

Your Wellness Program

Your well-being is important to you, your family and to MSD Wayne Township. The goal of the program is to help you stay healthy by providing you with resources, tools and incentives to encourage you to use them. The wellness program is available to you if you are enrolled in a MSD Wayne Township medical plan and to your spouse if covered in the medical plan.

How Does It Work

For the 2023-2024 school year, an annual physical exam with your doctor will be required to collect the health data. Your health plan covers an annual physical at 100%. This can also be completed at the Wayne Township Wellness Center or any of the other Hendricks Regional Health Clinic.

At the exam, biometric data will be collected which you can monitor every year for changes in your risks for a serious health issue. In fact, tracking your biometric data every year may help you detect if you have a health condition early enough to give you a chance for successful preventive measures or treatment. If you have a chronic health condition, annual physicals can help you in managing it.

How to Earn Incentives

All employees and their covered spouses on the medical plan are eligible to earn incentives. By simply participating and completing an annual physical exam, you and your covered spouse earn contributions that will be added to your Health Savings Account (HSA). By meeting additional metrics and standards, you and your covered spouse can earn additional HSA dollars. This year, up to \$500 for employees and \$500 for spouses can be added to your HSA. This is money you can use to help cover qualifying medical expenses or to save and accumulate for future expenses. Biometric result goals are determined by guidelines set forth by medical governing bodies such as the CDC, American Heart Association and NIDDK.

The physical exam and the three (3) Wayne Wellness Signature Series modules must be completed between July 1, 2023 and June 30, 2024, to receive the incentive. If you qualify for a reasonable alternative or health coaching, all coaching sessions must be completed by October 31, 2024.

Signature Series modules can be accessed by downloading the Healthie App on your smart phone. If you do not have a Healthie account, email the Wayne Wellness Team at wellnesscoach@wayne.k12.in.us to receive a setup link and further instructions (see additional information in the Frequently Asked Questions section on the following pages).

2023 Wellness Program Requirements for Earning Incentives*	HSA Contribution
Employee and spouse complete annual physical exam	\$300
If your biometric results meet these Healthy Standards, you will earn additional HSA contributions: <ol style="list-style-type: none">1. Body Mass Index (BMI) is less than 25 or your waist circumference is<ul style="list-style-type: none">• Less than 40" for men• Less than 35" for women2. Blood Pressure less than or equal to 120/803. Hgb A1c less than or equal to 5.74. Triglycerides less than or equal to 150	\$25 each (total \$100)
**Employee and spouse each must complete the three Wayne Wellness Signature Series modules and associated quizzes to qualify for this incentive.	\$100
Total HSA Dollars Available	\$500 each employee and spouse

*Reasonable Alternatives for Wellness Program

Rewards for participating in a wellness program are available to all employees and spouses on the medical plan. If you believe you or your spouse may be unable to meet a standard for earning an incentive, you can qualify to earn the same rewards by performing a reasonable alternative standard.

Frequently Asked Questions

Are the physical exam and Wayne Wellness Signature Series modules required?

No. The MSD Wayne Township Wellness Program is a voluntary program that uses financial incentives to recognize employees willing to engage in the program. Those who choose to participate will be eligible to earn tax-free HSA contributions deposited directly into your Health Savings Account.

If I recently completed a physical exam with my doctor or at the Wayne Township Wellness Center, what do I do?

If you or your eligible spouse completed an annual exam on or after to July 1, 2023 where the biometrics have been completed, you can have your doctor submit a physical verification form with the results to the Wayne Township Wellness Center via fax (317-536-4006) or email (waynewellness@juhealth.org). You can access the form here: <https://trustmark.benselect.com/Enroll/Login.aspx?Path=MSDWayne>. All physician forms must be turned in by June 30, 2024.

Is fasting required before the physical exam?

Yes. Please fast for 10 hours before the screening. If you are pregnant, diabetic, or taking medication that requires food, please consult your doctor about fasting.

Does MSD Wayne Township receive a copy of my results, too?

No, your private health information will not be shared with the school district. Wayne Township only receives an aggregate report of the populations' health. Incentives earned are reported in total dollar amounts, not what metrics an individual met.

How can I earn my incentives if I don't meet the biometric standards?

Health coaching is offered as a reasonable alternative for participants who do not meet the biometric standards. In order to earn the incentive, participants will complete a medical review with a health coach and complete a minimum four (4) additional coaching sessions by October 31, 2024. Coaching sessions can be arranged by contacting the Wayne Wellness Team at wellnesscoach@wayne.k12.in.us.

When will I receive my HSA contributions?

Incentive earnings from the physical exam and Lifestyle Competency modules will be deposited in your HSA by your first paycheck of February 2024 for those incentives earned prior to January 1, 2024, and on a monthly basis thereafter when incentives are earned and verified. If you do not earn the maximum of \$400 per adult member for biometrics, you will have until October 31, 2024, to complete the necessary health coaching to earn your additional HSA dollars. HSA contributions can only be made if you are enrolled in a District BMO Harris account. Additional deposits will be made on a quarterly basis.

If you do not have a HSA account, please contact shandy.brickler@wayne.k12.in.us or amy.eaton@wayne.k12.in.us to establish an account with BMO through the school system.

Why are spouses required to participate?

As Wayne Township continues to evolve its wellness program and develop a healthy workforce, we recognize that not just employees can benefit from our wellness program. Allowing spouses to participate in the same activities helps to build healthy homes and in turn, healthy communities. Affording our spouses the same education and opportunities to improve health benefits all of us.

What is different from the 2023 Wellness Program?

Similar to the 2023 wellness program, you can complete the updated Wayne Wellness Signature Series developed by our very own Wayne Wellness coaches! These modules were specifically created for Wayne Township, including a small workbook and three total quizzes. These modules will be found on Healthie, similar to last year's design. The Healthie app provides a great deal of additional health and wellness tools that are not a requirement of the Wellness Program as well!

What are the Wayne Wellness Signature Series Modules?

Module 1: Fundamentals of Nutrition

Break down the basics of nutrition and how food can play a big role in achieving a healthy lifestyle with topics including:

- macro nutrients
- micronutrients
- supplements
- recommendations
- building a healthy plate
- fad diets

Module 2: Fundamentals of Exercise

Go through all aspects of physical exercise and how it affects our health. Topics covered include a blend of concepts and practical guidelines, such as:

- cardiorespiratory & muscular fitness
- flexibility
- body composition
- recovery
- progression
- structuring a routine

Module 3: Fundamentals of Goal-Setting

Break down the basics of goal-setting and how setting a goal can play a role in your overall well-being, with topics including:

- SMART goals
- habits
- behavioral changes
- positive mindset
- negative self-talk
- why goals fail
- how to maintain your goals

Accessing the Learning Competency Modules:

1. If you do not have a Healthie account, email the Wayne Wellness Team at wellnesscoach@wayne.k12.in.us to receive a setup link and further instructions.
2. Once your Healthie account has been verified, you can find the modules (guidebooks) and quizzes by going to the “Documents” section on the left-hand column of your account dashboard.
3. Click on the folder titled “Signature Series for HSA” to access the 3 guidebooks. There are also audio versions of the guidebooks located in the folder as well.
4. The links for the quizzes are located within the guidebooks. Please read through the guidebooks, and then answer the questions for each of the quizzes and press “submit”.
5. You need a minimum of 12/15 to pass the quizzes. Click “see scores” to confirm you have met the passing score.
6. If you did not receive the minimum score, click the link to retake the quiz. You may retake the quiz as many times as is needed to achieve a passing score.

For additional questions regarding the Wellness Program, please contact

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