

# INDEPENDENT SCHOOL DISTRICT #877 POLICY

## Buffalo-Hanover-Montrose

INDEX TITLE Personnel SERIES NO. 400

POLICY TITLE Wellness Pilot Program CODE NO. 453

### I. PURPOSE:

The Buffalo-Hanover-Montrose School District #877 (“District”) desires to offer incentives to employees who voluntarily choose to participate in wellness programs (“Wellness Programs”) pursuant to a pilot program (the “Fitbit Pilot Program”) that has been offered through the Resource Training & Solutions Wellness Alliance (“Wellness Alliance”). Participation in Wellness Programs by employees is completely voluntary.

### II. GENERAL STATEMENT OF POLICY

**Section 1. Eligibility.** Eligibility for Wellness Programs and incentives under the Pilot Program is limited to employees who are enrolled in District-sponsored group health plans made available through Resource Training & Solutions. The Pilot Program shall terminate with respect to any class of employees that ceases to participate in group health coverage made available through Resource Training & Solutions.

**Section 2. Program and Incentives.** The Wellness Program and incentives made available through Resource Training & Solutions may vary in design and amount during each year the Pilot Program is in effect. Programs and incentives will be described in materials provided by the Wellness Alliance and distributed to employees.

**Section 3. Confidential Information.** Individual information that employees provide on the health risk assessment or through biometric screening will not be shared with the District or the Wellness Alliance. The District will receive information on who participated in wellness programs along with the amount of incentives to which they are entitled.

**Section 4. Temporary Program; Sunset Provisions.** The Pilot Program will automatically terminate on December 31, 2017 unless renewed by the District and bargaining units. District is not required to bargain for renewal or extension of the Pilot Program and the exclusive representative agrees that expiration of the Pilot Program will not constitute a reduction of aggregate benefits.

**Section 5. Entire Agreement.** This is the full and complete agreement of the parties on this issue. There are no other oral or implied agreements.

**Section 6. No Precedent.** This agreement does not set any precedent for any future issue. It may be incorporated in a collective bargaining agreement but does not authorize opening a collective bargaining agreement for any issue not described herein.

**Administrative Offices  
Buffalo, Minnesota 55313**

**DATE OF ADOPTION**      January 25, 2016

**DATE OF REVIEW**      January 25, 2016

**DATE OF APPROVAL**      January 25, 2016