

February 2018

To All Benefit-Eligible Employees:

The Board of Education at Naperville Community Unit School District 203 has always considered its employees to be the key to our success. Continued success is based upon many things, not the least of which is a healthy workforce. As you know, the costs of healthcare continue to rise for employers across the U.S. Unfortunately, increasing healthcare costs mean more expensive health benefits for Naperville School District 203 employees. The Wellness Health Screening benefit was introduced in 2007 to provide each employee and spouse covered by the health plan the opportunity to understand and improve his/her current health status.

To continue to provide a better understanding of your current health status, Naperville School District 203 will again be utilizing the services of CHC Wellbeing. They began administering the comprehensive health management program in 2016 and will provide these same services in 2018. If you are covered by one of the district health plans, the cost of this program is covered by the district and is no cost to you.

This program – available to all benefit-eligible employees – includes:

- A convenient health evaluation administered on-site at all district buildings
- A personal Health Report
- Printed and online health education tools
- Personal, confidential health management support for those with health problems

**In 2018, the District will be expanding the program to an Outcomes Based Wellness Program.** Details of the Outcomes Based Wellness Program are included with this letter and will provide the necessary steps for employees to manage their health. The results of this program are completely confidential and HIPAA compliant. This program is administered by an independent service provider and is completely confidential. No one at Naperville School District 203 will have access to your personal health information.

Staying well and staying well-informed about your health will never be easier. Resources are available on the district's **Health & WellBeing** pages and on the **CHC Wellbeing** website.

Working together toward a healthier you!

*The Insurance Committee*

**D203 Health & WellBeing**

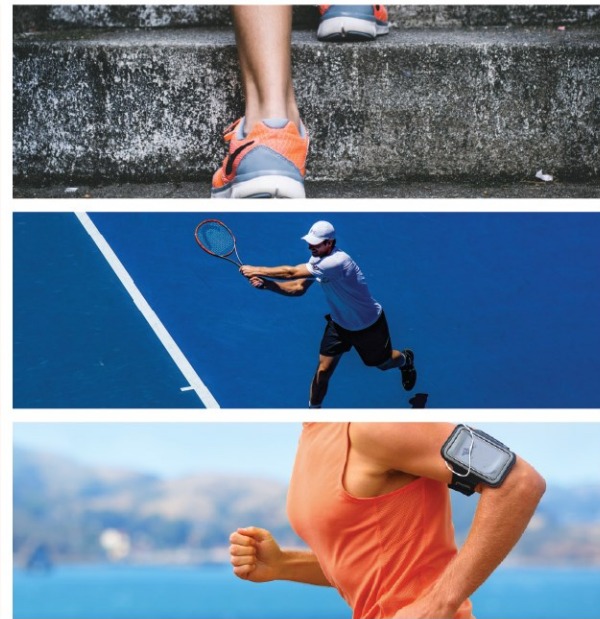
[www.naperville203.org](http://www.naperville203.org) → Departments → Human Resources → Health & WellBeing 203

**CHC Wellbeing**

[www.chcw.com](http://www.chcw.com) → Member Login → Healthy Resources



# REACHING YOUR TRUE POTENTIAL HAS NEVER BEEN SO REWARDING.



Naperville School District 203 and CHC Wellbeing are teaming up to bring you a new program for 2018 that will help you feel empowered and motivated to take your wellbeing to the next level. Your results on certain health metrics from this year's screening will determine your 2019 wellness premium adjustment.\*

There are 3 ways to maintain the "with-Wellness" premium rate *in addition to participating in the screening*:

- 1 **HEALTHY:** Covered employee **and** spouse are in range for 3 of the 5 health metrics (listed below) for the 2018 wellbeing assessment.
- 2 **IMPROVEMENT:** Covered employee **and** spouse have improved by 5% on 3 of the 5 health metrics (listed below) on their 2018 wellbeing assessment as compared to the previous year's results.
- 3 **REASONABLE ALTERNATIVE:** If it is unreasonably difficult due to a medical condition for you and/or your spouse to achieve the standards for the wellness premium adjustment under this program, call CHC Wellbeing at 866.373.4242 and they will work with you to develop another way to qualify.

