

## Healthcare Survey Comments (spell checked and personally identifiable information removed)

Abandon Cigna and its subsidiaries. Implement proactive wellness programs similar to the silver sneakers program (discounted/free recreation center membership).

(More) discounted Health Club memberships; continuity of care by retaining current health care providers (KEEP GREAT WEST!)

\*\* Have healthcare set up to provide a more preventive type of program (regular checkups, ability to go to a doctor/specialist at the onset of a problem to avoid chronic issues, ...) would be more beneficial than one that seems to foster use for medications and surgery rather than healthy lifestyles \*\* Providing options at work (e.g., in the vending machines - prices) that help with a balanced diet using the food pyramid or one with low-fat protein/30%, low glycemic-load carbs/40% (mostly fruits and vegetables), and heart-healthy monounsaturated fats/30%) \*\* Provide small space at work (e.g., in the Ed Center - this would be less problematic at schools) where people could get in some exercise during a regular work day without having to leave the premises. Possibly promote Yoga or Pilates classes at the Ed Center (are there staff members who can help with classes early in the a.m., at lunch, at the end of the day?) \*\*Provide a health care circular/newsletter with healthcare information, different incentives or contests that promote healthcare, information when flu season hits (and encourage employees to use sick time so the rate of infection is kept low), etc.

\*Discounted memberships to rec centers in boulder county \*classes - aerobic, yoga, healthy cooking, etc.

"Please consider starting a BVSD Eco Pass Program as an employee benefit. Commuting by bus offers a host of personal, community, and ecological benefits. Going to a bus stop is often by walking or cycling. Transit use reduces road traffic and air pollution and provides a welcome alternative to the daily grind of driving alone in traffic."

I really liked the "walk" postings last year for people to join around the district. 2) I'd like to see Eco-Pass as an employee benefit. I would love to be able to bike down to Boulder, ride the RTD up to Nederland, and walk up the hill to school each day rather than drive. However, we couldn't get the program up and running for us up here. 3) Looking into more exercise/gym/fitness membership or drop-in discounts around the county.

I guess I really don't care, whichever plan is best for the district and for all employees. I have insurance with my husband and would like to see some – any kind of compensation for those who would like to opt out completely of health (not dental) insurance. Maybe \$100.00 a month or something similar would be appropriate. The district would still be saving money (\$404.36 a month minus \$100.00 = \$304.36) and this is part of our pay (benefits) so it's only logical that we should get at least part of if we don't need the coverage.

An RTD Eco Pass is an incentive to get BVSD employees out of their cars. Most would walk more than they currently do. 2. A group pass to Eldora would coordinate with the RTD Pass and encourage people to exercise on the slopes...plus benefit a local business. Free nutrition classes.

Eco Pass will improve my health because I will walk every day for about a mile to the bus stop, and walking is a good exercise. Increase dental coverage beyond \$1000. It's been \$1000 for 50 years. Prices have gone up.

10,000 steps challenge (I know it's been done (it's easy & fun). Continue with ones already offered - Yoga too!

A great incentive would be to offer a plan to employees that can opt out of taking benefits by proving they have health benefits through a spouse or other source. I had an option in another district in Colorado that gave employees a small monthly contribution to their retirement investment if they did not take any health benefits. I know many colleagues that are 'double-covered' through BVSD and spouse family health coverage with another employer.

A healthy diet, stress reduction and exercise are so essential for all of us but how many people are really committed to taking care of themselves? Can some incentives, rewards be put into place for employees who do make health a priority and don't put a load on the health care system and our insurance plan?

A or B - We have been having Pilates and yoga classes at Ryan - the district has paid - Thank you so much! It's been a treat and has really reduced stress!!

A workout center for BVSD Employees and the families over 16 years old.

Increase contributions for Great West.

Acupuncture and massage.

Add alternative medicine. It seems to be the option most Boulder County residents want. If we had financial support for alternative medicine, our health would be under our control, rather in the hands of traditional doctors and hospitals! Make your survey more specific to address this topic and you would see incredibly revealing results.

Adult and child nutrition courses should be provided.

After speaking with a Cigna/Great West rep today, Mon. Feb. 24, 2009. she indicated that Boulder Valley Schools has not notified their company that the PREMIUM plan would not be offered to BVSD employees for the upcoming 2009-2010 year. Please follow up with current information. I am NOT HAPPY that the PREMIUM plan will not be offered.

All of these options are unacceptable. I'm appalled that there should be such a large increase in the cost of the Great West plan in both options A & B. I think that it's time for the district to do a better job of negotiating more favorable terms for healthcare with a different insurer. Surely, in a recession, another insurer would offer us more competitive rates.

Allow employees to opt out of benefits. Some of us are covered by our spouse, but we have no way to opt out of not receiving benefits. If there is a cost to employees you must allow employees to opt out if that is their choice.

Allow only 4 weeks of sick leave carry over per year (while keeping the additional 30 day option) and paying for all unused sick leave on a one for one basis. This would not only help keep people from using sick leave frivolously (a savings to the district) but would also encourage people to better avoid illness.

Allow teachers time within the work day to take a walk or use the gym at the schools. Usually the teaching day is so harried and by the end of the day it is dark (hard to walk in the mountains then).

An opportunity to take a daily or several times weekly after school aerobics or yoga or Pilates class at a nearby facility for free or at a discounted rate. So, they need to be offered in Louisville, Boulder, Lafayette, etc, for people to use the incentive.

Apparently I missed the survey deadline. If it is possible to have a voice I would like to go on the record as saying that none of these proposals are acceptable. The district needs to do more to find money to cover its employees at least at the rate of the past year... which is greatly reduced from what is an acceptable level to begin with.

As a current Great-West member, I'll be switching to Kaiser.

As a current, happy, Kaiser member, any choice that allows me to continue with Kaiser at no cost is fine for me.

As the cost of providing insurance increases, my budget decreases for seeking health care before it becomes a bigger issue.

Personally I have had to delay a surgery because I can't afford the copays on my salary, in the end I will have to have the surgery and it will cost more when I do. If Rx's go up, the use of them will go down and not because the doctor thinks they aren't necessary any longer. Sure, significant discounts at a health club or rec center would be great, and I would use them, but I hear that fruit and vegetables are good everyday too... How about if the district paid all their employees a living wage? Or at least more then 50% of poverty level?

As the information states, there are approximately 1000 employees currently enrolled in the Kaiser HMO option for their insurance coverage of choice. If my memory serves me right this is a minority in the total number of employees for BVSD which is around the 4000 number. It is not logical to "force" the majority to no longer have a choice for their health care coverage. If this is the outcome of this survey and the two general input sessions scheduled for the near future I would like to propose paying the set dollar amount of around \$443.00 to the employee directly and let the employee use this to pay for the insurance coverage of their CHOICE. I for one have been seeing the same G.P. for over 31 years and yes I will have to make a choice once he retires in 10- 15 years but until then I will make the choice to continue to see him even when my coverage forces me to choose to pay for this choice out of my own pocket. Now that I am off my "soap box" to answer you question directly pay for more preventive care choices rather than the reactive care choices that we currently do. Give a discount to employees who are healthy. Give a discount to employees who have a membership in a "health club" of some type being a rec center to the Full fledged health club.

Ask medical providers to look at providing coverage other than family which I am assuming would include the employee, wife/husband, and 1-whatever children. With only 1 child and a husband, I feel the amount for family coverage is excessive for us. Perhaps, breakdown the required coverage - employee, husband and 1-2 children; 2-3 children, etc.

Ask Obama.

Assistance and incentives for weight loss, which would contribute to improved overall and long-term health. What about offering YMCA membership at a reduced monthly rate?

Begin a BVSD Eco Pass Program as an employee benefit.

Better dental coverage.

Bigger discounts to local fitness centers; a district wide competition with teams accruing points for minutes of activity and servings of fruits and vegetables; longer lunch period to enable walks outside; fitness equipment in the gymnasium to use during breaks and/or lunch; nutrition class with healthy recipes; monthly weigh-ins that include BMI, inches lost, tracking cholesterol counts, etc.

Bring wellness programs to school sites.

Bus pass for all employees.

Bus pass for all employees.

Bus pass for all employees.

BVSD is able to give discounts for athletic facilities in Boulder and Broomfield counties, but what about for those of us that live in Denver or other counties? It would be nice to be able to take advantage of that benefit at a gym near my home.

BVSD members should be rewarded for good health, appropriate weight, non-smoking, etc. I would recommend that BVSD do some checking around as to what other districts do. I heard that a district in Colorado Springs has been very successful in lowering costs due to incentives. I am uncomfortable with lowering the healthcare responsibilities as I get older and am also uncomfortable with paying a premium. There has to be alternate programs that are less expensive for people like me who take very good care of their health.

BVSD should keep the Great-West healthcare option. (Choice A).

BVSD should pay the entire increase in cost for health benefits with no change (erosion) of the benefit package.

By forcing everyone to be put on the Kaiser Plan, employees who are not currently on it, would be severely impacted if they have a family member with an ongoing medical condition. They will have to be taken out of their current treatment and start over with new doctors, retested, etc. This is a duplication of expenses for new tests and a hardship for the patient to do painful retests and countless appointments just to get to the point in their treatment that they already completed. It will also overload the Boulder County Kaiser facilities making it longer wait times to get an appointment. Employees who are already on disability cannot afford the POS plan outside of Kaiser. They are already paying for the ENTIRE cost of their coverage and not working. Currently of the \$800 per

month received in disability payments, \$400 goes to insurance premiums for employee only coverage. It appears this will go up to over \$500 per month starting in July. This will be enough depressing news without having to change doctors also. By going with Kaiser alone, it is a seriously detrimental option to those of us who have problems for whom Kaiser has no specialist - and no they won't just easily let you see a real specialist. I would not want to look for a second job with benefits from a different company because the district went with option C. Also, by going with option B, it punishes the people who are already suffering. Most people don't choose to have health problems (smokers aside). With respect to improving our collective health - I think friendly competition is a fun and inexpensive way to promote good health - i.e. weight loss or number of miles run/walked competitions among schools.

Put forward Kaiser as the only healthcare plan for BVSD.

Can the policy holder have the plan as outlined in "A" but the dependents have the plan as outlined in "B"?

Can we get better vision coverage? In our current Great West coverage we only get 1 exam every 2 years. I wear contacts and am required an exam every year and have been told I have to pay for it. It seems if it is required by the doctor the insurance should cover it. Thank you.

Can we mesh with other school districts to decrease the cost.

Can you work with the city rec centers to offer reduced fees for BVSD employees? Each terminal can start walking groups. Whichever group walks the most miles (per month) can have a free burrito. It has to be fun. We need to find an employee in each terminal to motivate others to eat right and exercise!

Cash back if recommended immunizations/procedures are up-to-date. Cash back if weight/lifestyle is "healthy" or if member is taking recommended classes to improve health cash back bonus if no visits to dr. office other than for routine care/immunizations/mammograms, etc.

Chair massages for employees credit available for health oriented classes.

Change eligibility for benefits from 20 hrs to 30 hours per week.

Changing the filters for HVAC every month due to the high wind and dust levels in Boulder Valley - affects respiratory illnesses...perhaps do a survey on the number of people that have difficulties with these to validate this need...there is a lot of dust hanging down from both out go and intake vents within teaching space that also effects student health...once each fall and spring changes of filters are definitely NOT enough. Vacuum these out every month with a larger system? Now that windows can't open on the ground floor and vent systems with fans for smelly classrooms are almost non-existent, there is even more need to improve the indoor air quality.

Check into Obama's Government plan - I will not go to Kaiser. Some of my extended family have had problems with emergency care and other diagnostics- No way! BVSD should continue to offer 2 choices. Get a different option than Cigna/Great-West, United? Choices are always important, once people feel that they are limited by choices being made for them, dissatisfaction grows. Classes on nutrition for employees, students and families.

Consider optional rather than mandatory enrollment in health care plans for employees insured under spouse plan with savings from health care plans menu for those employees (401k, preventative activities such as health club, nutrition plans, etc. )

Consider prorating health care expenses based on annual salary.

Consider providing memberships to gyms/rec centers in a variety of areas that BVSD Employees live in. Also, wellness competitions between buildings, or within buildings. Perhaps exercise classes at our schools before or after the school day.

Continue district-wide promotion of healthy well being! Some schools are doing this but all schools should be working together to achieve this goal. For me, I am very happy with Great West and would be more than disappointed if I had to switch to Kaiser. I am willing to pay a little more to keep this plan. I would even be willing to decrease my coverage (option B) if it meant keeping Great West.

Continue health club discounts. Also, continue to encourage schools to have staff after school walks or runs.

Continue to ask for input. Continue to utilize input to make decisions that reflect the desire of employees.

Continue to cover health care benefits and push for legislation to keep costs from rising.

Continue to offer a variety of discounted fitness opportunities. Add a second district health fair in the spring for staff and families that were unable to attend in the fall.

Continue to offer discounts at rec centers and various exercise/yoga/wellness classes. Continue to offer important screenings such as cholesterol/blood pressure, etc.

Continue to provide services and events to encourage employees to participate in screenings, physicals, etc. Also strongly encourage physical exercises at all the local community centers.

Continue to support healthy lifestyles and preventative health care (offer credit for classes on exercise, yoga, etc...) I think it's important to give people choice in healthcare, even if that means some choose to pay higher amounts. Finding a trusted doctor, especially in serious healthcare matters, is incredibly important and I'd hate to see us lose that option.

