



GRANDVIEW
C-4 SCHOOL DISTRICT

Employee Wellbeing Guide



Message from Leadership

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A Message from Dr. Amaya, Assistant Superintendent of HR

At Grandview C-4, we believe your wellbeing is essential, not only to your health and happiness, but to the strength of our schools and community. When you feel your best, our entire district benefits. The work you do each day is meaningful and important, and we want to support you in all areas of your health - physical, mental, social, financial and community. This guide is part of our commitment to helping you find balance, stay healthy and feel genuinely supported both at work and in life.

Thank you for the heart you bring to your work. Please take time to care for yourself and explore the many resources available to you. We're glad you're here and we're here for you.

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Meet Janet

Coordinator of Employee Wellbeing

Hi, I'm Janet! I serve as the Employee Wellbeing Coordinator for Grandview C-4, where I have the privilege of supporting all aspects of wellbeing for our amazing staff. My goal is to help create a positive, encouraging work environment where employees feel valued, part of a community, and empowered to take care of themselves, both in and outside of work.

Whether it's organizing wellness challenges, sharing resources, cheering on your step goals, or planning team-building events, I'm here to make wellbeing engaging and meaningful. I also lead our network of Wellbeing Ambassadors across the district and use staff feedback to shape our programming.

Outside of work, I love traveling (especially national parks), reading, and spending time with my big extended family. I'm so glad you're here!

Anytime you have questions about a wellbeing program offering, I'm your gal! You can reach me at Janet.Melton@grandviewc4.net.



Wellbeing at Grandview C-4 School District

Vision

To cultivate a culture where every employee feels supported, valued, and empowered to thrive physically, mentally, socially, financially, and within their community.



Physical

Supporting your body's needs through movement, sleep, nutrition, and preventive care to help you feel and function your best.



Mental/Emotional

Caring for your mental health and daily emotions with self-awareness and resilience to navigate life's ups and downs.



Community

Finding a sense of engagement, purpose, and contribution within your broader community.



Social

Nurturing meaningful connections and maintaining relationships with people who make you feel seen, supported, and accepted.



Financial

Feeling confident and capable in managing your finances to reduce stress and build long-term stability.

Onsite Wellbeing Services

Bringing Health Support Right Where You Work

We get it - your days are packed! We bring the wellbeing support straight to you with hassle-free services and resources at your worksite. Stay in-the-know by reading the Wellbeing Wednesday newsletter.



Health Screenings

Quick and confidential biometric screenings to help you stay informed and proactive.

Mobile Mammography

Annual screenings made simple and accessible, right at work.

Flu Shots

Seasonal protection without the hassle of an extra appointment.

Massage and Muscle Work

Relax and recharge with onsite chair massage.

Healthy Snack Days

Nutritious grab-and-go options to fuel your day.

Ergonomic Workstations

Enjoy newly added, ergonomically sound office furniture to keep you comfy and pain free.

Wellbeing Discount Programs

Garmin Discount Program

Gear up and track what matters most on your own personal wellness journey with the **Garmin Vivosmart® 5 - only \$50 for staff** (retail \$149.99)! Monitor your steps, sleep, stress, heart rate, and more. Contact your Wellbeing Coordinator, Janet Melton to claim yours today: Janet.Melton@grandviewc4.net.



The View Community Center Discount

All employees receive 10% off the resident rate!

Whether you're a Grandview resident or not, enjoy an exclusive 10% discount on membership at The View; our local community center and fitness facility. Enjoy the gym, indoor track, rock climbing wall, pools and more! Simply present your employee ID to sign up at the discounted rate.



Questions: Call The View at 816-316-4888 or visit at 13500 Byars Rd, Grandview, MO.

Blue365 Discount Center

Blue365 can help make living well more affordable with year-round discounts and exclusive offers. Gain access to health and wellness related deals on fitness products, gym membership, healthy eating and more. Go to BLUE365DEALS.COM/BBLUEKC to learn more.



