

Minidoka County Joint School District # 331 believes in supporting and encouraging the overall wellness of all staff members as it directly relates to increased job performance, reduced absenteeism, and improved job satisfaction. Therefore, the District will provide and fund a Wellness Program for classified and certificated employees annually. The guidelines for the implementation, administration, and effectiveness of this incentive will be reviewed annually in negotiations. The focus of the program may include encouraging and rewarding employees for regular exercise, good nutrition, increased activity levels, and other areas of wellness (physical/emotional/social/mental/spiritual).

The District will attempt to maintain the consistency in guidelines between certificated and classified personnel wellness plans by having classified, certificated, and board teams collaborate in establishing the guidelines. The Insurance Committee (with classified and certificated representatives from all buildings and departments) will be responsible for developing and directing the Wellness Program.

~~The District will implement the Classified Wellness Incentive Program outlined below. The following may be modified to be consistent with the certificated wellness program drawings so payments can be made in the same payroll cycles.~~

~~The Classified Wellness Incentive Program will be based on sick leave usage only. Personal leave shall be excluded from the Classified Wellness Incentive Program.~~

~~Maintenance, transportation, Food Service and Technology Supervisors are excluded from this program, consistent with Administrators and the Certified Wellness Program. Transportation personnel who are already receiving bonus pay shall be excluded from the Classified Wellness Incentive Program. Transportation personnel not included in the transportation bonus pay would be eligible.~~

~~The District will fund a wellness incentive in an amount of not less than \$6,100.00 annually.~~

~~At the end of the school year, if a classified employee who has worked under a signed work agreement during the approved calendared school year and has not used any sick leave, that employee will be given a certificate to use at any participating district approved vendor in the Mini-Cassia area. The total funds will be distributed equally among the classified employees qualifying for this distribution. The determination of the dollar amount to be distributed will be based on the percentage of work schedule hours using the following guideline:~~

1-19 hours per week	25% of the distribution amount
20-29 hours per week	50% of the distribution amount
30+ hours per week	100% of the distribution amount

ADOPTED: August 21, 2000

AMENDED/REVISED: June 17, 2002, September 16, 2002, July 19, 2004, April 16, 2007