



Our Health, Our Future

The School District of Greenfield offers a health insurance plan for eligible employees, spouses and dependents. In total, there are over 900 lives on the District's health insurance plan. The vast majority of our eligible employees opt for the District's health insurance coverage, so it is clearly a benefit that is valued and important.

As health insurance costs continue to increase well beyond inflation and is one the highest expenditures for the District, we have been looking at ways to continue to offer employees an attractive health insurance plan while containing costs.

We're not alone in this regard. Many organizations are facing similar challenges in terms of controlling costs associated with employee health care while maintaining a quality plan. One pathway is to reduce coverage and/or pass along costs to employees. Another pathway is to take a more proactive approach to the health and wellness of the insured population ("wellness initiatives"). Coupled with a robust wellness initiative, on-site employee health clinics are becoming increasingly popular.

Coming Soon: On-Site Employee Health Clinic

We are excited to be an opening an on-site clinic right here at the District! The clinic provides health care services to employees, spouses and dependents at a clinic located

right on our campus. The clinic will be staffed by a Physician Assistant (PA) or a Nurse Practitioner (NP). Both PAs and NPs may prescribe and dispense medications from the clinic.

The focus of an on-site employee health clinic is to have a convenient place for people to see a health care practitioner for acute care, preventative and wellness matters, and chronic disease management. There is **NO COST** to visit the clinic.

The District began exploring the idea of an on-site employee health clinic in the Spring of 2016. With a committee of Professional Educators, Administrators and Board Members, we have researched best practices, listened to different health care providers, and visited on-site employee health clinics.

As a result of our work, we are recommending a partnership with **Froedtert & The Medical College of Wisconsin** Workforce Health. Subject to a number of procedural steps, including approval and construction, we anticipate that the clinic would be operational in September 2017. The space adjacent to the Fitness Center at Greenfield High School has been identified as the clinic's location.



Additional learning opportunities about the clinic will be forthcoming this Spring.

Wellness Initiatives: Health Appraisals, April 2017

In April, the District will begin the process of offering Health Appraisals (HA) to all employees and spouses on the District's insurance plan. The HA includes an online questionnaire and biometric testing (which includes a complete lipid panel, glucose, blood

pressure, body mass index and tobacco use). Each participant will also receive a personalized health report and education about their biometrics.

Participation in the HA is voluntary. However, for those employees (and employees' spouses) who participate in the HA, you will continue to contribute 10% to your premium. For those who elect to **not participate** in the HA, the share of the premium will be **20%** effective July 1, 2017.



For the 2016-17 year, 10% of the employee share of the monthly premium is \$65.66 for single coverage/\$152.66 for family coverage.

Information about the HAs (dates, times, locations) will be sent to all employees under separate cover.

The aggregate data will help the District, and our health care partners, make informed decisions about services and programming for our insured population.

Wellness Stipend

In an effort to reward and incentivize employees to maintain good health, the District is offering an annual reimbursement of up to \$100 for costs associated with programs related to employee health and wellness. Examples of reimbursable costs would be health club memberships,

registration for marathons, and enrollment in health-related classes.

Employees eligible for the District's group health insurance plan are eligible for the reimbursement. Over 60 employees received their Wellness Stipend last December. If you didn't submit your form in December, you may do so by May 1st. Here is the [form](#).

Fitness Center

Employees are able to utilize the Fitness Center at no cost. For more information, contact Activities & Athletics Director Trent Lower at tlower@greenfield.k12.wi.us.

Flex Spending Account

If you enrolled in a Flex Spending Account (FSA) through [Diversified Benefits](#), please note that all claims must be incurred by June 30th to receive reimbursement.

Retirement

Please note that the deadline to submit a request for retirement is March 1st. If you are eligible for District-sponsored benefits, you



can find the [application here](#), and more information about the [District's post-employment benefit here](#). In

addition to the District benefit, future retirees should contact the [Department of Employee Trust Funds](#) to plan for their annuity. Please note that the phone number for ETF has changed. The new number is (877) 533-5020.

Educators Exceeding Expectations (E³) Plans

Teachers who are interested in developing and implementing a plan to earn an additional stipend as part of the Professional Educator Compensation Model are reminded that the E³

documentation may be submitted to their building principal any time between now and **February 15, 2017**. If an E³ Plan is submitted after the February 15th date, the educator would be ineligible for the additional stipend.

The E³ Plan must be directly related to the educator's Professional Practice Goal (PPG), and needs to clearly indicate how he/she plans to share his/her professional learning in a meaningful and substantial manner, with a wider audience, demonstrating instructional leadership among colleagues. The E³ Plan asks the educator to use the Understanding by Design Model to plan, implement, and assess the impact of the professional learning he/she has provided to the intended audience.



Here are a few examples of activities an educator could engage in as a part of his/her E³ Plan:

- Sharing with grade level, content-area, and/or site-based colleagues
- Facilitating professional learning session(s)
- Publishing learning via paper or in an electronic environment (newsletter, professional publication, blog, or online learning module)
- Writing and executing a grant
- Engaging in action research and sharing professional learning, via results, in a district school, or other educational setting (i.e. poster session, conference, seminar, forum, summit, convention, symposium, or roundtable)

Questions regarding the E³ Plan should be directed to the Building Principal or consult the Professional Educator Compensation and Educator Effectiveness page on the Human Resources page.