Working Advantage Discount Center

Enjoy access to exclusive savings and discounts on:

- Movie tickets & streaming services
- Hotels, rental cars & travel
- Concerts, sports, theme parks & shows
- Electronics, apparel, and more

Sign up is free and easy:

1. Visit www.workingadvantage.com
2. Click "Become a Member"
3. Use our Company Code: GSDFUN

Questions: Janet.Melton@grandviewc4.net



Gym Reimbursement Program

The Grandview School District is proud to support your wellness goals. If you're an active gym member, you could be reimbursed up to **\$75 per quarter** just for working out.

Here's How It Works

1

Hit the Gym Consistently

Check in at your fitness center or studio and **complete at least 30 workouts per quarter.**

- Q1: January 1 - March 31
- Q2: April 1 - June 30
- Q3: July 1 - September 30
- Q4: October 1 - December 31

2

Submit Your Record

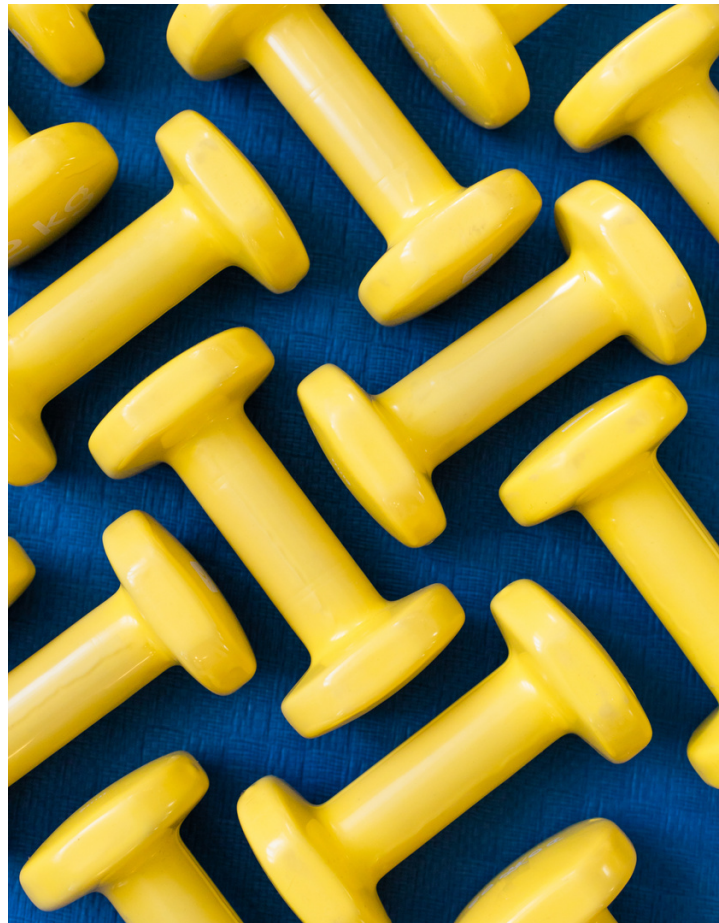
At the end of each quarter, send your verification to your Wellbeing Coordinator, Janet Melton; Janet.Melton@grandviewc4.net.

Required forms of verification:

1. **Attendance record** showing at least 30 visits within the quarter's date range
2. **Receipt of payment** covering the quarter's membership fees

Quarterly submission deadlines:

- Q1: April 10
- Q2: July 10
- Q3: October 10
- Q4: January 10



3

Get Reimbursed

You will receive reimbursement via direct deposit. Maximum quarterly reimbursement is \$75.

Step by Step Program

It pays to get those steps in!

Lace up and start walking - **Your daily steps could earn you a \$50 prize.**

Here's How It Works

1

Walk an average of 7,000 steps per day for 1 month

Keep track using your favorite wearable or app.

