

Employees' Budget Advisory Committee (EBAC) Recommendations for 2015 – 2016

Our recommendations for FY 2015-2016 will be to build upon our recommendations that were implemented FY2014-2015.

Two areas of focus:

- Health and Wellness
- Technology Systems and Processes

Health and Wellness

The EBAC committee met with Cathy McKay and Tammy Steinwandt January 22, 2015 and reviewed current data and recommendations for improvement in regards to health and wellness. Cathy shared the recommendations made and adopted November 10, 2014 by the HBAC team. The EBAC committee agreed with 5 of the 6 recommendations. Because no information has been gathered regarding recommendation 6 about changes to vision and dental insurance we cannot support any changes at this time.

A health and wellness coordinator was hired and has implemented many new tools to assist our staff as they work towards improving their physical and mental health. These changes have met and in many cases exceeded our recommendations. The participation by staff has been tremendous in both the biometric screening, jumping from 15% in 2012-2013 to 80% this school year and wellness assessments from 17% to 67% last year. We hope to continue the success we have had regarding participation and work hard in other areas for continued growth. We would like to see:

- Increased training on using the Healthy U site; possibly a video showing how to get around the site
- Professional development opportunities for staff to learn key components of their health care such as the costs of using the emergency room and the options available for choosing generic drugs
- Provide opportunities to complete participation forms for monthly activities online and provide the wellness coordinator some assistance in order to validate wellness assessment participation. This could come in the form of the building wellness champions collecting data or even better an electronic form that can be placed in a drop box
- Spouses/partners who are covered by our insurance should also be required to complete a biometric screening and provide opportunities for family activities around the district
- Seek out more discounts through local businesses and national chains for our staff

Technology Systems

The EBAC team agrees with the district's information technology blueprint recommendations. We have a few ideas we would like considered for continued improvement of the district's technology systems:

- We still need to see improved processes/software for SPED so that they can increase their efficiency in completing IEP's. This will improve their mental health, quality of life, as well as, increase their efficiency allowing them more time to focus on lesson planning
- We would like to see a replacement plan, specifically computers for student use, in place for all building's computers as many have outdated computers that are no longer being supported by our technology department.
- The inequities between buildings are evident in the area of technology and should be addressed as well. Going one-to-one in all our schools would solve these inequities
- Continued professional development for staff in technology is needed, not just how to use new technology but how to effectively implement technology into lessons