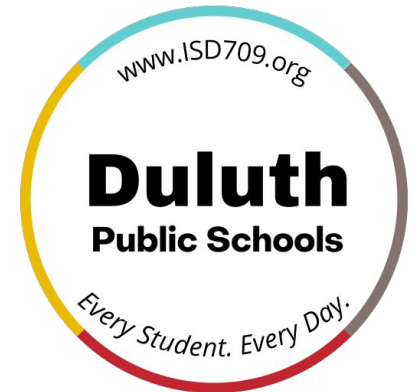


Employee Wellness

Committee of the Whole

January 9, 2024



Our Vision

The Duluth Public Schools Employee Wellness Initiatives will serve as the road map to improve the overall well-being of our employees by providing services that support mental, physical, social and financial health.

These Initiatives will be an integral part of the Duluth Public Schools Recruitment and Retention Plan.

Current Wellness Benefits

- Calm
- Employee Assistance Program
- Financial Planning

Calm

- App that provides personalized content such as podcasts, sleep stories, music, and meditations to manage stress and anxiety
- Current sign up rate: 46.5%, with a 72.8% engagement rate

Total sessions

16,940

Average session

9.8 mins

Mindful days

3,179 days

Mindful minutes

165,927 mins

Employee Assistance Program

- Employee Assistance Program offered through National Insurance Services and TELUS
- Access for employees via their online portal, or phone call
- Offers services regarding mental health, estate planning, healthy lifestyles, financial wellness, etc
- Current utilization: 2 calls in 2023 Q4, and 1 call so far this year

Financial Planning

- The District hosted a 403b Informational Session for our employees, presented by Aviben, our administrator for those services
- PERA hosted a session to discuss how the PERA Pension works, what happens when you retire, and general Q&A for PERA participants. Employees could attend in person or virtually
- TRA visited the District Services Center and presented to TRA participants regarding their pensions, retirement, and general Q&A.
- The Benefits Department hosts multiple Retirement Information Sessions for all employees with information regarding the retirement process and healthcare after retirement

Initiatives for 2024

- Increase EAP Utilization
- Capitalize on new Calm features
- Host Wellness Fair for employees

Promote New Calm Features

- Pathways Program: Curated content catered to the specific needs of the District (setting boundaries, building a self care routine) , which notifies participants with push notifications on their phones of the content, coping skills, etc for a scheduled 2 week span
- New features and content this year: Calm for Travel, Calm for dependents, Calm for Kids, and improved content around grief and physical health
- Calm has added a daily check in for participants where they can report how they are feeling that day. The District can track that information to see trends in emotions during certain times of year where our employees may need extra support

Increase EAP Utilization

- Highlight different services and resources the EAP has with a monthly focus on different topics
- Increase communication with staff about what resources are available
- Provide leadership training in regards to the supports available
- Focus will be on the lesser known supports EAP can offer, such as estate planning, financial well-being, fitness, aging, etc

Wellness Fair

- A collective fair this spring for our employees showcasing their benefits and other resources locally to support all aspects of wellness
- Vendors would include
 - Representatives from benefit providers such as Blue Cross Blue Shield, Medica, Delta Dental, Aviben, Calm, NIS, etc
 - Local businesses and resources that support employee;'s overall wellness

Future Initiatives?

- Establish a Written Employee Wellness Program
- Create an Employee Wellness Committee
- Partner with insurance carriers in providing health and wellness programs, resources and information to District employees
- Healthy Messages: Weekly messages to encourage staff on nutrition, physical activity; and, positivity
- Provide Monthly Seminars on topics such as Nutrition, Physical Health, Mental Health, Weight Management, Financial Wellbeing, Flu Season Preparation, Summer Sun Protection

Questions?