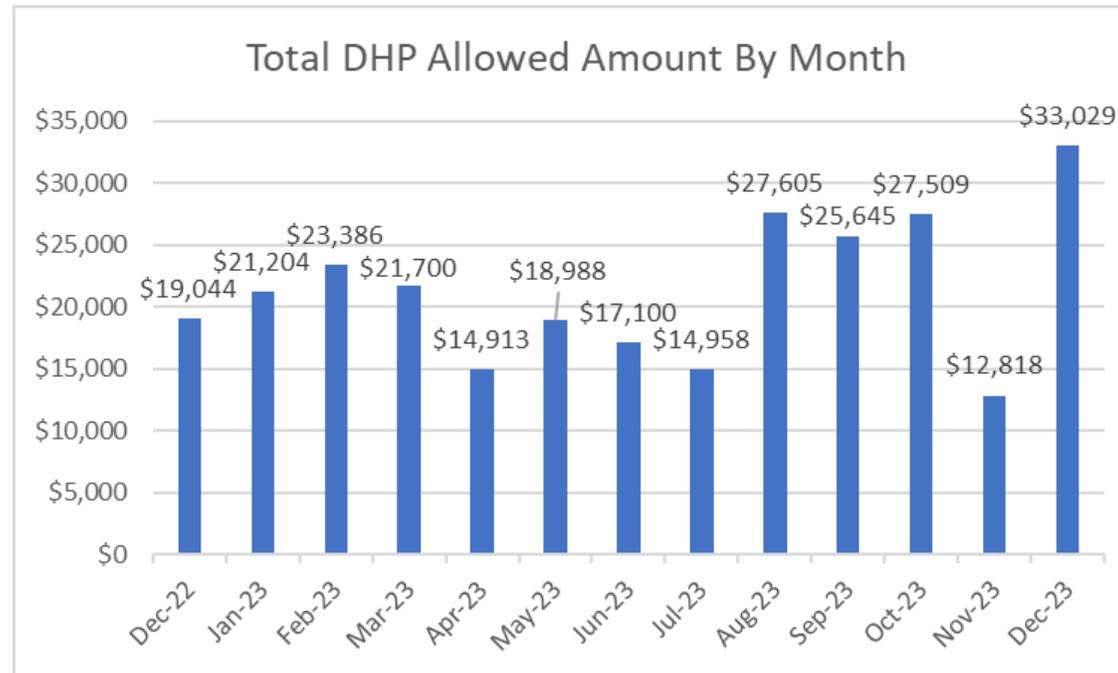
12

Financial ROI – Claims Avoidance

Contracted rates in calculations

- For the Month of Dec. 2023, DHP Contract Allowed Amount, Claims Avoidance Totaled \$33,029

