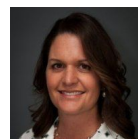


Isabelle Wettergren, MA, CWWS, CWWPM  
Phys. Ed. Specialist & Lead Wellness  
Champion Coordinator  
San Leandro Unified School District  
lwettergren@slusd.us

Tamar Schnepf, MPH  
Union Engagement Strategies Leader  
Office of Labor Management Partnership  
Kaiser Permanente  
Tamar.X.Schnepf@kp.org



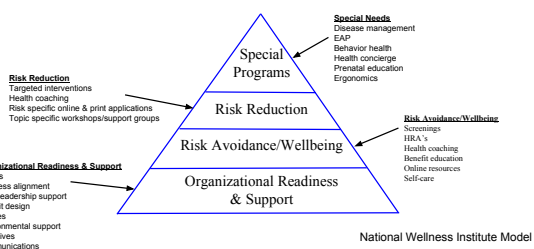
### Diverse school district located in the San Francisco Bay Area- California

~1,200 employees*
8,712 students (TK-12)
24% English Learner students
63% of students on Free & Reduced lunch
15% of students in Special Education programs

\*3 labor unions & 1 management association



- School health & safety, policies & environment
- Health education
- Physical education & other physical activity programs
- Nutrition services
- Health services
- Counseling, psychological, & social services
- Family and community involvement
- **Health promotion for staff**



*"Effective July 1, 2015, the SLTA and the District will form a Joint Wellness Committee. The purpose of this committee is to explore ways to increase the wellness of SLTA members and to make recommendations to the SLTA Executive Board and School Board to promote a healthy working environment...The Joint Wellness Committee will pilot for one year."*



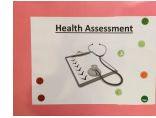


April 12, 2016  
Board of Education Meeting  
Trustees unanimously voted to  
adopt a district-wide  
employee wellness policy

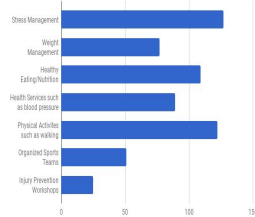
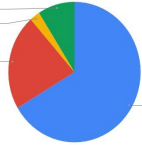


October 2014: SLTA were  
given a hard copy of a needs interest survey

October 2015: SLTA sponsored event  
"Sticker" survey



Employee Groups who participated in survey



SLTA Professional Development Series  
Continuing Education Units for participants  
March 1st, 2016



Kaiser provided  
No direct cost to District



**YEAR 1 - 2016 SLTA ONLY**

Total vaccines given = 93

**YEAR 2 - 2017  
AVAILABLE TO ALL DISTRICT EMPLOYEE**

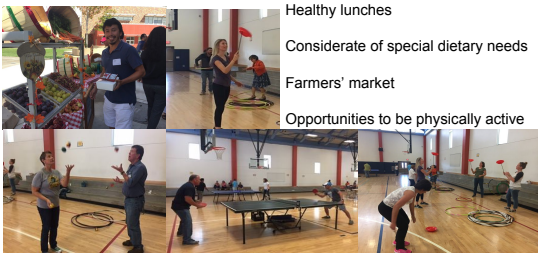
Total vaccines given = 227

**244% INCREASE IN  
PARTICIPATION**



Every site received a grant from KP Thriving Schools  
SLTA members were surveyed to determine the needs  
SLUSD refurbished floor and painted every staff lounge

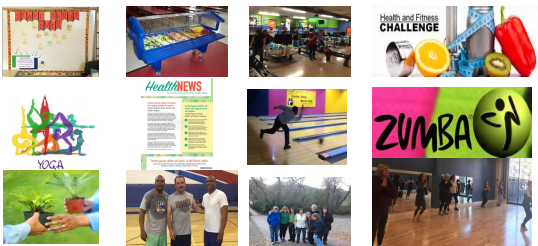




Healthy lunches  
 Considerate of special dietary needs  
 Farmers' market  
 Opportunities to be physically active

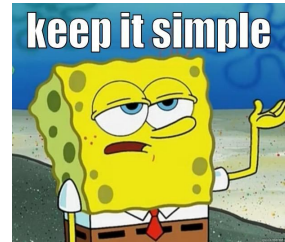


Each site has one Wellness Champion (MOU)  
 2 full days of professional development  
 ½ day of achievement celebration  
 District Wellness Coordinator (.2)  
 Health Educator (.8)



If you build  
 it, they  
 won't come

1. Make the first meeting about finding common grounds
2. Form a labor management employee well-being committee
3. Develop an employee interest survey together
4. Develop and adopt strategic communication practices
5. Identify well-being champions and ambassadors
6. Agree on positive team incentives
7. Use data to tell a story
8. Integrate well-being through policy and worksite changes
9. Consider developing agreements for labor management collaboration
10. Assess successes and challenges for continued improvement



#### **Employee Wellness Policy**

All District employees serve as role models for students and are the key to the successful implementation of comprehensive school health and wellness programs. The District and school sites aspire to provide environmental support, resources, and opportunities to enhance the health and wellbeing of employees. This may include but is not limited to workshops, presentations, health fairs, resources and education about: health promotion, stress management, employee morale, healthy lifestyles, injury prevention, chronic disease, and being an exceptional role model. The wellness program may also include health risk assessments, preventative screenings, health coaching, benefit education, workplace safety, work-life balance, and third-party counseling.

Professional learning opportunities will help District employees understand the connection between academics and health, and understand ways in which health and wellness can be integrated into ongoing District reform and academic improvement efforts.

The District will work in partnership with the local bargaining units to identify strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District promotes and encourages employee participation in health promotion programs and will work in partnership with the local bargaining units to identify programs that are free or low cost for District employees.

*Effective July 1, 2015, the SLTA and the District will form a Joint Wellness Committee. The purpose of this committee is to explore ways to increase the wellness of SLTA members and to make recommendations to the SLTA Executive Board and School Board to promote a healthy working environment...The Joint Wellness Committee will pilot for one year."*