



MEMORANDUM

TO: Weber School District Board Members:
President Paul Widdison, Vice President Jon Ritchie,
Douglas Hurst, Janis Christensen, Bruce Jardine, Jan Burrell, Kelly Larson
Superintendent Gina Butters

FROM: Lauri Adams, Human Resources Director Classified Employees and Benefits

DATE: December 4, 2024

SUBJECT: Recommendation for Implementing WellRight Wellness Platform

Weber On Wellness has seen considerable growth in recent years, with increasing participation from both employees and their spouses in health screenings, wellness activities, and seminars. As the program continues to expand and offer more resources, the Wellness and Insurance Committee has been exploring wellness platforms to consolidate all district benefits, activities, and resources in one location.

After reviewing several platforms, the Committee recommends adopting WellRight as the wellness platform provider for Weber School District. WellRight's platform is designed around six key dimensions of well-being—physical, mental/emotional, occupational, social, financial, and purpose. It offers a wide range of activities and resources tailored to each area, with tools for creating personalized experiences. Additionally, the platform supports company-wide challenges to boost engagement and participation across the district.

Key Features of WellRight:

- Customizable platform accessible online or via mobile app
- Interactive tools for employee and spouse engagement
- Tracking of wellness participation and reward points
- Monthly wellness challenges
- Mental health resources
- Health assessments, including aggregate HRA data
- Comprehensive reporting to monitor progress and outcomes

The contract for the WellRight platform is structured over three years as follows:

- **Year 1:** \$50,000
- **Year 2:** \$78,042
- **Year 3:** \$78,042

Total for 3 years: \$206,084

The funding for this initiative will be sourced from forfeited employee flexible spending account (FSA) balances. If an employee does not incur enough qualified expenses to fully utilize their FSA within the year, any remaining balance is returned to the employer. Over the year's the district has accumulated a balance from these forfeited funds. A portion of these funds will be used to support a wellness platform that will benefit our employees.

We believe implementing WellRight will be a significant advancement in supporting the health and well-being of our employees and their families as well as aligning with the district's Elevate 28 Strategic Plan supporting the Talent Engagement Priority 3: Employee Wellness and Health, Support & Recognition.

Respectfully,

Lauri Adams
Human Resources Director
Classified Employees & Benefits