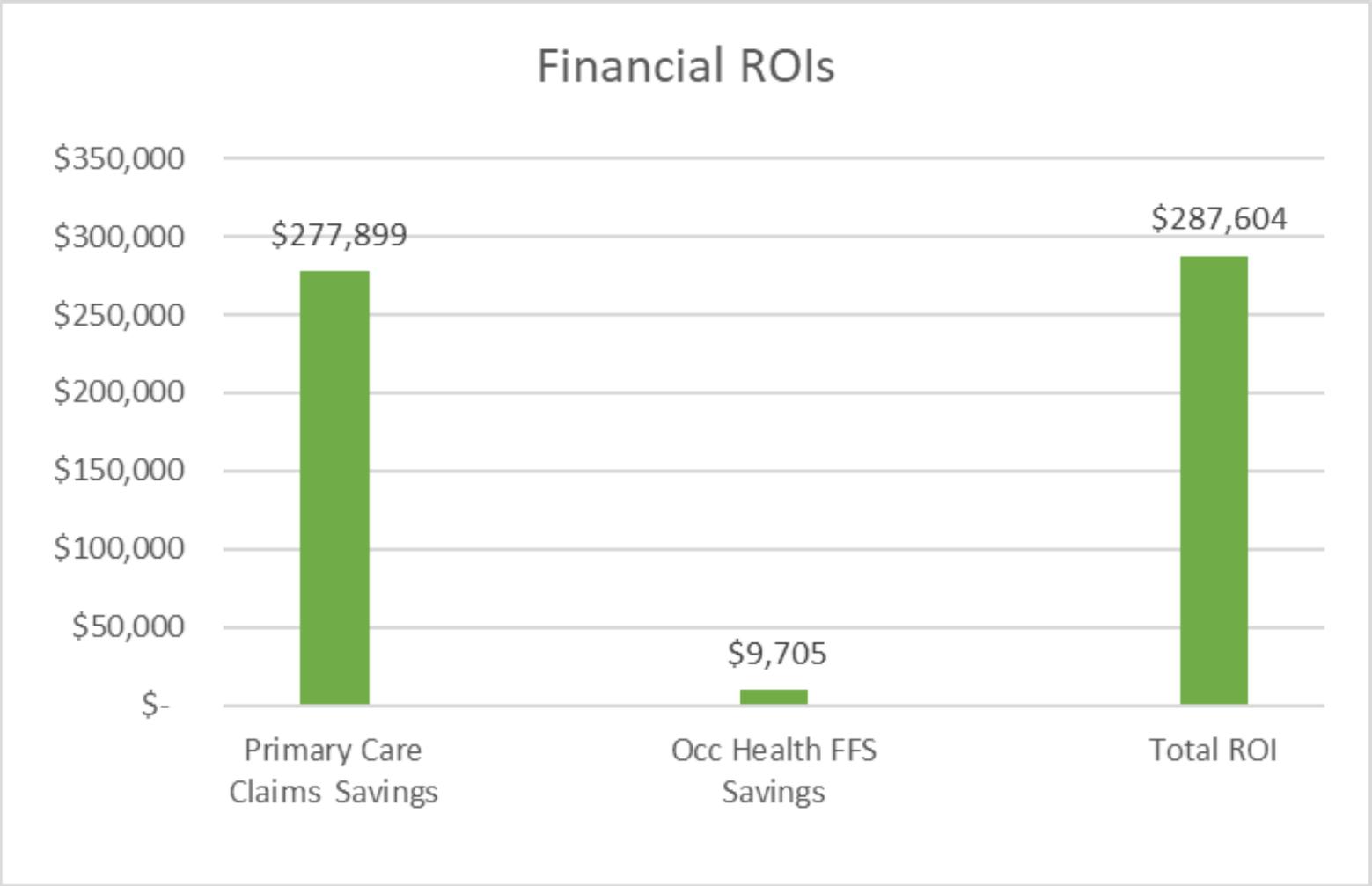
- Dec. 2022 – Dec. 2023, DHP Contract Allowed Amount, Claims Avoidance Totaled \$277,899



\$277,899



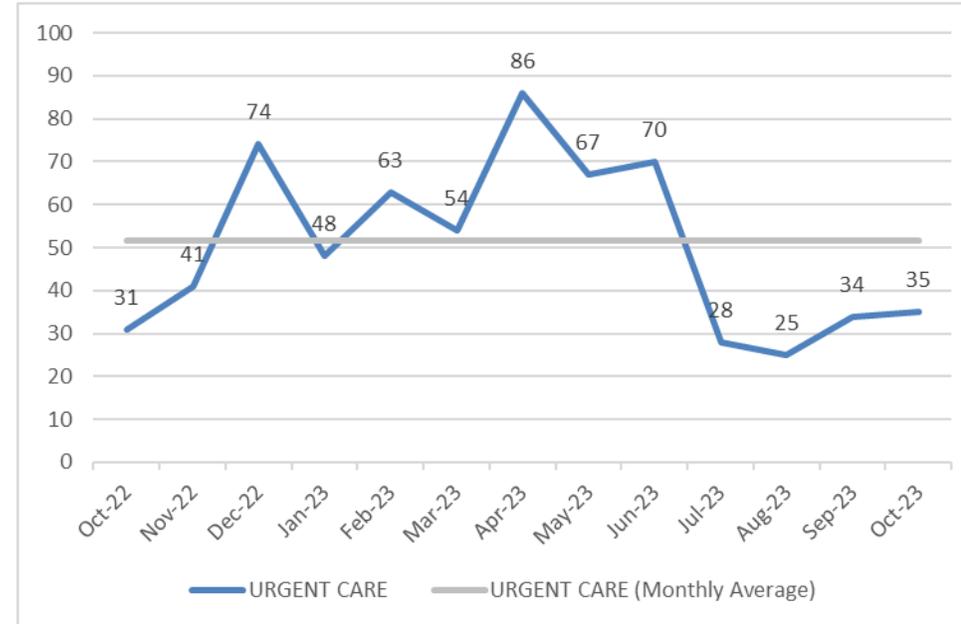
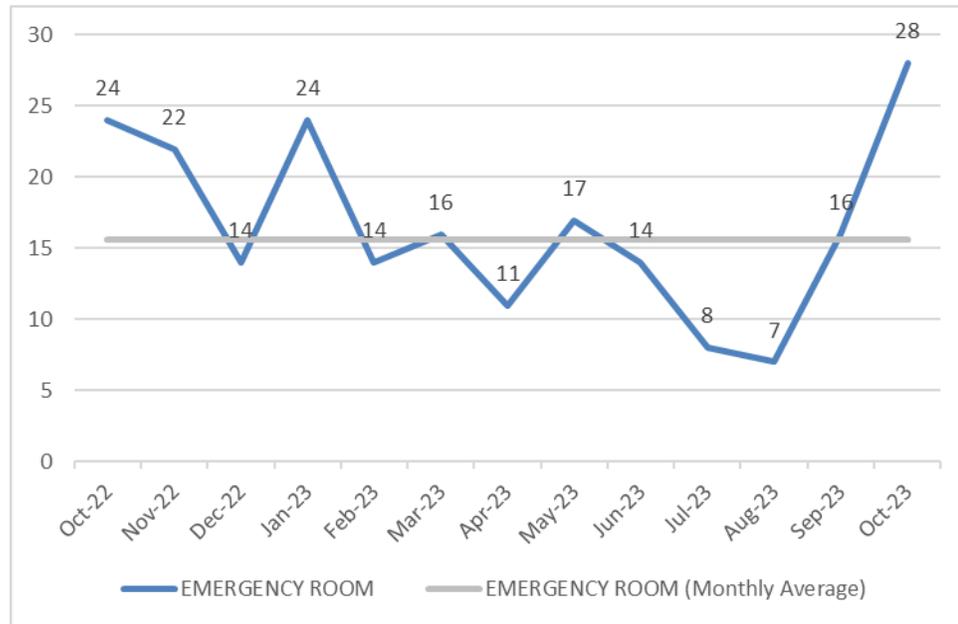
Financial ROI – Rolling 13 Totals (Dec '22 – Dec '23)



