**MINUTES**

**DISTRICT WELLNESS COMMITTEE**

**MEETING DATE: February 23rd, 2023**

**Members Present: (Teams)**

Kurt Marthaller, Director of Nutrition Services & Central Services

Jen Ritari, Secretary, Central Services

Katie Pipinich, Dietitian

Jim O’Neill, Curriculum Director

Jennifer McEwen, Nurse

Jeremey Whitlock, Director of Transportation, Building, & Maintenance

Judy Jonart, Superintendent

Krystin Lee, Teacher

Lindsey Kambich, Teacher, BTU Vice-President

Karen Alley, Human Resources Director

Sydney Wiswell, Dietetic Intern

Kurt mentioned we have a guest who is Sydney, she is our dietetic intern.

This is our second Wellness Committee Meeting of the 2022-2023 school year. We needed to come up with some wellness goals to be compliant. One goal is staff awareness, which is why we sent out the Wellness Survey. We have also included Lindsey Kambich and Krystin Lee from Butte Teachers Union. We would like to get everyone on the same page as far was wellness goals and activities, and also incorporate the entire district. The largest part of the meeting is to go over the Wellness Survey and discuss the results.

Katie Pipinich stated we received 220 total responses. We printed paper copies for those without access to computers. We received 50+ paper copies.

The survey results were discussed as follows:

1. **In general, how would you rate your overall health?**
   * Excellent: 9.13%
   * Very good: 30.14%
   * Good: 39.73%
   * Fair: 19.18%
   * Poor: 1.83%

We have room to improve in this area.

1. **Are you interested in improving your overall wellness?**

* Yes: 93.18%
* No: 6.82%

1. **Have you ever been diagnosed with high blood pressure, high cholesterol, prediabetes or diabetes?**

* Yes: 40.64%
* No: 59.36%

1. **How many days per week do you currently engage in purposeful physical activity?**

* 0 = 15%
* 1 = 8.64%
* 2 = 9.55%
* 3 = 17.73%
* 4 = 13.18%
* 5 = 18.64%
* 6 = 6.36%

We would like to get this higher and focus on physical activity.

1. **On a scale of 1-5, how would you rank your average daily stress level? (1-minimal,5-extremely)**

* Average number: 48

Most people were at 4, several at 5. Decreasing stress and coping is an area to focus on to try to get that number down.

1. **Would you consider your diet to be well-balanced?**

* Yes: 55.45%
* No: 44.55%

1. **What would be most helpful for you to reach your wellness goals?**

* Individualized coaching with a dietitian: 32.16%
* Group coaching with a dietitian: 12.56%
* Monthly wellness webinars: 17.09%
* Challenges hosted by dietitian (ex: walking challenge): 38.19%

Best place to start would be a challenge, and we’ll discuss that today.

1. **What is your current wellness goal?**

* This was a free text answer

1. **What barriers make it difficult to reach your goals?**

* Mindset: 42.79%
* Lack of support: 10.23%
* Lack of education/knowledge
* Lack of time: 59.53%
* Illness/injury: 8.37%
* Other: 16.74%

1. **Please add any comments/input you have about the employee wellness program at the Butte School District.**

* This was a free text answer

Some of the comments/suggestions were encouragement to participate, dietitian to help with wellness, screenings, lack of awareness of Wellness Program, gratitude for doing the survey, need for a functional gym, more school-wide challenges, challenges between buildings, decreasing workload, mental health (reducing stress and anxiety), incentives to participate (Fit Bits, sweatshirts, BSD swag, etc.).

Jim stated he would love to see challenges starting. Katie said based on the input on the survey, there is interest in competitiveness. She would like people interested so this will be successful. Judy said we’ve done a few challenges and people get very competitive. Survey results should go out as part of a newsletter. Judy would like the newsletter posted on our website and make it known that we have a Wellness Committee and put the committee on the website. Katie said she would get this up on our website. Judy talked about incentives and who can we get to help us with getting something like Fit Bits and such. She also asked how much funding would we need. Katie said she would look into this through corporate wellness programs discounts. She asked if HR has water bottles and t-shirts and things like that. Karen said Pacific Source and St. James used to do some incentives and may be some sources we can use. Katie asked if Pacific Source was only for participants in their program. Karen said Pacific Source used to donate a lump sum. She said there are places that will donate like Planet Beach and such, but if we have enough people reaching out to enough organizations for donations, this would be helpful. Karen said there is not a fund available from HR. Krystin said her husband works for Butte Silver Bow and they do screenings. They give a list of local businesses, you pick a business and they give a $50 gift card. She is not sure who is in charge of this for Butte Silver Bow. Katie will reach out to their HR person, Beth. Karen suggested reaching out to NorthWestern Energy as well. Karen said she tried to find a funding source, and the best she found was a donation amount. Krystin said it would be great to secure some funds, and the best would be gift cards to businesses in butte.

Jim said he could approach the Butte Education Foundation about incentives. It is within our mission and bylaws and they would be willing to help with a wellness challenge. Judy had a question regarding how many employees from each group responded to the survey (teachers, engineers, food service, etc.) Katie said there was a pretty good variety based on the paper copies we received, but the survey was anonymous so we would not have those numbers. Katie said she and Kurt can go forward with searching for donations. Jim asked Judy if she would like him to approach the Butte Education Foundation. Judy wants everyone to put in their ideas to Kurt and Katie for donations. Jim will approach the Foundation. Jim asked Judy how much he should ask for. Judy said maybe $2,000 would be our goal for this year and next year. If we did a $50 gift card for every employee, that would be over $25k.

Lindsey said she has a meeting with Pacific Source and they are going to give her a list of what they are going to provide. She is also meeting next Wednesday (March 1st, 2023) with St. James and she will approach them as well. Lindsey said they had 70 spots open for the screenings and all 70 were full. Katie suggested an incentive for signing up, and then gift cards for winning. Judy reiterated that it would be a great idea to create a BSD recipe book with easy, but healthy and family-oriented recipes that embrace the Butte culture. Something that is uniquely Butte and BSD, which embraces a sense of belonging as we are an education community, and care about everyone’s well-being. We will look closer at the recipe book idea and how to get recipes.

Kurt said we need to do an opt in. or challenge in March. Then by April or May it would conclude. The goal is to start a challenge this year, and then get a better idea/plan for next year. Judy states we need some ideas for challenges. Katie said she has done challenges of all the different areas of wellness; multi -faceted challenges involving stress, movement, eating etc., all within one challenge. Or we could even start with something simple specific to steps or hydration. Katie said she and Kurt can come up with some ideas and send them out to be voted on. Karen said they did a fruit & veggie log (with Pacific Source) or tracker, steps and exercise per day. Pacific Source has a wellness tracker and an app that you can download and keep track of these things. Judy said the app is great but wants to know if it is available to everyone outside of Pacific Source. She asked Katie if there are apps out there that are similar. Katie said she has some tracking devices as well, and Survey Monkey. She has resources for tracking that would involve everyone, not just a certain group. Judy wants to make it as simple and easy as possible to encourage more involvement. Katie said she tries to keep it very simple so that everyone participates. Judy said one downside is participants wouldn’t be able to see their progress for motivation purposes. Katie said she does have ways to link the information to phones so participants can see their progress. Katie said she’ll get some ideas out to the committee, and see what everyone would like to do to move forward. Judy stressed that she would like the Wellness Newsletter to be sent out. She would like to include information on veggies, and recipes. Katie stated she would like to get the challenge out, and the newsletters before the end of the year.

Respectfully submitted,

Jen Ritari, Recording Secretary

Typed 02/28/23