

CUSD 2024.2025 WELLNESS INCENTIVE PROGRAM

Please take a moment to review for important updates regarding changes to the Wellness Incentive requirements.

➤ PURPOSE:

To promote healthy habits, manage health risks, and monitor medical conditions, CUSD encourages wellness programs to help reduce overall health insurance costs. When employees prioritize their health, it leads to a decrease in medical claims.

➤ REWARD:

CUSD is excited to offer a \$400 wellness incentive to employees who meet the Wellness Incentive program requirements and are enrolled in a CUSD health insurance plan. If your spouse is also covered under your CUSD health insurance and completes the necessary requirements, they too will be eligible for an additional \$400 wellness incentive.

➤ PARTICIPATION ELIGIBILITY REQUIREMENTS:

- Must be enrolled in CUSD medical insurance on or before January 1, 2025.
- Must fulfill your 2024-2025 employment contract and be actively enrolled in a CUSD medical plan through June 30, 2025.

Activities must be completed within July 1, 2024- May 25, 2025.

REQUEST TO PARTICIPATE AND REQUIRED DOCUMENTATION MUST BE RECEIVED BY MAY 25, 2025

➤ WELLNESS INCENTIVE REQUEST PROCESS:

Submit your Wellness Incentive Participation
Please click here [CUSD External](#)

- A new submission must be added every year.

Employees can submit a request for the spouse's incentive the same time they submit their own. Spousal Share Employees (both employees work for CUSD and have dependents on their plan) should submit individually using their own Employee Access online account.

➤ ACTIVITY TIMELINE:

- Must submit a new Wellness Incentive request
- Must complete required activities
- Submit Wellness Incentive request with documentation

Between July 1, 2024, and May 25, 2025.

➤ UPLOADED DOCUMENTATION REQUIRED:

Eligible documents must be from the provider, **NOT** the explanation of benefits from UMR or Kairos.

- Annual physical + A1C and Lipid panel
- **OR** CUSD biometric results (blood panels/labs)

AND

- Proof of selected cancer screening

➤ PAYMENT TIMELINE:

- Employees continuing on a HDHP plan for the next school year will receive the district wellness incentive contribution into their HSA on June 12, 2025.
- Employees changing from HDHP plan to PPO plan will have their wellness incentive applied toward reducing the premiums for the 2025-26 school year.
- Employees continuing on a PPO plan or enrolling in a PPO plan for the 2025-26 school year will have their wellness incentive funds used to reduce the cost of health insurance premiums.
- Employees changing from a PPO to a HDHP plan for the 2025-26 school year will have their wellness incentive deposited into their HSA in August of 2025.
- Employees retiring or separating employment who have completed their 2024-25 contract and met the requirements will receive their wellness incentive based on the current benefit enrollment.

➤ HOW TO EARN THE WELLNESS INCENTIVE:

Complete 2 required activities to qualify for the wellness incentive.

Choose one of the activities listed below and upload the provider statement

- Annual Physical Exam with Lipid Panel and A1C
- **OR** Biometric Screening completed at any CUSD scheduled event.

Choose one of the activities listed below and upload the provider statement

- Breast Cancer Screening - mammogram performed by a mobile unit or an imaging facility.
- Cervical Cancer Screening (PAP) - well woman exam performed by Gynecologist (OBGYN) or your Primary Care Provider.
- Prostate Cancer Screening - PSA test performed by your Primary Care Provider.
- Colon Cancer Screening - Colonoscopy
- Skin Cancer Screening - Dermatologist

➤ IMPORTANT

- **Uploaded Documentation Required.**
- **Submissions without required documents will not be approved.**
- **Activities must be completed within July 1, 2024- May 25, 2025.**
- **Documentation not accepted after deadline of May 25, 2025.**

For issues or questions please contact:

CUSD Benefits Department

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PLEASE NOTE: DOCUMENTATION MUST BE UPLOADED. ANY LATE SUBMISSIONS OR SUBMISSIONS WITHOUT THE APPROPRIATE DOCUMENTS WILL NOT BE APPROVED.