14

\$287,604

Emergency Department and Urgent Care Volume Trends – rolling 13-months



Data is pulled from insurance claims metrics. This utilization is not connected to Employer Clinic utilization – but shows a group trend which supports opportunities for additional marketing and education on the right level of care.

**Includes any ED or UC setting – not limited to SSM owned*
Source: DHP Claims databased on service incurred date; **group members;**
 Data is two months behind to allow for claims lag and history may be restated if new claims are received
Note: members with multiple visits for a service in any given reporting period will be counted for each visit (e.g. a member with two separate visits to an Emergency Department in the month of December would be counted for two visits)

Claim Summary Report – December 2023

(July – September 2023)

Plan Operating Statement

	Total	PMPM	MLR %
Premium	\$1,799,625.45	\$467.92	
Total Claims Paid	\$2,142,941.81	\$557.19	119.08%
Member Months	3,846	Subscriber Months	1,376

Claim Summary

Claim Type	Billed	Savings due to Contractual Agreements	Employee Out of Pocket	COB	Paid
Professional	\$2,396,437.94	\$1,438,934.82	\$260,967.40	\$7,770.85	\$694,242.09
Outpatient	\$1,018,809.87	\$499,461.66	\$49,578.70	\$13,043.53	\$468,852.56
Emergency Room	\$99,057.71	\$33,559.79	\$19,845.11	\$0.00	\$58,421.53
Inpatient	\$806,287.69	\$331,026.04	\$6,937.42	\$14,815.47	\$466,277.48
Other	\$563,154.99	\$257,752.92	\$33,903.22	\$56,303.01	\$227,954.34
Total Medical	\$4,883,748.20	\$2,560,735.23	\$371,231.85	\$91,932.86	\$1,915,748.00
Pharmacy	\$728,633.14	\$454,687.05	\$46,963.83	\$1.23	\$227,193.81
Total Medical & Rx	\$5,612,381.34	\$3,015,422.28	\$418,195.68	\$91,934.09	\$2,142,941.81

Medical and Rx – November 2023 (July – September 2023)

Medical and Rx Claims by Month

Month	Medical Paid	Rx Paid	Total Paid	Subscriber Count	Member Count	Premium
202307	\$570,254.61	\$62,890.84	\$633,145.45	452	1,276	\$596,325.41
202308	\$854,373.97	\$76,721.46	\$931,095.43	454	1,275	\$596,697.63
202309	\$491,119.42	\$87,581.51	\$578,700.93	470	1,295	\$606,602.41
Sum:	\$1,915,748.00	\$227,193.81	\$2,142,941.81	1,376	3,846	\$1,799,625.45

