

# PCS Employee Wellness Champion Program 2025-2026

Please review the information below and share with your selected Employee Wellness Champion (EWC). EWC's are subject to review and approval by the District Employee Wellness Team. Please make sure the individual is willing to serve in this position and will do a good job for your entire staff.

## Requirements for Champion

- Champion positions must be on the PTS/Instructional salary schedule and be nominated by Principal/Administrator/ Supervisor. **Administrators and hourly employees are not eligible.**
- Champion must be able to meet with the district wellness team for education, planning, and reporting purposes three times per year. Meetings will be held at the Administration Building or virtually. Meeting dates will be sent to all champions at the beginning of the school year.
- Champion will plan and coordinate programs at their individual location based upon program priorities, parameters, employee interests, and financial resources. Specific program objectives will be outlined during the Kick off Meeting.
- Champion will promote, advertise, and encourage participation of district sponsored wellness programs and screenings.
- Each Champion will be given an annual budget for the following purposes; amount will vary depending on school size.
  - ☐ Speaker fees
  - ☐ Instructional materials and printing costs
  - ☐ Refreshments
  - ☐ Incentives
- Supplement pay available, determined by number of requirements completed, paid out annually at the end of the school year. Only one Champion per site will be eligible for the supplement.

***Champions must attend at least 2 meetings and hold 1 program in EACH semester (2 programs total) to earn any supplement.***

## Requirements for Principals

- Allow Champion time at staff meetings for wellness updates and distribution of materials to teachers and support staff.
- Allow Champions to promote programs through email, posters, or other appropriate communication methods.
- Allow Champion to utilize a bulletin board or common staff area to post wellness materials.
- Show support and promote program to encourage staff participation and acceptance. Your participation in worksite and district wellness programs is highly encouraged and appreciated!

# PCS Employee Wellness Champion Program FAQ

At Pinellas County Schools, the goal of our wellness program is to encourage healthy eating, physical activity, and a healthy, emotionally balanced lifestyle for our staff. With such a large population of employees and retirees, we target many areas of wellness for not only our employees and family members with low level risks, but also for those members who are struggling with chronic diseases. We are committed to providing resources, tools and incentives to our staff which support personal health improvements and achieving a healthy lifestyle.

Our branding is **BeSMART**.



Three basic but valuable ideas; resilience to stress, healthy eating, and remaining active, are the foundation of our initiatives.

## **What is the BeSmart Worksite Wellness Program?**

The Worksite Wellness Program is one program offered within Pinellas County School's Be Smart Wellness Program. The program utilizes Employee Wellness Champions (EWCs) to deliver wellness programs and information to the entire staff at their assigned worksite.

## **What is an Employee Wellness Champion?**

An EWC is a PTS/Instructional employee who receives a supplement for meeting required objectives that promote wellness at their designated school/location. **Hourly employees cannot fulfill this position.**

## **What does it cost the school to have this program?**

Absolutely nothing! Each EWC has a budget which they can use to pay for supplies, speakers, and incentives they need for the program. The budget is determined by the number of staff at the worksite. This money comes from the district's wellness budget supplied by our insurance carrier. EWCs have the potential to earn a supplement of **\$450**, determined by the objectives they meet for the program.

## **How do the champions earn the supplement?**

The champion will be able to earn a max of \$450 for completing various programs, attending meetings, and communicating to their staff. The break down of the supplement will be covered at the kick-off meeting. Champions must attend 2 out of the 3 meetings and complete at least 1 program in each semester (2 programs total) to earn any supplement.

## **What types of wellness activities can the EWC promote?**

1. The programs should be fun yet educational or inspirational, focusing on learning or reinforcing healthy behaviors. The programs should be innovative and creative. Common programs include walking, nutrition, stress management, etc.
2. The Employee Wellness Champion will also post and promote district wellness information.
3. The Employee Wellness Champion will have guidance from the Employee Wellness District team.

## **What types of programs do not meet guidelines?**

Community fund raising events: ex: American Heart, Cancer Awareness, American Diabetes Walks/Races, etc.

## **What are the benefits of the Worksite Wellness Program?**

It has been proven that people who are healthy and manage stress effectively are more productive, more motivated and more satisfied - at home and at work. While our focus is to promote the health & well-being of district staff through education, behavior modification, guidance and support, the program also produces good role models for the students while supporting highest student achievement.

Any questions please contact Caleigh Hill, [hillca@pcsb.org](mailto:hillca@pcsb.org) or Brandon McIntosh [mcintoshbra@pcsb.org](mailto:mcintoshbra@pcsb.org)