Contract with local weight loss centers like Weight Watchers, Curves and gyms to reduce costs of these places. That will give employees more incentive to loss weight and exercise.

Contributions towards gym memberships, or establish relationships with different gyms to offer employee discounts.

Could we make our costs less by joining other school districts in a health plan?

Could you explore employee participation in wellness programs to reduce the cost of employee contribution (if option "A" is selected).

Cover the cost (or make discounts available) for gym memberships/rec centers making sure to include Broomfield, not just Boulder. Have more health fair type of events where providers come in and offer lower cost screenings, blood work, etc.

Coverage for "alternative" healthcare.

Coverage for acupuncture treatments. Incentives for joining recreation/fitness centers.

Coverage for glasses/eye care would be very helpful and nice.

Covering eye exams yearly, not every other year.

Covering Holistic approaches to health and preventative care, i.e.: Massage Therapy, Acupuncture, etc.

Create ways that employees can utilize time during the work day to exercise and still adhere to our contract

D. Keep it the same.

I am writing to express my concern that Kaiser might be selected as the sole health provider for BVSD employees. Kaiser uses hospitals affiliated with the Catholic Church which do not allow visitation from same sex partners. I consider this a gross injustice and it is also in contradiction to BVSD's anti discrimination policy. I think it is important for our students that we practice what we preach. Please consider all factors when making decisions about health insurance providers for employees. Thank you.

This email is to inform you that I am against the idea of Kaiser as the only option for BVSD employees. If this is to be put in place, when will we be informed? I need to enroll onto my husband's plan at his company ASAP if this is really going to happen. I feel very strongly about my personal health and will not put my healthcare in the hands of Kaiser. Great West is an excellent healthcare company and I have been more than happy with their services over the last few years. Thank you for your time.

Definitely do not want Kaiser. Feel BVSD should fund health care; we should not have any less than what we have now.

Diet and exercise education.

Discontinue CSAP testing and other high stakes tests (way more stress than necessary, greater discounts at health centers

Discount gym membership.

Discount passes to local recreation centers.

Discount to 24 hour fitness for employees and family organized weight loss incentives for employees and family offset RTD pass for employees and family (people who take the bus are usually walking more than car drivers).

Discounted health club memberships, Weight Watchers At Work program at interested schools.

Discounts at health clubs and rec centers. Classes in schools for staff.

Discounts on gym memberships-set amount available to all so each employee can contribute towards the gym/rec ctr/YMCA, etc of their choice set amount stipend offered annually to pursue "alternative" health such as acupuncture, massage, yoga, etc all of which are effective in improving health and reducing illness, pain, etc.

Discounts or credits for employees(and families if applicable) for participating in healthy activities like memberships at health clubs, classes at recreation centers, weight watchers or similar organizations, activities that promote emotional health.

Discounts or subsidies to local gyms such as the YMCA. Lower the family contributions for families that have and use preventative medical options like regular exercise and non-smokers. Offer healthy cooking classes for BVSD staff. Create a way for staff to connect over healthful activities, like a program to find a group to hike with, etc. Something that might also be interesting is to do something like a 9news health fair for the district.

District wide eco-pass.

District-wide Eco Pass program.

Do not charge a family with one child the same as a family with more than one or a family with 2 children the same as 3, and etc. We consciously make the decision about how many children we have and we need to pay accordingly. This may not save the district money, but it will save some families significant money!

Do not charge teachers for health care - we do not make enough money as it is to afford anything extra.

Don't know at this point.

Easy access flu shots at each school for employee and family at "cost" of the vaccine. Have volunteer parent nurses give the shots.

Weekly health care tip via email. Motivational speakers on health care on in-service days. In school goals and challenges. (weight loss, exercise goals met, etc.) Gift certificate for winner at the end of the year. Encourage staff to walk together before or after school. Make up a "Steps for Success" program.

Eco Pass.

ECO Pass to encourage more walking, less dependence on door to door transportation. Supplement rec center/gym memberships to encourage better health practices.

EcoPass for RTD would be a great help and encouragement.

Ecopass for transportation - more walking to and from bus and less car emissions. Discounts for more fitness and health oriented folks- non-smoking, etc.

Educating. Simple issues such as how germs are spread. We are having this issue in our own school not only with students but also adults.

Education about the importance of healthy diet and exercise! Caffeine, preservatives and sugar adversely affect the immune response and extra weight stresses the body. Prevention, prevention, prevention!

Either A or B would be acceptable for me. It is hard to sort out which would be the better value, \$50/month up front, or \$10 per office visit, etc. etc... Obviously this depends on how much you use the system, but how much is enough to make the monthly contribution the better value? I ABSOLUTELY DO NOT WANT KAISER ONLY!! I have had Kaiser before and will not use it. I much prefer the continuity of care and local network of doctors and hospitals available to us through Great West. If you go to Kaiser only, will there be an option to get our benefits from our spouse's program with no penalty?

Employee discounts at health clubs and incentives/prizes to those who make x visits to the gym per month/quarter.

Employee fitness program. Employee nutrition program.

Employees participating in any health initiatives should then earn a reduction in your premium and or deductible cost i.e.: America on the Move.

Encourage employees to participate in a fitness program.

Encourage preventative approach to personal health.

Encourage preventative strategies with all employees. Improve access to nutritional support (access to advice from dieticians, etc.) exercise support and guidance (exercise centers, reduced rates at health clubs, etc.) and advice from the medical community as to how to prevent health issues.

Even though I chose option C. I think we should have better options. Could we investigate combining insurance with other schools within the state of Colorado to give everyone a lower rate? Also, if we are able to get insurance at a better rate we should be paid the district portion in our paycheck to use towards our better rate plan that we have. Given the economy and insurance issues if we could think outside the box and give employees the best options possible for them. Thank you!

Exactly opposite of what you have in choices A and B. Lower costs to the employee and better higher benefits. Choice C gives the employee NO CHOICE AT ALL.

Examining our work place! checking and correcting asbestos, mold, and whatever else is growing/lurking! We work hard to keep the school environments safe but the Ed Center seems to be an after thought. I want to know that where i work is a safe environment to be spending so much time!

Exercise or wellness classes offered in schools or in convenient locations (ex. Kaiser classes are not convenient to Boulder residents)at a reduced rate.

Expand existing programs which promote employee health such as healthy snacks and exercise classes held at school sites.

Expand the employee wellness program. Continue to offer staff the opportunity to learn about health and nutrition. For example, I appreciated the presentations on health issues at the recent BVOEP in-service. Also, offer more incentives like discounts at health-oriented businesses. And keep doing the health & wellness fair!

Find a way to keep the current health benefit offerings.

Flexible hours to have time in the morning to work out. Normal work day can start from 7:00am to 7:45am, and end according to start time.

For the Ed Center: an onsite exercise room with 5 elliptical trainers, 5 treadmills, a space for small yoga classes, and shower facilities. Forget about tiny raises each year to pay and enable us to have decent health insurance. Our co-pays and deductibles are pathetic already!

Free cholesterol screenings and wellness assessments at BCH are nice, but not every employee works or lives in Boulder. Please offer similar services for those of us in the Broomfield area.

Free gym membership.

Free health care screenings.

Free membership to the local rec. center, fitness club, and/or YMCA would be GREAT. I can't afford to pay to work out, and know I would exercise more if this were an option.

Free or greatly reduced memberships for employees and family members to all Boulder County Rec. Centers Utilize school gyms with exercise classes starting at 3:30 or 4:00 pm.

Get involved in Bike to Work Day (offer a healthy breakfast for employees who walk or bike to work on that day). Also, contributing a percentage of funds towards the individual's cost for an EcoPass would help staff cut down on their driving by encouraging them to walk or ride to a bus stop.

Get RTD Eco passes for all district employees--this would mean more walking to/from bus stops and we would as a whole have less impact on the environment.

Getting healthy programs like weight loss programs and gym memberships or rec center memberships.

Give access and benefits for "non-Western" health practices, such as massage and acupuncture.

Give each employee an Eco-pass, so that we can walk and bike to catch a bus to work instead of driving all the time! This would get people out into the fresh air for exercise, as well as do our part to lessen polluted air, which would benefit everyone's health. Have the health fair again...Keep up the free cholesterol checks, and add a few more free health evaluations. Limit meetings to one hour a week to cut back on our stress!

Give employees a \$25 incentive per month if they walk 3 miles/day or exercise 30 minutes per day for a total of 4 times/week.

Give employees who joined a gym anywhere they reside an incentive not just those who live in Boulder area. 2. Provide a gym on site at the Ed Ctr for employees to use during lunch if they choose or after work.

Give incentives and credits (monetary) to people who use recreation centers regularly, enroll in a smoking cessation program, or take classes such as Yoga, Pilates, Aerobic, Spinning, etc... that promote health. Also provide incentives to people who eat healthy foods (have low cholesterol or body fat) - or take Nutrition classes, and lose weight or maintain a healthy weight.

Give some sort of incentive for minimal claims; rewarding preventive care and good lifestyle choices; expand incentives like reductions in classes at rec centers.

Give us Real Dental and Vision insurance.

Good discounts for local gyms or a monthly stipend to those who are enrolled and participating in gyms. Is it fair we pay the same as smokers who know the risks of smoking and make that decision?

Gym membership discounts/partnering with local merchants for discounted exercise options (yoga, pools, etc); smoking cessation discounted programming and increased access; weight watchers meetings on school campuses after school.

Gym Memberships, discount incentives for healthy lifestyles. If keeping Great West, maybe create an advocate to help deal with the GW bureaucracy.

Have BVSD cover all the costs.

Having people come to schools to discuss benefits like the retirement/AXA, etc...people do.

Having the benefits committee propose the district use of the eco pass is a great idea on many levels, health, conservation, public minded, community oriented, and educationally a good model for our students. BVSD goes GREEN.

Having the eco-pass would be extremely beneficial to our whole community both environmentally and health wise. We have members of our small staffed school that would like it, but we don't meet the quota to make it practical. Being part of the larger group would be better.

Healing Touch Interventions for staff Continued reduced membership to exercise centers and weight loss programs. Staff Wellness programs in each school building. Possibly involve the school nurses.

Health care benefits should cover health costs for employee. It is one of the trade-offs we accept in public service for the restrained pay rates.

Health care costs are killing our family budget. Why can't we get into a PERA or Colorado State Employee Cohort of some sort to reduce our out of pocket monthly fees? I would also like to see more affordable recreation center or fitness center prices. With all this money going to health care especially when we need to go and end up paying thousands more out of pocket, we can't afford to buy a fitness membership.

Health club discounts in Louisville.

Health Fair.

Health Fairs, Club Membership Discounts, and Annual Physicals.

Health Fairs, Gym Memberships, Physical Activity Outings (hikes, fun runs, etc.)

Health incentives - a system of documenting your exercising and healthy habits for incentives - the city of Boulder does this for its employees, my husband gets a \$30 gift card to Whole foods every 3 months - that is pretty cool! The gift cards are for a variety of places which support healthy lifestyles - i.e. REI, Whole Foods, Spa's for massages etc.

Help me pay for a membership to a health club that is close to my home or work.

How about an incentive program for getting people to join Health and Fitness Clubs to improve overall health? How about "PE" classes for staff in each building - time to "recreate" with peers? What about compensation/incentives for staff who lose/maintain a healthy weight? Reward people for exercising and eating healthy. The "Harvest Bars" in all lunchrooms is a step in the right direction.

How about United Healthcare. It has been great for years and has good doctors.

How sad that our benefit options are so dismal. BVSD employee health would be better if we didn't have to stress about these ridiculous numbers in a broken system.

I already have Kaiser and I don't care about Great-West so as long as my Kaiser stays the same, I don't care what the Great West people want. Thanks for asking!

I also think an ECO PASS via RTD would do a lot to increase our health -- walking/ riding to the bus stop would increase our activity level. Thanks.

I am already a Kaiser member so this could be my only choice. Thank you for asking. I hate to see insurance costs go up for staff and families when salaries may not adjust to cover the cost.

I am in favor of pricing options with the Great-West plan. Those who would like to pay for increased levels of care could pay more. Perhaps a \$50 level and a \$100 level. I fear that any "less" would be extremely risky. Our care level is not high now.

I am not actually in favor of any of these options especially if only one ends up "winning" the majority of the people who complete this survey. With a district as big as this and all of the employees that rely on having excellent medical care with their preferred doctors, it would not be beneficial to be forced to change to one plan fits all option. I do not feel I would be comfortable terminating any current relationship with any of my physicians just to satisfy having an HMO plan such as Kaiser only. The request to have the employee start paying for their benefits are burdensome as we have yet to have a decent raise in the past 5-8 years that substantially offsets the ongoing requests to pay for more with less take home earnings. I believe that once you start this employee pay for their own medical insurance requirement, it will never be reversed and BVSD will only continue to raise the amount each and every year. I would advise the committee to get more creative in looking for other options that may provide a continuity of services

with insurance plans that are willing to serve a great number of individuals especially looking toward maybe a consortium of districts to get together and collectively use the vast numbers of employees together to get a contract that is less expensive because you may have more participants.

I am not choosing any of these options because none of them are acceptable. Employees should NOT have a reduction of benefits or have to pay ANY out of pocket costs. What will the fee be next year, \$100? And so on and so on?

I am on the Great-West Premium Plan and I don't see that as an option you are offering anymore of which I pay a monthly contribution for at this time. I don't see paying for a sub-standard plan such as Great-West Standard or the Basic Plan as a monthly contribution. Are you not offering the Premium plan?