Licensing Matters



**CARDINAL STRITCH
UNIVERSITY**

Southeastern Wisconsin Educator Project: PI-34 Support for Spring 2017

Writing the Professional Development Plan Workshop

Saturday, May 6, 2017 from 9-3 PM & Tuesday,
May 16, 2017 from 5-8 PM
Cardinal Stritch University Main Campus

This workshop is open to educators (initial or professional, including administrators) who wish to write their PDPs. In this workshop, participants will be guided through the PDP writing process.

The cost for the workshop to consortium members is \$150 per participant. Just as with the Mentor Trainings, this workshop may be taken for 1 graduate credit (EDUC 584) for an additional \$160.

Registration Link:

<https://goo.gl/forms/8Wg0m9kL7mBxXSC83>

Spring Educator Support Seminars

The Educator Support Seminar is offered at 2 sites on 2 different evenings; the same content is facilitated at both locations. Seminars allow mentors and new teachers from districts to learn from each other. Participants will reflect on growth through effective mentor/mentee relationships as well as review next steps in the PDP process and its relationship to the Educator Effectiveness process. Cost is free for consortium members.

Greenfield Site: Maple Grove Elementary School, 6921 W Cold Spring Rd, Greenfield

- Tuesday, March 21, 2017 from 4:30 – 6:30 PM
- Registration Link:
<https://goo.gl/forms/Xznsiw4afnfp8jyQ2>

Menomonee Falls Site: Menomonee Falls High School, W142 N8101 Merrimac Drive, Menomonee Falls

- Thursday, March 23, 2017 from 4:30 – 6:30 PM
- Registration Link:
<https://goo.gl/forms/RWUFyVY99gbDyhkr2>

WECAN PDP SITE

June 1, 2017: LAST DAY to **submit PDP** to reviewers for **verification**.

June 15, 2017: LAST DAY to copy your PDP from WECAN for your own files or to cut and paste to QEI

June 15, 2017: LAST DAY to send your PDP verification from WECAN to DPI

June 16, 2017: The WECAN PDP site will no longer exist. WECAN may then transfer unfinished PDPs to QEI but you are advised to do this on your own before June 16.

Educators who have completed at least three years of a PDP timeline **may finish and verify early**. Send verification to DPI by June 15, 2017, but apply for license in the year your license expires.

For more information visit:

<http://dpi.wi.gov/tepd/pdp/wecan-pdp-transition>

PDP REVIEWERS

Please establish a reviewer account on QEI before June 15, 2017 to continue to serve on teams.

All PDP Reviewer Licenses expired in June 2016. To continue to review, please complete an online reviewer retraining. <http://dpi.wi.gov/tepd/pdp/team/information>

FUTURE of the PDP

The PDP is the only current process for license renewal. However DPI is piloting a process in which re-licensure could occur through Educator Effectiveness. This is currently only a pilot. See the statement below from a DPI representative.

There is a pilot to use EEPs instead of PDPs for license renewal that will be happening with a limited number of districts participating. Since it is a pilot there are no current changes and there is no information to provide. When information will be provided is hard to say since we are in the process of piloting this. Therefore, everyone who is working in a district that is not participating in the pilot should continue with their PDP as before.

Parent University Opportunities



The District began offering learning opportunities through “Parent University” this year. The events are targeted for parents, however all Greenfield staff are invited. All events are free.

Financing College: This course will provide useful information on the types of financial aid available to help cover the costs of college. Learn about college saving plans and the steps to finding funding.

March 22, 2017. GHS. 6:00 - 6:45 PM

Opportunities after High School: Join us as a panel of recent Greenfield graduates share information about their opportunities and challenges after high school. Students and parents will have an opportunity to listen to the panelists and ask questions about their experiences.

March 22, 2017. GHS. 7:00 - 7:45 PM

Parenting the Love and Logic Way: This class is designed to make parenting and teaching fun and rewarding, instead of stressful and chaotic. Practical tools and techniques that are provided can be used immediately. This class helps adults achieve respectful, healthy relationships with their children and helps prepare their kids for the real world.

**6 Sessions. Every Wednesday from April 5th - May 17th - (No class April 19th)
Elm Dale Elementary. Dinner, 5:30 PM; Class - 6:00 - 7:30 PM**

Sign, Say and Play: This is an introductory session to baby signs. Babies have a lot to say even before they can actually speak. Learning Baby Signs can help your baby or toddler communicate using simple, easy to learn signs. Come enjoy activities and songs to support your child's development communication skills.

**March 8, 2017. Greenfield Public Library.
10:30 - 11:00 AM**

To register for Parent University, visit:
<https://goo.gl/forms/c9S4dVfwusvbNGmv1>
Questions? Contact Jess Stein at
jstein@greenfield.k12.wi.us

**ATTENTION
Greenfield School
District Employees!**



Looking to purchase or refinance a home? Let me assist you!



- As little as 5% down and NO monthly PMI ever!
- PMI can be included in the interest rate as opposed to separate monthly charge.
- Quest Home Loan Center offers Conventional financing for home purchases or refinances.
- VA Loans available with as little as 0% down.
- FHA Loans available with as little as 3.5% down.
- Free pre-approvals

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