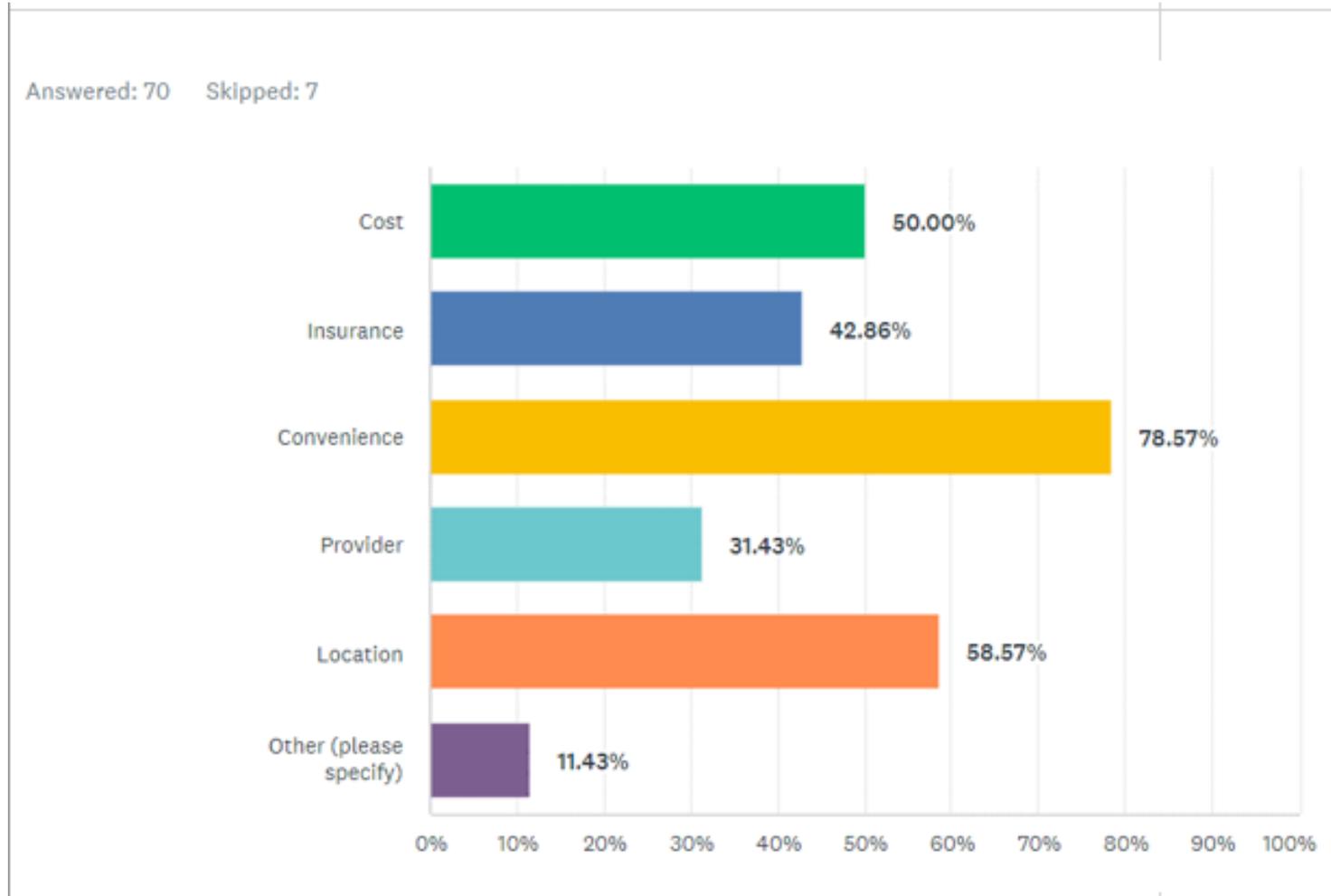
17

Patient Satisfaction Q4 2023

Patient Satisfaction Survey	Very Poor	Poor	Fair	Good	Very Good
Waunakee Wellness Clinic - Oct. 2023 - Dec. 2023					
How would you rate your visit overall?				13%	87%
Please rate the ease of scheduling your appointment.			1%	19%	80%
If you left a message with the clinic, please rate the response time from the clinic care team.			3%	7%	43%
Please rate the convenience of office hours			7%	33%	59%
Please rate the courtesy of the staff at registration area.			3%	23%	74%
Please rate the friendliness/courtesy of the care provider.			1%	6%	93%
Please rate the amount of time spent with you by the care provider.			3%	7%	90%
Please rate the instructions from the provider on treatment and follow up to your appointment.			3%	7%	90%
Please rate the overall cleanliness of the facility.				3%	97%
Please rate the likelihood of recommending this clinic to others.			3%	7%	90%

