



NATICK PUBLIC SCHOOLS

WORKPLACE WELLNESS: How To Get Started - and Why You Should

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WHY WORRY ABOUT WELLNESS?

- You're an employer of hundreds of human beings
- You care about having a healthy, happy workforce
- Attendance higher if ee's are healthy & happy
- Your employees care that you care - they stick around
- HDHP's are coming down the 'pike. It behooves you to make your employees informed consumers of health care
- If employees are healthier, your insurance and sub costs are lower
- You pay for claims of employees' families, not just them.
- It's great PR for HR!



NATICK ON-SITE FITNESS PROGRAMS

- If there are 7 or more interested employees at a school, they decide on the day and time and find a suitable space, then they tell me and I find an instructor for them.
- We've offered Yoga, Zumba, Spinning, Crossfit, Boot Camp
- We usually have certified instructors in-house
- Compensation structure is standard: \$48 for 6 week session (always run programs in sessions so people have to commit) or \$10 drop in. Instructors paid directly
- Instructors must be insured and licensed (keep these docs on file)
- Participants sign waivers
- Limit amount instructor can earn for a class to \$72. Excess goes into a fund for under-enrolled classes.



ANNUAL STAFF WELLNESS FAIR

(NOT TO BE CONFUSED WITH THE ANNUAL HEALTH FAIR)

- Held during lunch period of district-wide PD day at NHS
- 5 massage therapists give chair massages
- Vendors like Wegmans, Kind Snacks, David's Tea, Athleta bring samples or prizes
- Local fitness studios like OrangeTheory, Zeta Fencing, LifeTime Fitness GravOxy
- NE Organ Donation, Natick Community Organic Farm
- Fallon Table Top Demos (\$250 each)
- “Bingo Cards” with prizes to make sure folks visit as many vendors as possible. PRIZES for winners!!





OTHER WELLNESS INITIATIVES

- Book Group - Distributed 71 copies of *The Omnivore's Dilemma*
Wherever You Go, There You Are (mindfulness by Jon KZ)
- Subsidize annual subscription to Headspace (meditation app)
- Bring chair massage into a school or office
- Fall walking challenges, Maintain Don't Gain over the holidays, emails about stress reduction, spring fitness challenges
- Weekly Wellness Wednesday emails using [Airbo](#)