I am sadly disappointed in the negotiations that Human Resources has worked out with Great West. Since I began working here at BVSD, our health care has not been improved at all, rather it's been more out of cost to the employees. Having over 4,000 people work for BVSD, should allow Human Resources the ability to negotiate a better contract. I fully understand the economy crisis and thus healthcare costs are going up, but now to have an additional \$600 a year out of my pocket for health care coverage that is not that great is disappointing.

I am strongly opposed to the district offering Kaiser as the only option as all of these hospitals are owned by a religious organization that is discriminatory towards same-sex partners. My partner and I had difficulty with visitation while she had surgery. I realize that this is not the experience for the majority of the population of BVSD employees, but it is very culturally destructive for GLBTQI community.

I am very upset about the choices. Are we really getting the best deal for health care out there? These all seem way too expensive. I am one who does not use these benefits very much.

I am willing to contribute \$50 towards my health premiums in order to maintain Great West benefits. If you need any other information, let me know.

I appreciate the ability under Great West to choose a primary care physician. I have been seeing the same PCP for the past 8 years, and having to change to Kaiser would mean losing access to a physician who understands my medical history in a way that someone just looking at my charts could not. I am very willing to pay to continue to have access to my preferred PCP.

I appreciate your efforts to promote exercise and healthy foods. At the Ed Center, perhaps a challenge to get out and walk at some point during the day would be helpful!

I believe access to alternative healthcare (chiropractic, holistic, massage therapy, etc.) helps maintain good health instead of addressing illness as it arises as conventional medicine does. Also, incentives to exercise and practice healthy behavior would be outstanding for our school community.

I believe everyone should have to pay a monthly contribution plan as we do with the Kaiser HMO.

I believe having a choice is very beneficial to our employees. I would hate to be a mandated Kaiser patient.

I believe Option C is the best choice as far as costs are concerned. I wish there was an option to where you gave employees the money to spend how they want. If they want to participate in a plan, then fine. If they want to use the money for preventative care and have a small portion for emergencies, then great. I go to my chiropractor, not Kaiser's because they aren't as good, once a month and spend a good portion on supplements to maintain my health. Hence, I don't need to go to the doctor. The district pretty much wastes money on me paying for medical services I never use. Yes, I do use the dentist insurance, but not the regular medical. It would be nice to have \$2000 a year for preventative medicine instead of throwing it all to Kaiser in case I might get sick.

Of course, that would mean taking the power out of the district's hands and giving it to the employees. And Kaiser wouldn't make as much money which would be a shame. Many local Boulder County natural health practitioners would benefit and people would most likely be healthier, but the drug companies wouldn't make as much without the doctors pushing the drugs on the patients, so we would have to rule that out. Businesses like Vitamin Cottage and Whole Foods would see and increase in business because people would more likely take a vested interest in preventative health care, but personal responsibility doesn't seem to be the headlining theme in this county. The survey is nice, but it's not like we're voting on anything. Opinions only go so far and the decision is ultimately yours (influenced by the healthcare or drug companies) anyway.

I believe that many employees are under a lot of stress. Stress reduction classes may be helpful. Exercise programs within school buildings before and after school may also be beneficial.

I believe that we should keep the benefits that we have now and not be charged anything more.

I believe the wellness plans and money dedicated to focusing on wellness plans at the school level is money well spent. Perhaps part of those wellness plans should include a component on health care costs and how people are overly hypochondriac and go to a doctor too often without even thinking about it. They think it is virtually "free" but in the end we are all paying extra. I'll give you an example, my wife's doctor recently recommended an additional test that we thought was frivolous and was simply padding the doctors' income. When we asked more about it we felt that this was indeed the case. How can we inform people that hospitals and doctors operate in a "for profit" world. We have to be better consumers.

I believe there should be some sort of incentive program for people that take care of themselves i.e.-(don't smoke, exercise, watch their weight) and don't use their sick time or go to the doctors very often, except for the regular check ups. Maybe an incentive could be entry into the Bolder Boulder is paid, or membership to the YMCA is paid for a year, a gift certificate to purchase at home gym equipment.

I believe we should be provided with better options.

I believe you have all been doing a great job with the hard work that's been put into keeping us all provided with our health insurance options. Thank you so much!

I can not vote for any one of the above 3 options! I believe BVSD should continue to explore other equitable health care plans for BVSD employees.

I choose A--to raise the employee contribution to \$50/month.

I chose option A because then everyone will have a choice still, and if they want to stay with Great West, they can, with an added \$50 monthly contribution. And, if you don't want to pay more (that will probably be me and many others too) they can choose Kaiser.

I currently do not subscribe to BVSD Health care. I currently have retirement benefits from Qwest, which exceed what BVSD offers. I currently use Kaiser, and am very pleased with their costs and service. I was surprised to see that, if Kaiser is the only carrier, the rates for dependents will actually go up. I did see that the prices are still subject to change, but it seems like using only Kaiser as BVSD's health provider would make the rates lower. The unexpected higher cost did affect my choice in the survey.

I did not choose an option because I think the health care coverage/options should remain the same. The district should communicate its funding changes and another funding option should be presented so health care does not have to change.

I do not agree with any of the options.

I do not approve of any of these choices, but particularly not A or C. I can't even cover my family on the plan because it's too expensive, so to charge monthly for myself is not a good choice and to switch to Kaiser would mean I'd lose my doctors. B is not a great choice either because we lose some benefits. I just can't say there's one that's better for me. I think they all have negatives.

I do not choose any of the above choices. Why are there any these? I encourage my students to think out of the box and come up with creative solutions, why can't the district on this issue? I think that we should go back to a 3rd party administrative. Where is the money for the last few years of the self funding that was supposed to keep the cost down the 3rd year? This is something that I feel strongly about. As a large pool of employees we should be able to get a good rate from an insurance carrier. Teachers are NOT second income earners. I feel that the district is pushing all employees to Kaiser. Also the cost of a family is ridiculous! Do the insurance CEO's deserve our money? Do the pharm. companies deserve all this money? They seem to be getting wealthier as we end up poorer and sicker. Give us a choice of better solutions.

I do not favor any of the choices. I favor leaving the system as it is! I would favor the district moving to a system where faculty gets a monthly allotment of funds, where each teacher can make their own decision, including using the funds for out-of-district systems, such as a spouse's insurance. The district would still carry Kaiser and something like Great West, and most people would still choose one of those. But there would be more options available for teachers.

I do not feel comfortable with any of the above choices. I believe the district should absorb the cost of maintaining our healthcare as is.

I do not like any of the choices. I would like you to find the money elsewhere and maintain our current level of coverage.

I do not like any of the health care choices and would like the district to maintain our level health care and find the money elsewhere to support it.

I do not like any of these choices so I do not feel comfortable voting for any of them. My least favorite choice is the 3rd because it removes our only real choice option.

I do not like any of these three choices! Why should I have to change doctors to save money? I like going where I go. Maybe you should change insurance companies in order to satisfy everyone! Maybe Great West is not the best option.

I do not like or agree with any of the options stated above.

I do not use the BVSD plans because my husbands insurance is much better. We are a family of 5 and honestly, through BVSD it is extremely expensive for us. My husbands carrier is through Aetna (might I add, he works in retail), having experience in HR and comparing plans, my husbands is much better.

**I DO NOT WANT KAISER** as a health care provider. I know 4 different people who could have or do have malpractice lawsuits against Kaiser for negligent care. I have too many health care issues on my own and I do not need my provider contributing to them.

I do not want Kaiser. I like choice A. I wouldn't mind paying more from my check for keeping Great West's Benefits! I live in Boulder and like to have the choice of doctors and facilities locally. I don't want the choice to be ONLY Kaiser doctor and ONLY Kaiser facilities that I have to use. I oppose having Kaiser as the only option.

I need to keep Great West period. Please listen to my request.

I do not want to be forced to make a change to Kaiser. I would much rather increase my employee Great West portion to cover increased costs. I do not want to change doctors and I very much appreciate being able to talk to my doctor about my husband, because he knows him also. Kaiser has the appearance of big business, not what I want in a medical practice where the caring, physician really knows me. I realize this is a very difficult decision for BVSD. However, because the focus of BVSD is on students and our personal connection to them, we must also take the same precautions when working with our vast number of employees. Personal life care decision needs to be up to each employee. Having a blanket coverage by Kaiser does not give that choice.

I do not want to pay more for healthcare and I want more choice. I really don't see a way to vote.

I do not want to see the employee begin to make a contribution to their own premium. Health insurance should continue to be a benefit provided by the employer. The benefit/plan design should be adjusted only as a last resort.

I do not wish to have Kaiser as the only option for healthcare. This is a terrible plan and I will gladly join my husband's healthcare plan at his office to avoid Kaiser at any cost. This is a terrible decision and I am totally against this choice.

I don't agree with any of the plans...BVSD should maintain the benefits without higher costs to the employee. So A without putting the costs on the employee.

I don't find any of these choices agreeable. Our health is important and if the district feels this way then they should be able to find another way to provide us with this service. We deal with snotty noses and coughs all day; our health insurance needs to be great and an incentive and compensation!

I don't like any of the above options. I think the district should fully fund employees' health care.

I don't like any of the options above. My family would like to remain with our current doctors and not be forced to make the switch to Kaiser. We also don't feel it would be fair to have to contribute money in addition to the already outrageous amount we contribute monthly for our family. Reducing our benefits would be no different than asking for a contribution. Either way we will be expected to give a lot more money out of our pockets. We already have more costly insurance than any of our friends with other careers, not to mention our coverage is not as good as our friends' either. It seems to me that seeking private insurance outside of BVSD would be less expensive for my family.

I don't like any of these choices. The school district should maintain at least 2 options for employees and they should also cover the premium for both options.

I don't like any of these proposals. I want to keep the program as is...

I don't like any of these proposals. I want to keep things the way they are now...

I don't think any benefits should be cut at all, nor do I think that employees should have to pay extra on top of what is already paid. Healthcare costs are ridiculously high and our coverage seems to shrink each year as we pay more and more out of pocket. It's terrible. Whoever is in charge of determining our benefits needs to work harder to find the best available benefits package that doesn't cost us an arm and a leg!

I don't think any of these programs is best for the district employees. In order to "improve the collective health of BVSD employees" I think it is not in best interests to not have choices or reduce benefits. With people living longer and the state of the economy we will all be working longer, into our late 60s and early 70s. We need quality care at a reasonable price. In addition, having my benefits paid by the district is part of my salary. One benefit of a job that is extremely challenging, demands a lot from us and doesn't pay as much when compared to other professions. I think if you want to take money out of my check each month for my health insurance then I should be paid more each month. If we are taken care of on the front end with good, affordable health care with preventative care that is affordable, we will be healthier, happier and better employees. With so many employees in the district why can't a more affordable health care program with a different insurance company be negotiated? The prices for procedures and visits are much more with Great-West than many those of many of my friends who have insurance with different companies. There are lots of choices of insurance companies. Who can give us the best deal as a group?

I don't use.

I DONT WANT TO MAKE ANY CHANGES TO THE CURRENT PLAN!!!! I ALREADY PAY TO MUCH WHEN I GO TO THE DOCTOR IN CO-PAYS AND SPECIALIST LETS NOT EVEN MENTION WHEN I HAVE GONE TO THE HOSPITAL.

I feel giving people a choice to see a doctor they like is best. I personally do not like Kaiser and have had some very bad experiences with them. I would pay the \$50 to keep what I now have which is POP plan with great west. Thanks.

I feel it is very important for the district to provide resources to continue the health care choices/plans as they are currently. I definitely want a choice of plans and do NOT want to be forced into Kaiser.

I feel that preventive health care is what is missing in health care plans. If we can take better care of ourselves through education and accountability we wouldn't have such high cost medical expenses. Degenerative diseases are on the rise and are preventable. I would love to see classes, in-services, presentations on preventive care including but not limited to nutrition, exercise, supplementation, stress reduction etc. I am in the process of building a website on this topic. Please contact me if you would like more information or if you have any questions. I am willing to help with any future preventive health programs.

I feel that there should be a monetary gain for employees who show exceptional health habits in exercise and eating that are reflected in yearly exams. Cardio endurance, %fat, flexibility, muscular strength and endurance would be the criteria, the same we teach students. Maybe a form for the yearly exams and an amount for a particular level of health that is achieved and maintained would be needed.

I feel the district needs to look at High Deductible Health Plans with a Health Savings Account option. I have talked to many friends outside education and this is what the vast majority have. For example, an individual maximum out of pocket expense is \$2500.00 and a family is \$5000.00. The employee knows the maximum out of pocket expenses. Preventative Care like annual physicals is covered with this type of plan. The employees will pay like it is a monthly premium. If they do not use all the money they put into the Health Savings Account, it rolls over to the next year. If the employee retires and still has money in his or her individual Health Savings Account, they can use it to pay insurance premiums when retired. If this is not an option, I feel the district should allow employees to OPT OUT of the insurance from the district--IF THEY CAN PROVE THEY HAVE INSURANCE THROUGH A SPOUSE. I do not feel that Kaiser in network is the only option. The point of service option is not a good option at all if you read the details--to limiting on costs... Not fair to those who have established relations with doctors to make them start over again.

