

## Employee Wellness (EW) General FAQs



**FAQ:** How do I learn about all that EW offers?

**Answer:** Information is updated regularly on our internal webpage.

**FAQ:** Who can take advantage of EW offerings and programs?

**Answer:** Any BCPS benefits eligible staff.

**FAQ:** Why can't other staff (paid parent helpers, additional assistants, substitutes...) participate in an EW offering?

**Answer:** Our funding comes from our medical insurance carriers. They determine funding based on staff participation in their plans. EW offerings are a benefit to staff.

**FAQ:** Who determines how funding is spent?

**Answer:** There is an EW committee comprised of staff from various BCPS departments, our insurance carriers, and non-profit health agencies.

**FAQ:** Why doesn't EW provide pedometers or FitBits for every employee?

**Answer:** Unfortunately our funding does not allow for any item to be purchased for our over 17,000 staff.

**FAQ:** Why must we use an approved vendor to teach our onsite fitness class?

**Answer:** In keeping with BCPS policy, there was an open bid process that allowed anyone interested in teaching our onsite fitness classes to apply. An applicant was selected as they met the funding and credential requirements.

**FAQ:** Why can't a BCPS staff that is certified to teach a cardio class, teach as part of the onsite fitness program?

**Answer:** The BCPS conflict of interest policy prohibits us from paying a BCPS staff to teach our onsite classes.

**FAQ:** Why are massages not a part of the EW program?

**Answer:** While everyone enjoys a massage, it does not actually change a behavior.

**FAQ:** If a school/site wants to offer massages or other programs not affiliated with the BCPS EW program, can they?

**Answer:** That would be up to the principal or manager as it is not an EW offering.

**FAQ:** Do you have a general waiver we can use for activity done after work?

**Answer:** We have waivers for each of our programs that require a waiver. We do not provide waivers for activities outside of our offerings.

**FAQ:** Why is EW allowed to give gift cards as incentives?

**Answer:** The gift card incentives are funded through our medical insurance carriers and are not paid with BCPS funds.

**Questions and suggestions welcome.** Please email [empwellness@bcps.org](mailto:empwellness@bcps.org)