*\*If you do not qualify under one or more of the above means, your premium will increase \$300 if you carry employee only coverage per year; \$600, family.*

**DON'T FORGET:** All results from your wellbeing assessment are completely confidential. Naperville School District 203 does not see personal results, only aggregated, deidentified reports. CHC takes your privacy very seriously and complies with all HIPAA and other federal rules.

## GLUCOSE

**RANGE:** Less than 130 mg/dL

Blood **glucose**, also known as blood sugar, is your body's main source of energy. The body digests carbohydrates found in food such as fruit, bread, pasta or rice and converts it into glucose. Insulin, a hormone released by the pancreas, regulates your blood sugar levels by converting that glucose, along with other types of food, into energy. Insulin moves that glucose from the blood into the cells, but when too much glucose builds up in the blood, it can lead to diabetes complications.

## TRIGLYCERIDES

**RANGE:** Less than 150 mg/dL

**Triglycerides** are a type of fat in the bloodstream and fat tissue. They are derived from the consumption of fats in foods or made in the body from carbohydrates. When calories are consumed and not used immediately by the body, they are converted to triglycerides and stored in fat cells. Too much of this type of fat can contribute to the hardening and narrowing of your arteries, which puts you at risk of having a heart attack or stroke.

## HDL CHOLESTEROL

**RANGE:** Greater than 40 mg/dL

**High density lipoprotein (HDL) cholesterol** is often known as the “good” cholesterol because it carries cholesterol from parts of your body back to your liver, where it then removed from your body. High levels of HDL protect against heart disease, while low levels increase the risk of heart disease.

## LDL CHOLESTEROL

**RANGE:** Less than 130 mg/dL

**Low density lipoprotein (LDL) cholesterol** is often known as the “bad” cholesterol. When too much circulates in the blood, it gradually collects on the walls of blood vessels connected to the heart and brain. This narrows the arteries and puts you at greater risk for heart attack or stroke. The body naturally produces LDL but many are genetically predisposed to produce too much.

## BLOOD PRESSURE

**RANGE:** Less than 140/90 mm

**Blood pressure** measures the force pushing outward on your arterial walls. About a third of adults in the United States have high blood pressure, also called hypertension, in which the force of blood against artery walls is too strong. You may not feel that anything is wrong, but high blood pressure can permanently damage your heart, brain, eyes and kidneys before symptoms arise. High blood pressure can often lead to heart attack, stroke, kidney failure, and other health consequences.

## WHAT CAN I DO TO IMPROVE MY RESULTS OR GET THEM IN RANGE?

All of the health metrics listed can be improved upon by changing your lifestyle. Many are affected by diet, so increasing your intake of whole fruits, vegetables, whole grains, and lean protein is a good start. Exercise can also greatly improve your health; make it a goal to take a 30 minute walk every day, or try out a home workout. CHC has many resources you can use to help you on this health journey; read more below to see how you can use them in your everyday life! If you have questions about how certain lifestyle changes could affect your health, or feel you might need medication to improve your metrics, please speak with your personal physician.

### HEALTH COACHING

Did you know you have access to a health coach through CHC’s member portal? Log in to [app.chcw.com](http://app.chcw.com) and click on ‘Health Coaching’ under “Healthy Resources.” Follow the prompts to log in to your health coaching site. You can talk to your health coach through email or phone. There are also guided courses on weight management and smoking cessation through your health coaching portal.

### ACTIVITY TRACKING & NUTRITION TRACKING

Not sure how much activity you do on a daily basis? Want to know more about your diet? Journaling your exercise and eating habits help you to narrow down where you can improve in these areas. Access these tools by logging in to [app.chcw.com](http://app.chcw.com) and clicking on them under the “Healthy Resources” menu.