I find it very hard to work exercise into my daily routine. If there were a walking trail on the Ed Center property and I could easily take 20-30 minutes in the middle of the day for a brisk walk, I'd be VERY likely to do it. Also, a more casual dress code would help - if I didn't have to take time to change before and after walking. Another benefit that would be appreciated would be child care onsite - perhaps in conjunction with the Teen Parenting Center that will be constructed at Arapahoe Ridge. Thanks for asking.

I greatly appreciate the current option offered by the Great-West Standard Plan of going out-of-network if needed. I'd be willing to pay a monthly contribution to maintain this choice.

I guess I would choose option A. I currently do not take any insurance from the district and would like to have a salary adjustment for that. I am sure there are others in my position.

I have a great amount on my plate right now...I will get to it ASAP...it is red flagged, just too much to do, and filling out surveys is kind of low priority. Thanks for the reminder.

I have been looking for an exercise class (aerobics, spinning, dance...) at the Lafayette Rec. Center-right next to my school-tailored to a teacher's schedule (starting between 3:30 or 4:30 p.m.) so that we can exercise in our school community before heading home. I'm sure there would be lots of participants. I've mentioned this to people at the Rec Center but to no avail. Maybe with some BVSD support something could be organized.

I have had 2 major knee surgeries this year. Great West has been terrific about paying a good portion for my surgery and PT. There have not been any mistakes and they pay promptly. I already pay for the highest package but I really believe that good quality healthcare is so important. I would not want to switch to Kaiser because I already have a great network of exceptional doctors, surgeons and physical therapists.

I have had Kaiser for 10 years. I think people need to be more open minded about Kaiser. I've liked them and they are convenient and cheaper.

I have Kaiser and I'm happy, but I think it helps for others to set \$\$ away for real emergencies.

I have Kaiser as my healthcare provider and I don't feel comfortable selecting a change that essentially will not affect me.

I have Kaiser so all plans are the same.

I have medical through my husbands company.

I have no suggestions to offer regarding programs or incentives. I would, however, like to comment that it appears that Kaiser is becoming a more financially realistic option. If their POS plan could be made affordable then those of us with longstanding relationships with our Dr.'s outside their network might choose it. It does not seem right that maintaining current Dr.'s with whom trust and history of treatment have been built should cost as much as it being proposed.

I have no suggestions, but wanted to mention that I LOVE our Kaiser plan. I have excellent service through my primary doctor and the specialists I see. Although the monthly premium is high for our family of 4, there are no "hidden costs". It's a great benefit!

I have tried to respond but the computer would not send my e-mail. I am not really in favor of any of the options. Right now I pay extra for a premium plan. What about joining forces with other districts so rates could be less expensive. Thanks.

I like option A- I do not want to be a Kaiser member- please keep the benefits for Great West going!!

I like the idea of incentives to reduce costs for employee only if we end up having to charge the employee at some point.

I live in Greeley. There is no Kaiser office in Greeley. Option C does not work for all BVSD employees, therefore should not even be considered.

I need more information on what services we will be missing out on if we limit them with the Great West Standard and Basic plan. I also need more information on the POS Kaiser Plan and their out of network providers. Without this crucial information, I don't feel I can vote on one of the specific choices. When I went back to select a different option, the screen wouldn't allow me to make a non-specific choice only A, B, or C, not none of the above. I think this survey needs more explanation and does not cover what I need to know as the consumer.

I personally have not used ANY doctors for the last 6 years; I would not want to pay for anything I am not using. I am not attached to any doctor. It is nice to know we have health care if needed but I have not needed it YET.

I prefer C - I think Kaiser is excellent and never had any problems.

I prefer Version A in which it is possible to keep a high level of coverage through Great West. Using Kaiser only, version C is not acceptable to me at all, as I have had terrible care through Kaiser in the past.

I prefer very strongly that we not be forced to have Kaiser as the only choice.

I really don't know- Maybe offering diet & exercise classes @ local rec centers.

I really don't want Kaiser. I am glad to add some money to keep my coverage.

I reject all 3 choices!!!!!! BVSD has in the past found ways through negotiations with BVEA to fund the full cost of INSURANCE.

These 3 choice pit one group against another. Finally, why isn't there a choice to cut back other programs to fully fund insurance.

These are absolutely not all the choices that should be brought to all employees.

I see why BVSD wants one carrier. I always thought it odd to have so many choices. I have been THANKFUL to have the choice because I am HORRIFIED by the services provided by KAISER and am in no way looking forward to my later years being cared for by this agency. I choose any thing at all except KAISER and of course less out of pocket is more appealing. Since all of these choices include KAISER I choose not to vote to support use of that company.

I strongly believe the district should make it a higher priority to fully fund the monthly premiums!! The money is there, it just needs to be allocated to this item!

I strongly support having 2 options for medical. Provide HSA.

I suggest smoking cessation programs, bonuses for bike-commuting, before school/after school/lunchtime exercise programs (onsite yoga? running clubs?), discount rates at local rec centers and gyms, and teachers' softball leagues etc.

I think eliminating Great-West is the worst idea ever as many of us can not use a provider like Kaiser. I realize that it is a great alternative for younger people, but not at all for those of us who want to keep our regular doctor. In fact, it was the worst possible care I have ever received and will never go to Kaiser again. I will never be clear how you can mandate that a collective group of people 'get healthy'. I think that if you allow individual freedom and just let people be free to choose their own path, people are by nature happier!

I think having multiple plans that allow families to make the best decisions about their health care providers is a critical step in encouraging them to have improved health. Relying solely on Kaiser as the health care provider limits people to services that they provide and will not allow individuals and families to seek alternative treatments when they are in their best interest for preventative or maintenance health care.

I think helping everyone to eat better would have positive effects, so if the School Food Project succeeds in making healthy lunches available to students, it would make sense to extend the availability of those lunches to BVSD staff in the schools and also in the Ed Center.

I think it is a sad day when teachers have to pay for quality health care. I think offering Kaiser HMO as the only health plan is absolutely unacceptable!

I think it would also be good to reduce benefits for the Kaiser plan to decrease or maintain costs to employee for the insurance.

I think it would be beneficial if the district offered more preventive medicine for the teachers (yoga for example and health screenings).

I think it would be helpful to work with our healthcare organizations to do more preventative healthcare. For instance, in Minnesota, healthcare companies pay a portion of gym memberships for their members. They have noticed that the cost of the gym memberships is less than the cost of healthcare needs of employees who are not physically fit. This saves a lot of money in the long term. Also, at my previous district, the schools and HMO worked together to create a "fitness" month. During this month, employees tracked their physical fitness efforts, were given free fitness screenings, and prizes were awarded for participation and improvement in fitness level. The district then looked at the number of staff that were absent due to illness during this month and it was 30 percent less than any other month of the year! Fitness decreases future health care needs and, therefore, decreases health care costs.

I think money is being wasted on creating "programs" or "incentives" for employees to improve their health. There are many of people who have health conditions because of genetics. They do take good care of themselves, but sometimes medical conditions happen beyond a person's control. I exercise regularly and eat right--I don't need any incentives to get healthy. Save the money and put it towards our premiums or whatever else that is more important.

I think that BVSD should look at other districts to see what they are doing. There are smaller school districts that have better plans than we do and they obviously are doing something right. What is that we need to be doing better?

I think that going with one service provider is more cost effective and what most companies choose to do. With all employees enrolled with Kaiser, the district should be able to get a slightly lower large group rate. I believe the next best step is to include more preventative benefits in the plan- heart and breast scans, cholesterol checks, etc. This will help significantly reduce the number of serious health issues that drive costs up, and will promote employees being more fully aware and invested in their own continued health.

I think the district should cover the full cost of teacher's health plans if we are to recruit the best new teachers and to present the district to the public as caring about their employees.

I think we need another choice. We need our benefits paid for at the level at least we have now. It is expensive still if we have diagnostic problems. Kaiser is not a good option from my perspective. Thanks.

I think you should explore a tiered payment plan. There are clearly people who are extremely heavy users and there are people like me, lucky, who have not, in the twenty one years I have worked for the district, used my insurance for much more than preventive care, with the exception of occasional illness such as the flu. It seems to me also that since we have tried to "self fund" we have had more trouble keeping up with cost. Therefore, I am suggesting none of the above, but rather researching other companies and getting away from the self funding mode. However, if one of these has to happen, I would vote Kaiser, although I have heard their service is very limited.

I vote for plan B.

I vote to keep coverage "as is".

I vote to keep the health benefits the same as they are now.

I want to maintain the present level of benefits with no additional employee contribution.

I want to retain our present benefit level with no increase in employee contribution.

I was shocked to find out that the district paid out an average of \$3100 per employee for a six month period of time. Either people are seriously sick, or they are going to the doctor for issues that I (and members of my family) do not. In either case, perhaps the district should consider a system similar to the way teacher annual leave days are paid off at the end of each year. Provide a positive financial incentive for employees that keep their individual claims reasonably low.

I wasn't able to see the survey to open it, so here is my vote. I guess I would go with the Kaiser plan #3, the area that is not working well for me is with eyeglasses and eye care.

I will stay with Kaiser I don't have anything to add.

I wish to not change anything!!

I would be happy with either A or B.

I would be ok with paying \$50.00 per month for the coverage.

I would be willing to pay the extra \$50.00 to keep my primary doctor who has been with me for 25 years. My husband had a bad experience with Kaiser and I will not go there if at all possible.

I would like the current plan of Great-West with no employee contribution to continue. I do not want Kaiser and I think it is really important to be allowed provider choice.

I would like the district to consider making the Boulder Eco Pass available to employees. It would be environmentally responsible, and would encourage employees walking to and from bus stops and schools, promoting physical exercise.

I would like to continue the coverage with Great West/CIGNA that we currently have even if it comes at a premium of \$50/month for myself. In response to the second item - I believe there are ways to give incentives to BVSD employees to be more healthy.

I would like to have things remain as they are, choice A, without adding the employee contribution. I feel like we are being forced into a Kaiser only choice for health care or paying huge out of pocket expenses. I'm concerned that the collective force of a district the size of BVSD is not being used. You would think insurance companies would be working to get our business, creating a situation where the district has more power to request what we need in the area of insurance and at what cost. There have already been changes to our insurance, over the last several years, that have resulted in an increase in out of pocket expense, yet we are not in turn getting the same increase in salary compensation to cover the increased cost.

I would like to keep my primary care doctor, whom I have had for many years, and not start all over with a new Kaiser doctor. Plus, living in Boulder does not provide many options for specialists if needed; most doctors are in Lafayette, and that's a 1/2 hour drive on a good day for me. I do totally understand the issue of rising costs. This is my opinion as you requested.

I would like to keep seeing the same doctors that I have years long relationships with.

I would like to offer choice D - keep the benefits the same and have the district pay the difference! This is ridiculous.

I would like to opt out of any Insurance, as I have it through my husband. I would like some monetary compensation for this. It would not cost as much as the Insurance for the district.

I would like to say that I don't really believe any of these is a good option. I would be much more interested in not having a salary increase and trying to keep our health benefits as they are, if that's possible.

I would like to see 20 hr & 30 hr employees be responsible for more of their healthcare costs. To have a 40 hr person receiving the same benefit as a 20 hr doesn't make sense. I would also like to see more exercise classes in the buildings after school.

I would like to see a higher co-pay option for Great West which encourages people to only go to the doctor if necessary.

I would like to see a menu of plans for young families; families with older children at home or empty nesters - i.e. young families may want maternity benefits, but older families may not need that. Menu options could come at certain costs which might help us save more money based on the needs of employees; I appreciate all the District is doing to control costs, yet offer us with quality healthcare and am more than willing to do my part to be healthier - love the Health Committees and money in the buildings to do yoga, Pilates and other programs! Thanks for putting this information together in such a readable format. It was presented very well!

I would like to see BVSD continue full coverage for employees----this option is not included in our present choices. I WOULD NOT agree with a Kaiser-only plan.

I would like to see BVSD pay for or subsidize membership to local recreation center. I would also like to see ECO pass subsidized. Encouraging employees to go to the gym and walk to bus stops will improve their health and wellness.

I would like to see more benefits for those of us who exercise and take care of ourselves on a regular basis. Perhaps there would be a reimbursement for any health club membership rather than just the few that offer special discounts. The other thought is to reimburse those who sign up for races, etc... after they actually participate. Most people don't just go out and run the Boulder Boulder, they train for it and thus keep themselves healthier!

I would like to see more exercise plans at various sites or funds to offset costs of exercise programs. I think it's imperative that every workstation has an ergonomic evaluation to deter from workstation injuries such as carpal tunnel. How about incentives for smoking cessation, beginning exercisers?

I would like to see more preventative healthcare offerings or information, be it in the form of educational workshops or presentations done in collaboration with local practitioners. Overall health costs will be lower if people have access to accurate information which informs them of lifestyle choices that could have a positive impact on their overall, long-term health.

I would like to see our benefits maintained and paid for by BVSD as is at (almost) all costs. Perhaps salary freezes and deleting building improvements (schools AND Ed center included) that are not bond-related should be considered first.

I would like to state that none of the options seem fair or reasonable. The fact that a teacher would have to pay up to \$1207 a month to cover their family is outrageous. That is almost half of a new teacher's salary. How can teachers in other districts in CO and other states be paying zero to a fraction of what we are paying a month with excellent coverage??

I would like to stay with Kaiser and not have to pay for my health insurance. Having to pay for my own health insurance would be a huge financial burden to my family.

I would like to work with you in increasing Exempla's involvement in the Lafayette Community.