18

Reasons for choosing the Wellness Clinic

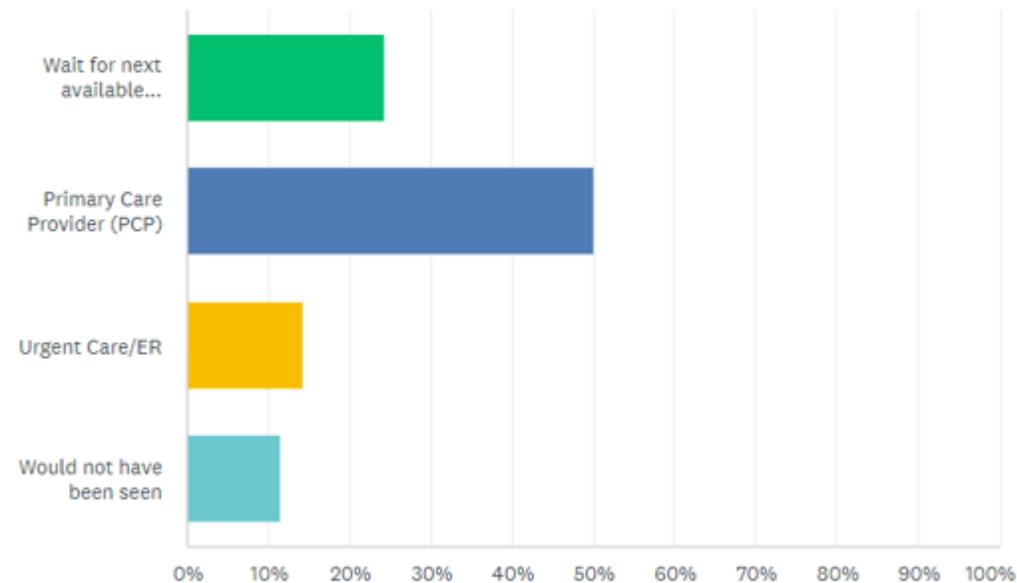


19

Where would you have gone if an appointment was not available

If you couldn't get an appointment with the Wellness Clinic, where would you have sought care?

Answered: 70 Skipped: 7



20

Mental Health Solutions

- New virtual behavioral health initiative ramping back up in 2024 – will be incorporated with DTE
- Mental Health as One - \$70 PEPY
- Mental Health Coach/Counselor \$120,000 for 1.0 FTE

21

Recommendations for Discussion

- **Incentivized visit update as of 2/4. 470 subscribers for the incentive**
 - 211 employees have met with Sara – 45%
 - 195 employees completed all their gaps
 - 94 spouses have met with Sara
 - 84 spouses have completed all their gaps
 - 42 patients had never been to the clinic
 - 17 newly diabetic/pre-diabetic
 - 8 high blood pressure
 - 12 high cholesterol
 - 7 enrolled in lifestyle coaching
 - 2 stress and anxiety management
 - 1 Melanoma
 - 3 Thyroid issues
- July-August 2023: MLR 119.08%
- Total cost avoidance + occupational medicine 10/22-10/23, \$287,604

Next Steps

22

Thank You for your trust
and partnership

23

Preventive Visits / Blood Test Results

421 Employees Eligible for Health Assessment Incentive

- 386 completed their scheduled visit with Sara (92% participation)
- 357 completed all components (85% participation)

Of the 360 who needed an annual exam, 317 completed it (88% participation)

- 230 employees had a preventive exam between 7/1/21-6/30/22
- 24% increase in preventive exam adherence

Of the 229 who needed diabetic testing, 192 completed it (84% participation)

- 11 abnormal results found through clinic testing (46 labs drawn at the clinic)
- Likely additional abnormal results but can only pull results from those drawn at clinic

Of the 199 who needed cholesterol testing, 161 completed it (81% participation)

- 17 abnormal results found through clinic testing (63 labs drawn in the clinic)
- Likely additional abnormal results but can only pull results from those drawn at clinic

1 person received an early-stage diagnosis of breast cancer

Preventive Screenings: Before Incentive vs During/After Incentive

Preventive Service	Number of Preventive Services 7/1/2021- 6/30/2022	Number of Preventive Services 7/1/2022- 6/30/2023	Percent Increase/Decrease
<i>Cholesterol Screening</i>	260	316	22%
<i>Cancer Screening</i>			
<i>Breast</i>	315	441	40%
<i>Cervical</i>	91	83	(9%)
<i>Colorectal</i>	88	204	131%
<i>Total Cancer Screening</i>	494	728	47%

25