2

Submit Your Record

Track your steps using your smartphone, fitness app, or wearable device. At the end of each month, submit a screenshot of your total monthly steps via email to your Wellbeing Coordinator, Janet Melton at: Janet.Melton@grandviewc4.net

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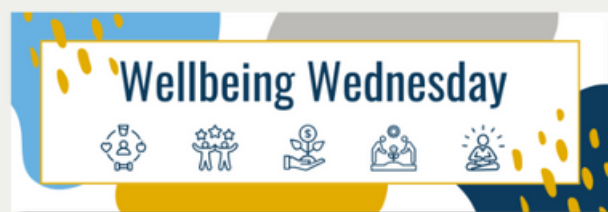
Cross Your Fingers for \$50!

Monthly prize drawings are held each month. 2 winners are awarded a \$50 prize per month. You can win more than once, so keep entering each month you average 7,000 steps or more. Winners are announced in the Wellbeing Wednesday newsletter.



Wellbeing Wednesday Newsletter

Watch your inbox each Wednesday for our Wellbeing Newsletter where we highlight upcoming programs, announce winners, share helpful tips, and provide reminders on the great resources and benefits available to you. Never miss an opportunity to get involved, take advantage of your benefits, and participate in programs that can lead to rewards.



For even more resources and program details, visit the [GC-4 Wellbeing Page](#) on Bulldog Net anytime!

Additional Wellbeing Programs

Something for Everyone!

We offer a variety of fun and meaningful programs year-round. Details on these types of programs will be released throughout the year. Stay in-the-know by reading the Wellbeing Wednesday newsletter.



Book Clubs

Grow personally and professionally while connecting with colleagues.

Free Race Entries

Join your coworkers and represent our district at community runs and walks.

Activity Challenges

Stay motivated with physical and mental wellbeing challenges throughout the year.

Contests & Competitions

March madness brackets, Halloween costume contests, pumpkin carving competition and more!

Team Building Events

Strengthen connections and enjoy time with colleagues outside the usual routine.

Volunteer Events

Make an impact in the community with various service opportunities.

Employee Assistance Program



800-634-6433 | mylifematters.com | Password: GVSD1

The LifeMatters Care Center is staffed with master's-level counselors 24/7, including weekends & holidays.



Accessing Support

- Free and confidential services to all employees, immediate family members and permanent household residents.
- Unlimited 24/7 in-the-moment support and crisis intervention
- Support provided via phone, in-person, video, chat, messaging, email
- Access to language line services (170+ languages)
- Up to 6 in-person/virtual counseling sessions per issue per year

Services Provided

Counseling with a licensed professional:

- Parenting, family, or relationship challenges
- Substance use/abuse
- Mental or emotional health struggles
- Domestic violence
- Work or career issues

Life Balance resources & referrals with a work-life specialist:

- Adoption resources and agency referrals
- Education: tutoring, financial aid, guidance for special concerns
- Child care: nanny services, child care, summer camps, etc.
- Elder care: senior housing and care options, community resources, transportation
- Convenience services: pet sitting, travel services, home projects/repairs, etc.

Financial Consultation with Certified Financial Counselors is unlimited

Legal Consultation with lawyer: free 30 minute consult per issue + 25% off normal rate for continued representation

Self-Guided Online Resources

- Tobacco Cessation program
- Grief, coping and resiliency program
- Health and wellness articles/tips
- Self-guided journeys and assessments
- Legal forms
- Recorded webinars on life, work, family and wellbeing topics
- “OnTopic with Empathia” podcast

BlueKC Wellness Programs

From healthier eating to diabetes prevention and management, Blue KC's wellness programs are here to help you feel your best. If you're enrolled in the medical plan, you're eligible, so take advantage and find the support that fits your health goals.



Wellness Resources & Rewards

Access health coaching, educational content, and a health assessment to help you on your wellness journey. As a bonus, earn points and enter sweepstakes for completing activities within the portal. See page 11 for full details.