I would love to have a family membership to the Broomfield Rec Center but cannot afford it. It needs to be a family membership because it would be important to me to be able to make exercising part of my family time and a family goal. I asked them about discounts this year and they didn't have any information about it.

I would love to have a plan ( i have no idea if this even exists) that was for holistic practices (acupuncture/massage ect) with an "emergency" option.

I would love to see the Wellness Prevention Programs to be expanded and made available to all employees.

I would not go to a Kaiser doc if my life depended on it! I would rather pay more out of pocket to continue seeing the docs I love, which are not Kaiser docs. I have heard too many horrible stories about this HMO!

I would prefer the Great-West Premium plan be maintained. Kaiser is not an acceptable only choice for me. Access to doctors I already know and know me and that I have a long term relationship with is extremely important to me. Flipping from one doctor to another each year due to insurance changes would be a terrible way to provide health care.

I would really like an Eco Pass to be considered as a benefit. This would encourage walking/biking. Also, it would reduce auto use and keep the car emissions down.

I would really like to see a benefits package that had rates for dependents which are more affordable.

I would recommend that they bargain for group discounts at local gym facilities or yoga centers, especially Bikram's yoga. It would also help to encourage employees to take a wellness day when they have a bad cold or the flu to recover more quickly, and without the illness becoming more serious.

I would still keep both plans, but it seems unfair to have to raise employees' part in one of them.

I would suggest a combination of A and B. Adjusting the benefits a little to have a slightly increased cost for heavy users, while putting up a monthly contribution. I assume the monthly contribution could be done on a pre-tax basis.

I would suggest offering only Kaiser, but in addition to a dental plan, I believe there should be eye care coverage offered as well.

I would suggest taking the preventative approach (paying for massages, gym memberships etc.) Teaching is very stressful and stress makes us sick, so I would suggest providing more support for teachers during the day (lessening the demands) and in return, we will feel better and won't use our insurance as much.

I would suggest that more health insurance carriers are reviewed to determine that we are receiving the best insurance for our dollars. I prefer not to use Kaiser and firmly believe in 'shopping around' to ensure that we're always providing the best benefits at the lowest cost to our employees.

I would suggest that people with children, etc. pay more. The same that you would pay for a spouse for each child. I cannot continue paying more, while "families" continue to get bigger and better breaks. If you cannot afford children - DON'T HAVE THEM. I would want to pay \$50 more to keep the same benefits. Also, I believe that people who have been in good health should receive reduced fees for insurance. Possibly an incentive could be offered to employees who belong to a gym or reduced rates can be given to join a gym.

I wouldn't mind paying out of pocket for insurance benefits if we would get better coverage. Over the years our insurance has gone down hill. I worry about Kaiser; what if you are out of state and you need medical care?

I'd like an Eco Pass plan. I've been teaching for 17 years but my wife and I still share only one car to keep costs down. I usually ride my bike to work but an affordable bus plan would make life much easier on weathery days.

I'd like it to be easier to exercise during the work day. Time to take a walk would be great. It would also be great to have yoga or other exercise classes for teachers scheduled at school right after school ends. It would also be good to have nutritionists available for consultation or to have them come and do individual consultations at school. For me, the key is convenience. If services were available at school I would take advantage of them. Another idea is to have friendly inter-school competitions - such as how many faculty participate in the Bolder Boulder - but other things as well. I would love to lose some weight and it would be great to have supports around doing that.

I'll take option D which is for the district to continue covering employees with no member contribution. This can be paid for by cutting expenses somewhere else in the budget and giving the public only the services that it actually pays for. Enough is enough. Teachers have been subsidizing the public and allowing the district to waste money on useless programs for too long.

I'm OK with increasing the amount for Great West premiums but then the district needs to pick up that amount per contract.

Granted Kaiser is better by far money wise but after 20 years with the same doctor it would be hard to change. With Great West the co-pay for specialists seems to be too high. Why can't they be the same as reg co-pay?

Improve health with exercise.

Improving the health of the employees- giving time to be healthy. Gym memberships maybe.

In my last district they offered an "adult lunch" selection. There was a monthly menu published and you ordered off of it and it was delivered to the cafeteria. It offered healthy options like chef's salad, wraps, etc. I am kind of amazed at how unhealthy the lunch is in our cafeterias. It might also be worth having a workout room in individual buildings or one for each cluster of schools so teachers could use the stationary bike, weights, etc without committing to a gym membership or driving out of their way.

In the past 2 weeks I have been looking into health insurance to cover my family. Checking eHealthInsurance.com I found Anthem & Cigna offering better insurance premiums and plans than Great West. It seems odd that I can find a better policy plan with lower premiums as an individual than Great Western offers under a group policy to BVSD. I have to believe that Anthem & Cigna would offer even better plans & rates on a group policy. Have you asked for proposals from Cigna & Anthem? Do you know how many BVSD employees use health insurance providers other than those offered by BVSD because they can find a better deal on their own? In this year (2009) I have had to see my doctor several times. And the co-pay, sure adds up to a good lump sum. If in any way the co-pays could be more reasonable, it would be helpful, do to these hard times we are coming to.

Incentives for healthy behaviors.

Incentives for riding and walking to work, this is a new federal program and yet we don't sponsor it but do bus passes(?) Which is a healthier alternative? Continue to find special rates to health venues. Perhaps there is some way to provide lower health care for those who are healthier as an incentive to become that way. As for the options above: I have Kaiser and so it is hard for me to decide what is best for those with different coverage. If switching to one carrier is beneficial to the district I would go with that option if not then those with Great West need to decide how they want to handle the situation.

Incentives for walk/bicycle commuters.

Incentives or penalties could be offered for non-smoking vs. smoking and healthy lifestyle choices....i.e. reducing obesity.

Preventative medicine routine exams such as immunization for children and mammography and colonoscopy for the recommended ages are also important.

Incentivize through lower employee contributions to participate in a personal wellness program.

Include coverage for eyeglasses.

Include more alternative, holistic choices, which are for prevention as well as for treatment. --for example: acupuncture, massage therapy, nutrition analysis, nutritionists. Also support Pres. Obama's ideas on reform for healthcare!

Increase after school programming available to teachers that would enhance physical and mental health. Classes such as yoga, meditation, martial arts and/or teacher sport leagues would encourage collegiality and keep teachers' minds and bodies more healthy.

Increase employee dollar contribution for at-risk behaviors; increase employer dollar contribution to support programs for improving health (on-going access to improve/sustain physical health, periodic health screens/workshops on health issues; health fair - tape events; rewards for employees who keep on-going health through fitness programs and activities.

Increase negotiations with fitness providers like Flatirons, Lakeshore, YMCA to encourage involvement in staying fit. Also, health fairs for employees that are site based or at least community (within 6-12 blocks) based not always at the Ed. Center. Utilize PE teachers to make it a job requirement they have some sort of staff fitness plan as usually they do not have the responsibility of looking at CSAP/literacy data or after school duties like music teachers that do choirs and/or musicals. This should be part of their professional development plan and job duty. Reduce work place stressors that typically filter top down--continue to think about working smarter so we don't always have issues of questions our efficacy by taking the time to learn from other schools/teachers trials and tribulations.

Increasing cleaning in the ed center. I don't believe individual office surfaces are cleaned on a regular basis by the district. It's up to each employee to keep his / her area clean. PLEASE NOTE: I don't currently receive district benefits. But would consider it with C as Kaiser seems to have more flexible options, if I'm reading this correctly.

Increasing deductible and out of pocket expenses for those who need major medical procedure, for less or no premium for everyone. Like Anthem Blue Cross/Blue Shield.

Invite alternative health care practitioners such as massage therapists to give discounted fares to teachers. This helps the teacher getting the massage and helps the massage therapist build their practice. We could do the same with yoga studios. Have health fairs with healthy food offered.

Isn't there a way to reduce costs in some other area to help maintain the health benefits that we have...

It could be beneficial to offer memberships or discounts to the Boulder County Recreation Centers. Currently you have to buy an annual pass in order to get a discount. It would be nice if you were able to get a discount on punch passes as well.

It is hard to vote on this. I am with Kaiser and have a family plan. I am the sole provider for my family, and I can not afford another increase. I want the lowest monthly payment for the family plan, but I do not like making a decision for those carrying Great West. IT IS SO EXPENSIVE TO HAVE DEPENDENTS ON OUR HEALTHCARE. IT WOULD BE GREAT TO HAVE A FAMILY PLAN. THIS WOULD BE ESPECIALLY GOOD FOR TWO SPOUSES THAT ARE BOTH TEACHERS, WE COULD THEN BE ON THE SAME PLAN.

It looks like Kaiser only is the best solution to keeping costs down. I currently use Kaiser and have been pleased with the service. It is not clear from the information if you have to pay every month if you desired to use a physician that was out of the network for a one-time visit. (Such as to a particular specialist.)

It might be worth looking into employee intramurals. There has been several teachers at my school (Southern Hills) who have expressed interest in competing against other schools in "just for fun" sports. Some suggestions: Kickball, Dodgeball, Ultimate Frisbee, Frisbee Golf, Volleyball, etc. If there was someone to organize this, I believe you could get quite a few people out exercising.

It might be worthwhile to begin competitions in different exercise regimens that would encourage people to get involved and to exercise on a more regular basis. Obviously, this would improve the overall health of all that participate.

It would be helpful to have information on what the plans cover for preventative care and alternative health care options, such as Massage, Pilates or Yoga classes?

It's probably what we're headed for as a country, anyway. I would have no problem with an incentive and penalty system. I spend a lot to maintain my health -- people with unmanaged health risks (smoking, weight, fitness, & oh yeah, ridin' motorcycles, & datin' fancy men) are probably costing our system a lot. Should we all have to pay more for their bad habits? PLEASE do not give people \$\$\$ for smoking cessation or weight loss...that's like the federal mortgage bailout...or paying your kids to do their homework. Basic self-care IS a personal responsibility, not a communal one Jeez, I'm turnin' into a Republicarn.

I've been very happy with Kaiser for the last eight years.

I've been with Kaiser for years (through my spouse's policy, not BVSD's) and can't say enough good about the doctors and quality and responsiveness of the service.

I've had my Dr. 30 years. Please do NOT force Kaiser on me. Add Chiro and Acupuncture to benefits.

I've worked for BVSD for many years, but now as a 20 hour per week employee, the benefits I pay for my family's health and dental care are much higher than my annual income. Additional hours of work have not been made available to me either. This is a problem.

KAISER as the ONLY choice is unacceptable. If paying for Healthcare, there needs to be a choice of doctor at the very least. I'd rather contribute a share & keep my options open. Monopolies in any business are a bad thing. Thank you!

Kaiser is a poor excuse for medical care.

KAISER ONLY is an unacceptable option. We all need a choice in health care options.

Kaiser should NOT be the only options. We need choices! Thanks.

Keep as is.

KEEP CURRENT PLAN!

Keep insurance the same

Keep it as it is with Great West! We pay enough already out of pocket to add husbands and children, copays, etc.!!! Reduce the dental by allowing only one routine cleaning per year instead of two, or even one cleaning every 9 or 10 months instead of every 6 months.

Keep the benefits the same, please.

Keep the same.

Keep the same level of benefits and BVSD pays for the increase. We are 15.9 million dollars in the black for the 08 fiscal year. BVSD can find the money somewhere. Thank you.

Larger reductions/free memberships to local rec centers or pay for mid-day exercise classes, or pool time, for BVSD members.

Less co-payments.

Let's put them on a trial notice and see how it goes for 1 year. Then reevaluate. The part of the benefits pkg. that is the weakest for me is the eye and glasses. This section is worthless under G. West. And I didn't find any inf. under the Kaiser article. Thanks for the work on this hard topic. It's important.

Lower costs to include families in employee healthcare plans. Pay for physical fitness opportunities and/or massage.

Lowered costs for health clubs, fitness centers, would translate into healthier employees.

Make sure new medications are covered by health insurance so employees don't stress about how they can afford their medication.

Don't continually increase employee contribution.

Make sure there is soap, paper towels and toilet tissue in adult bathrooms all times. Have tables, desks, computers wiped down with something that kills germs and virus. Keep children healthier, warm jackets, good food, and medical care.

Making health care more affordable for teachers so they don't have to pay for it out of their paycheck!

Manage a system and provide incentives (possibly \$\$) to employees who give up parking spaces to encourage bus-walk-biking to work.

Many people have trusted physicians who are not on the Kaiser plan. The physician I use is as important to me as the service rendered. If Kaiser could allow physician of choice - meaning my current physicians, I'd go with it. As it stands, that doesn't seem to be the case.

Maternity is a huge cost and some of us no longer require it, but a lot of others do. So, If we could have a choice, that would help both the district and the employees, plus we both would save on premiums. This saving would probably be enough to keep health Ins. Costs down for everyone. PS.. Dental Ins. Plan is expensive for what you are getting. Other plans on the open market are cheaper and about the same coverage. I would forgo the Dental to save Health costs.

Memberships @ Rec Centers for access to fitness classes, pool & exercise facilities; market bucks to be used at the Farmers' Market; higher premiums for smokers.

Memberships to health clubs.

Monthly premiums should be pro-rated (Poudre School District does this). Fifty dollars per months is a bigger sacrifice for a low wage earner than some that earns a greater amount. The percentage should be greater for the low wage earner, however there are many part time people who do not use the benefits due to the increased costs. To do a flat increase "across the board" is the easiest way to do an increase but is unfair to the employees.

More competitions between schools for running races etc.

More discounts on exercise places.

More education on nutrition and exercise benefits.

More emphasis on preventative care- more discounts at local gyms etc.

More emphasis on preventative health care. i.e. massages, nutrition, acupuncture, chiropractic, health fairs etc.

More healthy lunch options, more discounts to gyms, fitness classes, etc. Weight watchers meetings on sight(?) biggest loser contest(?) or most improved fitness level contest?

More options for gym memberships. Health and nutrition classes and/or where to access them. Hopefully, Obama's health care plan will have some answers!

More options for health care. Discounts for other types of practitioners.....naturopaths, chiropractic, massage. I appreciate the cost of traditional healthcare and have appreciated the district covering the cost of my insurance all these years. I'd love to see us move away from such a traditional "treat you when you are sick" model and move to a more progressive, how to keep people healthy model that incorporates some of the amazing resources we have here in our community. Supporting doctors who take a more integrated approach to health. Thanks for asking.

More preventative care.

More Wellness Checks - in order to prevent long term diseases. A health fair would be a great way to screen a lot of people.

Most employees have specific areas that need addressing. It would be nice to have a plan where we could choose to use our dollars toward dental, vision or health.

Most of my health problems trace back to problems in my work environment; if anyone would ever listen the District could save a bunch of money. Until then the District will be picking up the tab.

My choice isn't listed. It would be to keep our level of benefits the same as they currently are.

My doctor of 24 years is not a part of Kaiser and I would be hard pressed to go where I would see whatever doctor is available. I have used health care more in the past 3 years than ever before but am now back to only the well-woman and some tests throughout the year. I feel that I'm being punished for not using health care more and when I needed it, I feel I'm being guilting for using it. I've never been a part of Kaiser and I know they have as many problems as other health care facilities. I go to a Family Medical Practice and love it because I have a 'doctor' that sees me not a PA. Just my feelings, I'm not angry, just frustrated that the choice is probably going to go away. An after thought - some possible negotiations with YMCA, 24 hour fitness, etc for discounts for BVSD employees.

My family underwent a horrific experience this week with Kaiser. We need to keep choice available as long as possible. Kaiser is also extremely negligent about returning paperwork (I have seen this issue a lot with employee paperwork not being returned timely). The concept of customer service eludes them completely. Investigate the possibility of paying (rather than punishing) employees a stipend of \$20 or \$25, money towards a gym membership or whatever to undergo a program of healthy living with exercise, good eating habits, smoking cessation, etc.

My first opportunity to respond to health survey but I am hoping my input will be counted. Of the three choices (A) is the only option that is closest to my needs, although I do not make enough in salary to afford a higher monetary output for coverage, my health needs depends on the team of specialists I have developed over time. My choice is A .

My first option is to keep the insurance the same. If not option number 1.

My husband and I both work in BVSD and have two children. We have been told that we cannot COMBINE our health insurance so we pay one "family" deductible rather than two individual ones. This would save us SO much money, and cost BVSD nothing (if BVSD contributes the same per-employee amount to a family plan rather than two individual plans, our monthly payment would drop from \$400 to \$40.) This would make a huge difference in our lives, and although I understand it is not current policy, it would not cost the district anything extra to make this change.

My concern with Kaiser is that they do not allow their doctors to give the care they feel that their patients need. It is all predetermined by a computer system. It is also my concern that we would not receive all the information we need to make good health choices. I will give you an example. I have a condition that requires medication. My doctor explained that there are two medications I can take. One that the insurance company prefers that I take because it is cheaper, but it also has a lot of side effects. He also told me that there is another one that has virtually no side effects, but I would have to pay the premium price of \$50. Will we get that kind of information and choice at Kaiser? Programs for health that I would like to see implemented: Negotiate with a health club (maybe the Y??) for a really good deal to encourage everyone to exercise. The Y offers a no join fee, but does not give any discount after that. Organize a diet club to help encourage people to lose weight. Offer classes in nutrition and healthy cooking. Offer classes like yoga and stress reduction rotating the locations at different schools. Organize walking clubs. Organize 15 minute stretching/exercising classes during the day. Work with the city for a district wide eco pass. Get those cars off the road; get people walking to the bus station.

My husband isn't working. I'm paying over \$700/month for my families insurance. In this depressed economy I need you to consider another way to reduce district costs and pass on the savings through employee benefits. Please don't make it any harder on me financially.

My only suggestion is NOT going with Kaiser as the only option.

My preference would be 'B'.

My vote is for everything to remain as it is. Some folks MUST have Great West and Kaiser works for others.

My vote is for option B on the survey on health care options.

Negotiate a discount with Weight Watchers for BVSD employees who have significant issues surrounding weight, or some other established weight management entity. Kaiser offers lower cost insurance to members of the community who are not BVSD. Is there a way to negotiate a way so that hourly employees can even think about using Kaiser for their dependants? I would love to have Kaiser for my kids, but there is no way on earth I can afford that large amount to add them. If I approached Kaiser as a citizen, I could pay for a separate plan...it just seems like there should be a way to work with them to help single income, hourly employees. No copays for office visits and prescriptions! Some people are not able to go to the Dr. when they are sick because they have no "extra" money for the copay.

NO KAISER.

No Kaiser, no way, no how, No, NO, NO Kaiser -- only!!!

No one knows when they might need health insurance. One can be healthy all their life and then get sick, have an accident or etc. For those who do not need medical care possibly or put in a claim give them a reduced the choice of the standard plan without the \$50 contribution. \$50 contribution is still very reasonable for the standard contribution. To keep the insurance I would gladly contribution \$75.

No question, "A" is the best way to go.

None of the above. All bad choices. Prioritize benefits and compensation above big budget programs that don't support most teachers. Stop wasting money on terrible IT decisions.

None of the above. Keep the benefits medical benefits the same as they are now.

None of the plans are affordable for employee+children, which are worse than commercial Golden Rule plans.

None of these are acceptable. Please provide a plan like Cherry Creek where we can invest our premiums the way we see fit based on our own health status, a cafeteria plan.

None of these options are acceptable. I expect the district to think outside the box to find away so their hard working employees do not have to choose between a pay cut, and their health insurance.

None of these options are attractive offerings! Would the increase in Great West have to be \$50? Could it be \$25/mo.?

None of these options is acceptable. The \$1.2M generated annually by the \$50 monthly fee in option A-assuming an estimate of 2000 employees enrolled with Great West- represents a mere 6/10 of 1% of a \$200M annual budget. Additionally, the moment we go to a sole health care provider, as described in option C above, Kaiser will begin to increase its premiums due to a lack of competition; as seen in Cherry Creek.

Not educated in terms of the possibilities - have heard mention of employees able to find much cheaper health insurance going through an insurance broker and they then decide on the coverage and cost as necessary for them and their families needs. District gives each employee a flat rate to be used toward own insurance?

NOT HMOs! Health care will become more of an issue when people avoid going for preventative issues when simple office visits/yearly exams/tests/sick visits end up involving having only limited medical offices to go to, co-pays being paid and they tell you to wait a few more days....and then charge you again when your worse 3 days later, not seeing your same doctor and only able to get prescriptions at limited locations.

Not only so we need to take better care of ourselves, but we must do a better job of evaluating whether we need to see someone and, often, try some other course of action first.

NOTE, I DO NOT WANT KAISER! I've heard too many sad and sorry stories from people who have it! Including acupuncture and other alternative treatment approaches like naturopathy and chiropractics would be wonderful and very much appreciated.

Nutrition and weight loss programs- perhaps incentive for Weight Watchers or something similar/ reduced cost programs for exercise facilities/ exercise classes for staff at the school after school is out for the day or before school in the early morning.

Nutrition counseling, monetary incentives for employees that are a healthy weight and non-smokers, charge premiums for those that have life-choice issues such as obesity and smoking-which healthy employees end up paying for in the long-run, school-wide bonuses for a high percentage of healthy staff, do not limit our health care to Kaiser only-I've heard absolute nightmare stories about their care!

Offer (whole or partial) reimbursement for employee health club memberships with proof of being active (printouts with dates of visits, etc.). Negotiate discounted shares of local, organic farm produce (such as Abodanza Farms, Lafayette farm stand).

Offer a monthly \$ allowance to let employees join a health club. That way employees that don't live in the boulder area could also benefit not just the employees that live in the area.

Offer a reasonable living wage to non certified employees who may have to work four or more jobs to support their families. Provide ECO bus passes to ALL BVSD employees-not just the Ed. Center and BHS- so that others may commute more easily by bike/bus and contribute to a "greener" BVSD and not be economically burdened by the increasing bus fares.

Offer better discounts and incentives to join a gym!

Offer classes to employees such as Pilates or yoga to improve health and well being.

Offer discounted membership in health clubs.

Offer discounted rec center passes for BVSD employees.

Offer discounts if employee exercises regularly, belongs to gym, takes nutrition classes, etc.

Offer discounts on fitness programs/gyms,(etc.)

Offer discounts or incentives for people who do yearly check ups. Offer more discounts for health clubs.

Offer discounts to Health Spa (24 hour fitness, YMCA, Offer classes on health care.

Offer fitness classes or make a personal trainer available to folks. Alternatively, perhaps an incentive for enrolling in a fitness class.

Offer free and low-cost health screenings, flu shots, and preventative healthcare.

Offer lower cost insurance premiums for families that have healthy lifestyles (i.e. no smokers in family, no obesity, no drug or alcohol addictions); offer discounted punch cards to the Boulder, Louisville or Lafayette recreation centers.

Offer more information/instruction on 'Workplace Safety.

Offer vision insurance, such as VSP.

Offer weight loss support groups at work (Weight Watchers program will come to schools). Encourage exercise by offering free or low cost classes before school. Encourage friendly competitions between schools regarding exercise.

Offer workout classes at the schools after school. Teachers choose from a variety of classes. Each time a teacher attends a class they're entered into a drawing for a bike.

Offer yoga at school for the employees.

Offering Eco Pass to employees. Free area wide YMCA/YWCA memberships.

Offering only Kaiser would be wrong, they do not provide the care and standards that you can get elsewhere, I have heard very little positive feedback, and many complaints from employees about their benefits, the long waits, the lack of returned phone calls...

Offerings given at the individual buildings are much more likely to be attended - rather than off site offerings (for example, at the hospital).

One of the benefits of Cherry Creek school district allows employees to choose from a "menu" of health-related benefits in a cafeteria style. This would benefit employees who are covered under a partner's plan.

One of the great 'drawing points' of BVSD is the no-cost employee health care benefit. You are able to hire top notch people who are partially drawn by this benefit.

One of the most important ways to improve overall health is to provide preventative health care options. With the decreased health care, the increased cost, or the fewer available doctors and specialists fewer people will visit the doctor for routine check-ups.

One way to decrease the district's health care costs would be to allow individuals who have insurance coverage under their spouse to decline BVSD insurance coverage. I have had double coverage all of the years I have worked for the district. I would gladly decline insurance coverage.

On-site daycare for staff children.

On-Site exercise facility and showers. Even more significantly discounted passes to local area gyms and other healthy activities (yoga, etc.). Eco-pass program - this will limit driving which limits pollution (healthier for all), most will walk/bike to the bus stop OR bring their bike/walking shoes with them to do more activity during breaks and lunches without having the ease to get in a car and remain sedentary during breaks. Air purifiers in locations such as transportation and other high-air pollution areas to improve lung issues, etc. (believe it or not, there are many breathing issues going on in these areas). Safer buildings/outside areas around maintenance, mechanics and transportation areas. Especially desks and chairs/office areas that are ergonomically-approved. All other ed center areas have great office set-ups that are proper for their work positioning, transportation and maintenance employees get old left overs and make due because there is nothing else....even though there are many complaints of back, shoulder and carpal tunnel issues. I bet a HUGE amount of the workers comp. injuries and insurance costs are in these areas. Grounds are not safe, building/work areas too small and not accommodating to the number of people in the areas. MANY unsafe conditions contributing to poor health in the district.

Open ed center to weekly healthy vendors- such as Phil's burritos on Tuesday. Offer some kind of discount or incentive to have low blood pressure, good cholesterol, etc More blood drives at the ed center!

Option 4) District fully funds current insurance plan. Diminished benefits and lack of choices for insurance providers would be unacceptable. Kaiser is not an acceptable option if it is the only choice.

Option D: Keep Great West standard, the district pays the \$50 cost per employee. Note: I've been going to my doctor for a decade and I want to be able to continue to see her. The Kaiser only option would not allow this.

Our school has teachers teaching dance, running, and other classes to students. Our school has teachers taking exercise classes with a personal trainer at the Broomfield rec. center. In England they pay their doctors more if their patients are healthy. Maybe we could earn salary credit for nutrition classes and cooking classes and exercise classes.

Paid City Rec Center memberships for employee and discount for families. Big discounts on weight watchers memberships.

Pair w/ local community rec centers for reduced costs for district employees.

Part of the problem with health in a school system is that children come to school sick and everyone is in a confined environment where germs spread easily. In addition, the stress of our jobs, with ever-increasing paperwork and new programs to integrate into our classrooms, contributes to illness. My suggestions: 1) Encourage parents to keep sick children home. 2) Provide substitutes for speech-language pathologists, OTs, PTs, etc., so that we will not feel guilty for taking days off and missing therapy sessions with kids, and can take time off in order to be healthy.

Partner with health clubs and gyms to offer discount memberships for BVSD employees.

Partner with regional fitness centers, such as 24-hour Fitness and Bally's, to offer low-cost memberships for BVSD employees.

Partnering with local recreation centers for reduced admission costs or memberships.

Pay for health clubs.

Pay for Rec Center memberships.

People need a choice. I choose A for medical needs. To be forced to choose something with no other option is really not a choice or benefit.

People who strive to exercise, eat healthy and fulfill other requirements of a personal "plan" for healthy living should be able to pay less on their health insurance.

Perhaps additional incentives for rec center or gym memberships or for teachers collaborating in physical activity (whether during the school day or beyond), or for taking alternative transportation besides driving to work...

Plan (a).

Please consider a District wide opportunity to access the RTD 'Eco-pass' program for all employees. I currently spend \$110 per month for Local Monthly passes for my middle school daughter, and for myself. We ride the Jump and #225 daily, and have personal experience of how heavily the RTD 'school routes' are utilized by elementary, middle school and high school students, faculty and staff in the BVS District. Use of the RTD system GREATLY decreases traffic congestion and potentially dangerous traffic/transportation incidents at and around our schools, while decreasing the negative impacts of 'singleton/double' low occupant vehicle trips on our environment.

Please consider a high deductible major medical plan, with a Health Spending Account (HSA) option. An HSA has several advantages over a Flex Medical account, in that it acts like a bank account, earning interest, and is not subject to the "use it or lose it" that is required in a flex account. Most employers will deposit a monthly amount into the employees HSA using the large amount they save on premiums. The employee may also deposit pretax money into the HSA, up to the yearly limit, and this money is used toward all medical expenses, just like the Flex account. The advantage is that unused funds continue to accumulate, earning interest, without a limit. This encourages the employee to wisely manage their medical expenses, rather than looking for ways to spend the money in their Flex account so that they won't lose unspent funds at the end of the year. Instead, they are rewarded with a larger, interest earning bank account when they make wise choices that limit their health risks and expenses. With an employer making monthly deposits into the HSA, even if the deposits are small, it doesn't take long to build up enough in the account to cover a high deductible.

Please consider allowing funding to support employees to obtain Eco-passes at a reduced cost. This is a benefit that supports employees' health (walking more) and supports our community and environment.

Please consider other cuts to allow a similar level on insurance as currently without raising employee contributions. You might also look into the other insurance companies currently advertising on TV with the cheaper rates that still allow you to go to current providers!

Please consider starting a BVSD Eco Pass Program as an employee benefit.

Please consider starting a BVSD Eco Pass Program as an employee benefit. Commuting by bus offers a host of personal, community, and ecological benefits. Going to a bus stop is often by walking or cycling. Transit use reduces road traffic and air pollution and provides a welcome alternative to the daily grind of driving alone in traffic.

Please consider starting a BVSD Eco Pass Program as an employee benefit. For personal health and world-awareness, I think it sends a strong statement to employees and the community about our values.

Please consider underwriting exercise facility membership for employees -- Boulder city, for example, has an arrangement with the rec centers for reduced membership fees. Improve mental health provider quality -- I have been very disappointed by the people I used when I had a family crisis and required immediate support for my children. Find a way to deeply discount alternative health care options -- massage, acupuncture, nutritional care, etc.

Please do not just go with Kaiser. There are specialists out there my child uses and needs that would not work under Kaiser. Also, I have heard many unflattering situations about Kaiser that are quite scary.

Please do not make us join Kaiser. That is not a way to improve our collective health. We are under a great deal of stress and have little time to exercise-could we set up a deal with the city for gym time?

Please do not put Kaiser as the only healthcare, give employees different options.

Please don't ever make Kaiser the only option!!!!!! Please!!!

Please don't put everyone on Kaiser. Although there are a lot of facilities to access, there is no choice in the provider that you get when you go to the doctor. Choice is very important, especially to women who have to see an OB or who are having a child. Thanks for all your hard work!

Please leave us the option of choosing either Kaiser or Great-West- I have 35 year association with the Boulder Medical Center and Boulder Community.

Please note, I'm all about saving money by having Kaiser only. However, please know Kaiser does NOT recognize same sex couples as family members and will not allow visitations. As an ally to many gay and lesbian couples, I feel our district needs to be sure that if Kaiser is the only healthcare provider, we support them in changing that policy as we are giving them a significant amount of money if we change over.

Please offer EcoPass to all employees. It would increase their health. Please offer a Pounds Off Program - give some incentive for people to lose weight. Maybe increase their premiums if they are obese?

Please share results of comparative programs such as United Healthcare. Thank you.

Please try and negotiate a better family rate. Many professionals I know outside of teaching have family plans that range from \$100-\$300 a month. Why does ours continue to be so high? Also, increase the district's contribution to the pre-tax medical expense program. \$120 does not go far.

Possibly some sort of exercise program on a regular basis or a cut rate at a gym?

Possibly some sort of reduced cost for people who are keeping healthy - staying w/in healthy weight ranges, exercise, good blood pressure, etc.

Preventative health insurance \$ allotment: Say \$850.00 for chiropractic, massage, acupuncture, stress reduction classes, pay for gym or yoga classes.

Preventative medicine - offer free passes to local health clubs, sponsor family fun nights where a variety of healthy food and activity choices are offered.

Preventive care - encourage and support health care that can reveal and treat/manage potential issues before they become serious (and ultimately, costly) to everyone. Encourage and promote use of EAP program, it might alleviate some of the burden on health care costs. Thanks!

Prizes or cash rewards for improving health such as significant weight loss, lowering blood pressure or quitting smoking.

Programs that encourage exercise and good nutrition. Also facilities checks for "building health".

Promote more healthy lifestyles - exercise - eat more healthy foods - do not smoke - limit excessive alcohol consumption - get regular medical and dental exams - practice preventative health and dental care.

Promote, encourage and continue to offer incentives to utilize the flex plan. Continually assess the options and are there better health care choices available? Explore ideas that might incorporate non-traditional and preventative care i.e. chiropractic, acupuncture, homeopathic medicine, etc.

Provide a district-wide Eco Pass and fund school based wellness programs. It is well worth it for the employee to pay \$50 for the Standard Plan in choice A and to have a lower cost option as well.

Provide annual "wellness" check-ups for free. Includes screenings appropriate to age. Catch "issues" while they are still small and manageable.

Provide Eco-passes for all interested employees.

Provide Eco-passes so that more of us can get out of our cars and since taking the bus requires a bit more walking, this would help our health as well as our environments health. Thanks!

Provide ergonomic chairs for all employees... I am a 20+ year veteran teacher and I have NEVER had a good chair. Even though I rarely sit in it, whenever I do, I end up with a back and hip ache.

Provide information on the importance of fresh air, sunshine, diet and exercise for maintaining a healthy body and mind.

Provide partial reimbursement to employees who have a monthly membership fee to a health club or fitness program, i.e. Lake Shore, Flatirons, Curves, 24 hr Fitness, etc.

Provide salad bars in school cafeterias.

Pursue all possible means to support a "single payer" national health plan that will bring free/minimal charge healthcare to ALL citizens (not-for-profit). This would lower overall costs for not only BVSD but many others.

Quit smoking. Nutrition counseling. Increase physical activity - monetary incentives to improve, i.e., cholesterol levels, weight loss...

Quite frankly, the health care coverage option for dependents is laughable at best. What it would cost to insure my children under BVSD's plan is a slap in the face to its employees. Either provide a plan that's fair and makes sense, or none at all. Over \$300 a month to insure by two young sons???? Are you kidding me? I know non-profits and businesses that are barely getting by that offer much better plans. Why is BVSD in this position?

Raise our rates if you have to. Please do not force us to all go to Kaiser. Lots of us have doctors we have used for years and don't want to change. Thanks.

Rather have reduced benefits then have to have money coming out of paychecks each month for benefits. Since having trouble pay billing now.

Really pay attention to alternative medicines as part of care. Well applied acupuncture or structural integration can result in fewer sessions and less cost than traditional western medicine or chiropractic care.

Reduce benefits to non-BVSD employees or raise their costs only in order not to diminish coverage to employees - your \*primary\* obligation.

Reduce sugar used as "reward" at various BVSD functions - e.g. each of us at an equity training was given an enormous bag of chocolate. Create opportunities for walking at schools.

Reduced fees at local athletic clubs.

Reduced or no cost for preventative care: screenings, wellness programs, massage...

Reduced rate for Boulder Rec Center usage for all BVSD employees. I know there is a slightly reduced rate now, but it's still expensive.

Regardless, of my choice, the benefits for employees will decrease. Kaiser, sounds like the most viable plan, but will not allow any other options. With Kaiser there isn't any continuity or the ability to build a relationship with any particular physician. I work with people that can't afford health insurance regardless of any options you may provide, so in my opinion there isn't any solution. I'm

sure this is a waste of time, because I doubt anyone is going to read or even take into consideration what my thoughts or opinions are.

Research cost savings of selective opt out or in of coverage. (exp: maternity coverage - most likely less than 50% of employee base really need or want this coverage. The same might be true for other coverage, i.e. vision, alternative medicine, substance.

Review the priorities of the district. Staff works 6 days a week, 12-15 hour days--this cannot be healthy.

Sanity during the school day would help tremendously - planning time for elem. teachers, valuable professional development (training in Writer's Workshop rather than DRA-2 training . . . DRA-2 would not be necessary if teachers had smaller class sizes and could actually know each child as a reader/writer) This in turn would help reduce stress. In addition, of course, having incentives to take kids hiking, biking, swimming, etc. as part of an Outdoor Ed or PE program where teachers are also encouraged to participate, healthier school lunch options for everyone, No Child/Teacher Left Inside initiative - get people out and exercising.

See about a discount for programs such as Slim for Life.

Seek more BVSD membership discounts at local fitness centers.

Set up a series of "be good to yourself" competitions. One could focus on the importance of moving. Distribute pedometers and expect employees to count 10,000 steps a day. Have employees email their number of steps a month, email "happy feet" notes to all employees who reach that level and maybe send a cheap trophy for all schools/departments that have 80% of their employees at the steps' standard. Another could be to focus on diet. Share what people should be eating and ask people to send in favorite ways to eat well every day (hopefully they'd be clever) or favorite recipes with novel names for an Educators Eating Right recipe book, complete with names of contributor and school. Just some ideas. Good luck!

Setting up group swims, runs, bike rides, etc.....

Simply put "more benefits, less out of pocket expense".

Since any given school is a petri dish of germs, making hand cleaners more readily available and providing anti-bacterial wipes in locations of community property will possibly help prevent the spread of illnesses. Dispensers that are refilled by the custodial staff and furnished by the district will be more available than personally purchased items that are locked away to prevent theft.

Since I will be on a 110 next year, I am not participating in this survey.

Since obesity is connected with rising health care costs, perhaps the district could come up with a weight loss/exercise program for employees. Just a thought...

Some type of incentive based system that uses critical measures (weight, blood pressure, etc.) to motivate folks to live healthier.

Somehow getting more employees to bike to work!

Special incentives for those who practice "preventative health", which definitely is less expensive in the long run.

Start the school year later or put air conditioning in all classrooms to relieve heat-related stress.

Stress is the cause of a lot of different illnesses. The employees in this district need less stress. Stress is caused when we have to teach our curriculum in 6 months instead of 9 to get ready for the CSAPs, adding too many changes and new things to our curriculum etc, etc. Employees need to feel appreciated because most of what we hear is negative. Feeling appreciated would help our mental health which would affect our physical health. I know these aren't programs or incentives but if we (BVSD) have to cut costs, how can you afford programs and incentives? Maybe an incentive could be lower costs for people that are healthy?

Stress reduction- sane hours for teachers, discounts on yoga, gym, tuition for workshops on stress reduction and self-actualization.

Stress relief for teachers, for example massages, yoga classes that are offered after school AT our schools (maybe run by local rec centers, YMCA...).

Subsidize membership in health clubs (cover monthly fees).

Support single payer.

Support walk/ride/public transportation to work, passes to local rec centers/gyms, tell more people about ComPsych Guidance Resources, focus professional development days on positive staff interactions.

Tax-free Health Savings Account.

Thank you for soliciting input from employees. I appreciate the position of our district but I do not believe the above choices may not include all the options. I would like to vote for (D)Keep them the same as defined in our current benefit package. Thank you.

Thank you for the reminder; however, I am retiring on March 20.

Thank you for your considerations - I am so thankful for the health benefits provided by BVSD.

Thank you for your work on this.

Thanks; I am not covered by Health Benefits thru BVSD. I did not think I had to vote.

The answer to your question, I am not sure, however, please consider if you put the district on a Kaiser only plan, there are people/families who have specialty doctors and need the Great West type plans. Please consider the families before making Kaiser the only option.

The best way to keep costs down is to have preventative health care. Massage, chiropractic, acupuncture, mental health etc. A gym or some type of discount at a gym/yoga as a BVSD employee would also help reduce stress and improve overall health of employees both mentally and physically.

The best way to keep people healthy is to keep healthcare affordable. This new plan does not do that for Great-West users, especially for Unit C employees. This new proposal is inequitable, discriminatory and punitive.

The City of Westminster offers its employees a "Wellness Plan" where they get a \$15 credit PER MONTH on their Health Insurance Premium if they abide by certain rules (no smoking at all is a big one). This is VOLUNTARY, but those who opt for the Wellness Program don't spend a lot of money with doctors or other healthcare issues. Contact their HR for more information.

The continued preventative classes/"tests"; informational issues - class discussions; more on gluten and dairy sensitivities!!

The cost of adding family members to any BVSD-provided health care plan is absurdly expensive. I have friends and relatives employed by significantly smaller (and poorer) organizations that have comparable coverage for significantly smaller costs. BVSD is either being taken advantage of by these health insurance organizations or else BVSD is taking advantage of its employees.

The district already provides the opportunity to take part in continued learning courses of the employees' choice; for example language classes and arts classes. Why not offer courses like yoga, hiking, maybe rock climbing. Activities primarily focused on being active and physically fit. Also you could explore the option of doing some sort of a healthy culinary type course. Based on healthy foods and teaching how to prepare the food in a tasteful but healthy manner.

The district should provide reimbursement for a gym membership, similar to how they reimburse for tuition.

The district should stop changing programs and/or curriculum packages that teachers are expected to use every few years. Much of the time, there are not enough resources and/or to support the teachers and this adds to the stress the teachers are already feeling. Lower our stress by allowing for more supports and few changes, giving us time to develop and implement our programs. Another thing is to provide healthier food choices in the cafeterias, which I know the district is working on. Provide healthier breakfasts for our free/reduced lunch kids.

The family plan should be scaled by the number of dependants on your plan. For example, 1 kid, one spouse = \$, two kids, one spouse = \$\$, etc. The formula should be more arrange with pay as you go philosophy.

The high cost of the dependent insurance makes it VERY difficult to include families on this. Even though my husband is part of a small company, their dependent insurance is significantly cheaper than Great West dependent coverage. I do not understand this. If families only had Great West or Kaiser, and needed dependent insurance, this is a difficult situation-I am thankful I have other options. People with large bills, should be required to pay monthly to offset some. It is frustrating when I so seldom need any health care that my portion of the bill keeps increasing because of others.

The money that the District pays for healthcare should be "paid" to the employee so that they can find their own insurance. I for one do not want to have anything to do with Kaiser, now or ever!

There is a multitude of available health care organizations. Explore them all and present the top 3 to 5 for more options.

There should be a fourth option: invest the money necessary to leave things as they are. Teachers deserve affordable choices.

Thanks for listening.

There should be an option for those who choose not to receive benefits through the district to be compensated so they can pay their premiums through another organization. It would benefit the district because people would get healthcare elsewhere, saving the district money on claims.

There should be more access to alternative health care such as nutrition, massage, homeopathic medicine, wellness, etc. We should be looking at preventative medicine rather than only disease related health care. Research shows that companies save \$5.00 for everyone \$1.00 spent on preventative efforts in the long term.

These are totally unacceptable; the district needs to come up with something that supports its staff. To keep it affordable we have to change companies, which means changing lifelong drs.....NOT okay. Please surprise us and do right by the employees of this district...thank you.

These suggestions are an outrage. I am a generally healthy member of your employee pool and have watched as my benefits have shrunk and I've been asked to pay more and more for less and less. I don't want this district to pay one penny on helping people to stay healthy unless it is to help us have regular and affordable health care.

This does not apply to me - I have health insurance through my husband's employment so have not used BVSD's. My opinion would be to keep two options available to employees who use the insurance.

This is a pay cut, plain and simple. Pretty sneaky!!

This is just a suggestion for the FSA: think about aligning it with the health care plan year (August 1st-July 31st, or whatever it is) rather than the calendar year so that if deductibles and co-pays increase, we are better able to set aside money in our FSAs to meet our healthcare costs. Exercise programs at schools for staff; organized walks/runs afterschool or on weekends; discounts for participating in the Bolder Boulder and other local running/walking/biking events in the Denver Metro area.

This is my opinion of the choices we are given above: I'm really between a rock and a hard place. I have been with my current doctor for over 12 years and with the practice for over 20. The office is my children's doctor, my husband's doctor (another policy) and I have relationships with everyone there. I hate to see a precedent set for us paying for our insurance, as that is one of the benefits that counter the little pay and long hours we put in. I do understand the hard economic times, as my husband has been out of work (disabled) for 8 months. I do NOT want to be forced to use Kaiser. Their programs in Colorado are full of nightmare stories, including a close friend whose father had to wait 4 months for "testing" before having type one cancer operated on, and by then it was too late!!! Our copays are already so high, that without help of my husband's insurance I wouldn't be able to afford things like physical therapy and going to a dermatologist. At least more than for one visit. So, \$50 a month is the least "worst" choice to keep my personal physician. As for benefits, supplementing gym and rec center membership fees, having drop in mental health sessions by a professional, supplemental pay for things like massage and chiropractic care would all be great. As we know, the stress of our

jobs is probably the biggest contributor to any ill health or long-term health issues we may have. Wellness speakers, school based programs like exercise, yoga or pilates classes and Weight Watchers would also be some things to try. Thanks for the chance to share my thoughts and ideas.

This is so depressing... What about incentives for people who bike or walk to work? :)

This really isn't a fair survey when you don't give any idea about what the increase in cost would be for option B. I did vote for that option, though I don't think any are good options. I especially DON'T want Kaiser!!! I have family members who have had bad experiences with them. And, I have an established health care team, some of which I have been seeing for 20 years ==> I do NOT want to change physicians. Thank you for your time and consideration.

Time for physical exercise for teachers.

Time is the greatest factor in being able to remain fit and healthy. Most teachers don't have enough time to do the job well, take care of their own families, and take care of themselves. We need more to talk to colleagues, parents, and students. We need more time to plan and evaluate the work we are doing with students. If the district is serious about reducing stress and increasing health they should make sure that all teachers have ~90 minutes of planning time per day. (So, bring back the middle school planning period and give elementary teachers more planning time.)

Times are tough enough without raising our health care costs. I would rather have my deductibles up a little than my rates up \$100.00 or more for my family. Especially since our raises won't reflect that enough to cover the costs.

To add on a "Family" is very costly - I would like to see it more reasonable. We used to use Kaiser but were not very happy with the results. I would like to stay with Great-West so we can stay with our current doctors. Again - I would like to see lower costs for family additions. I don't know what the answers are but for a single secretary with 3 kids I can't afford to work here and give health insurance to my family.

To be honest, I think health depends mostly upon individual choices (which are influenced by environment, but are choices none the less), time and money. If money is tight during grocery time, then people will not buy the whole grains and amount of produce they should. Same for working out: if a teacher doesn't get home until 8, then they probably will not be going to the gym that day. I think if the district keeps hours as reasonable as possible and not lower salaries, then that is probably the best thing they can do for health. Making an alliance with the YMCA or local gym will not make people GO to the gym. In fact, if someone has to pay for something on their own, they're probably more likely to make use of it. If the school lunches were nutritional then staff could be encouraged to also get school lunch, which would be convenient and probably not too expensive. Stress also increases the chances that one will be obese and/or have health problems, so anything the district could do to lower UNNECESSARY stress (i.e. not judging schools by their test scores but by their overall merit, while maintaining appropriate academic standards) would probably help. If the district does want to do something to improve the health of those working in schools, the sensible thing to do seems to be to tie it in to the whole school, since we're here and many kids have very unhealthy habits as well. Maybe classrooms should be required to have a certain amount of "active" time per week, which could include academic activities that are active. According to research, the majority of children we teach now learn best when they are doing, and doing generally burns more calories and uses more muscles. Maybe you could also do a survey on if the district employees would benefit from an eco pass program.

To improve collective health, reduce level of stress. This should include, among other things, giving employees some confidence that their benefits will not change every year or two. None of these choices are acceptable. We should continue to receive the same benefits, for close to the same costs. Each time the program changes, the benefits decrease. It is, in my estimation, deceptive to pretend that having the employee pay no contribution for coverage means much. Employees should be able to count on the coverage that will be available, and that should not mean that in return for paying no premium, you have to pay a larger co-pay-- such as 30% instead of 20%. There should be a program available that allows freedom to choose your care providers that is not tied to Kaiser. I think it is a serious mistake to limit all health plans to Kaiser. To me, that would be no coverage at all. In the choices given, cost of care seems to be the only basis for choice. What happened to quality of care, and freedom of choice?

To improve health, we need good health care. Is there an option of exploring other health care providers so we can get the care we need at a small cost to us?

My husband and I are both currently employed by Boulder Valley Schools. As I am looking at the proposed health plans, I am nervous about a Kaiser only option. It's worth the additional cost to have options for employees.

Try to keep the plan as is. Maybe increase the copay.

Using Great-West I can see my family doctor and not have to hassle with Kaiser.....I can't see changing that relationship.

We are being offered 3 choices which are worse than what I currently have. I choose to keep my current plan with Great West. We love our Pilates & yoga classes here! Please offer more "healthy" incentives.

We need Eco-Passes. I feel frustrated that we as a district are promoting things such as National Walk to Schol Day and Bike to Work Day and then do not offer Eco-Passes in an attainable manner so that teachers and staff may continue to set these healthy examples for our students.

We need more preventive health care other than exercise. Some suggestions are check-ups, skin checks, eye checks and teeth checks (not necessarily cleaning as this would be very expensive for the district) as well as exploring ways to help employees reduce their stress or better deal with it in order to make sure things are going well before we get really sick.

We need to have an option of eye care other than with Kaiser. I feel that having Kaiser only should not be the choice we should have for our medical care as well. I have Doctors that I do not want to change from.

Weight loss programs resulting in a 10% weight reduction - some kind of reward. (Not asking BVSD to pay for the program, just offer an incentive to do it.) Maybe the same for bringing down cholesterol numbers? Just a thought.

Weight loss/exercise incentive programs.

Weight watchers type classes and a "biggest loser" competition health club discounts or a BVSD "health club" where we could work out.

Wellness perks - if you do not use coverage very often due to a healthy lifestyle, you would not be penalized.

Wellness plans in the schools. Weight loss plans REAL discounts on fitness clubs, fitness classes.

Wellness program which could possibly include group discount to a fitness center. There are several "chain" fitness centers between Boulder and Broomfield areas. If employees choose to go on their spouse's or significant other's health plan, they should receive a credit towards their paycheck.

What will be the co-pay? Will it be a large amount? Also when do we get a directory as to who is available in our plan???

What is the cost or increase of copays for plan B? This information would be beneficial in making a decision between plan A or B.

I'm not opposed to either (plan A or B) but knowing how much of an increase can have an effect on my decision for either plan. It may be beneficial for \$50 more a month if the cost of copays go up and so forth.

While it is understood that Kaiser is less expensive, not everyone can access Kaiser. Having 2 facilities within the BVSD boundaries is not viable to drag your family to these facilities. If there was a Northern Kaiser (not Longmont Northern) further north, this would be viable. It feels like a punishment if you do not live in BVSD boundaries (generally it is because you can not afford to live in BVSD boundaries).

WHY CANT WE GET INSURANCE CHEAPER??? IT'S A QUARTER OF MY CHECK GOING TO HEALTH CARE. I AM NEEDING TO GET A SECOND JOB JUST TO COVER THIS? CAN YOU HELP WITH THIS? 2 JOBS IS QUITE TUFF WITH A FOUR YEAR OLD?

PLEASE LET ME KNOW WHAT YOU CAN HELP WITH HERE...

Why don't we do a health trust? I worked at a school district that did this and we only paid about \$300.00 for a family of three. I also had better coverage and lower deductibles. This is horrible! I shouldn't be paying \$900 a month for three people! You are being really vague with these descriptions. Tell us what is really important...How much am I going to pay for good health care for a family three?

Why not ask if there are any other ideas about reducing costs instead of increasing health plan coverage. For example, what would be saved by decreasing teacher annual leave to 11 or 10 days instead of 12? Would this help offset costs without increasing benefit costs to employees? Also look at the possibility of eliminating the sick leave bank. This is not something that occurs at other businesses. Allow individuals the ability to accumulate what they want. This does not answer the question asked but you left no room for other thoughts.

With all of the employees we have, you should be able to find an insurance company with more thorough coverage. These will all affect our pocketbooks greatly, with less coverage. I am a paraeducator and on the lower end of the total pay scale, and cannot afford to pay so much for specialists. I am diabetic and need to see specialists to help contain the spread of this disease. I have had the same doctor for 25 years. Please find a way to help us. Choices A and B punish us.

With health care still rising maybe BVSD should look at forming a larger health care network with other districts (we are all employed by the state) to get a better deal. It seems to bigger you are the better deal you can get.

With Kaiser, there are no options for alternative approaches, such as chiropractic, acupuncture, or massage. When people can utilize these types of alternative care, there may be less need for traditional medical care.

Women members' multiple mammograms all paid for in benefit year. Sometimes the basic yearly mammogram is inconclusive and follow-up ultrasound is needed. These follow-ups should be covered as well!

Work on better discounts for memberships dues at local recreations centers of fit centers. I believe keeping your body in shape it's a good way to prevent major health problems.

Would it also be possible to opt out of health benefits and just keep dental benefits?

Would it best serve those who are on the Great-West plan to be given a stipend to pay for a carrier of our choice that is outside the district offerings?

Yikes! The thought of health care costs going up when district employees may not get a raise is frightening. The Kaiser alternative is not appealing as I have had this coverage in the past and have not been impressed. I believe the best way to promote health is to focus on prevention such as the discounts the district offers to Core Power Yoga and the recreation facilities in the area. Perhaps highlighting the presence of these wonderful options would be a smart move. I only found out about the Core Power discount through their website (although I know it is on BVSD) and I have become a fan of this affordable, healthy option. PLEASE don't eliminate this type of option for employees!!!!!!!!!!!!!!

None of the choices are acceptable.

You should not be charging us more for health care. We don't make much as it is.