Habit Transformation

Wondr is a fun, science-backed program that helps you lose weight, sleep better, and stress less—without giving up your favorite foods. With expert-led videos, personalized tools, coaching, and a built-in support community, you'll build habits that actually stick. Contact Janet Melton to learn more: Janet.Melton@grandviewc4.net



SOLERA

Diabetes Prevention

Solera is like a matchmaking service for diabetes prevention programs. Take a 1-minute quiz to get paired with a 16-week program that fits your lifestyle and preferences and includes resources like coaching, digital tools and small group support. Build healthy habits, lose weight, and reduce your risk of Type 2 Diabetes, all at no cost to you. Learn more and take the quiz to see if you qualify at solera4me.com/bluekc.



Diabetes Management

Diagnosed with Type 1 or Type 2 Diabetes? Livongo provides a connected glucose meter, unlimited testing strips and lancets, and 1:1 coaching to employees and family members covered on the BlueKC medical plan; all at no cost to you. Join today at join.livongo.com/BUEKC/register or call (800) 945-4355 and use code BLUEKC.

Take control, get healthier, earn chances to win gift cards.

A Healthier You gives you convenient access to wellness tools that you can use to live your healthiest life. Plus, you'll earn points that can be redeemed for chances to win gift cards to popular retailers.

This benefit is only available to those on the BlueKC health plan

1

Get Started

Log in to **MyBlueKC.com** and click on **Health & Wellness > A Healthier You**.

OR

Download the **MyBlueKC app** from the App Store or Google Play. Open the app and tap the **Health & Wellness tab > A Healthier You**.

2

Complete Health Actions to Earn Points

As you complete health actions, points will be automatically applied and reflected in your Points Summary in your A Healthier You portal. Points for doctor's visits, prescriptions and lab results are linked to your Blue KC plan and will appear as your claims data is processed (within 60 days).

Health Actions Include:

- Preventive health: annual physical, flu shot, and cancer screenings
- Condition management: doctor's visits, condition-relevant testing, prescription adherence
- Digital health coaching & education via portal articles, videos and tools
- Connect a device to get points for daily steps and calories burned
- Health risk assessment

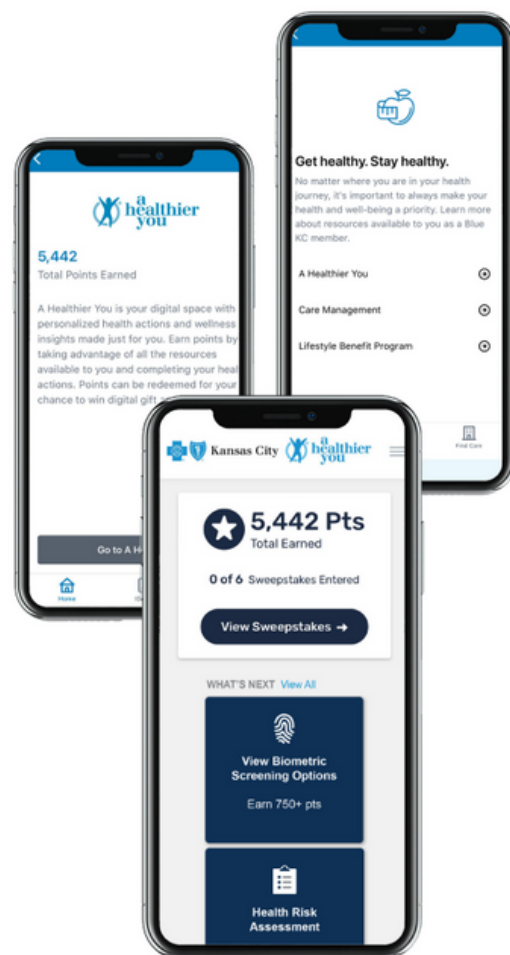
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Enter Sweepstakes

To use your points to enter sweepstakes, take these steps within the A Healthier You portal:

- 1) click "View Sweepstakes"
- 2) Click the sweepstakes you'd like to enter
- 3) Designate the number of points you would like to use and hit "Enter" to finalize your entry.

Sweepstakes winners will be notified via email and the A Healthier You portal.



Meet Your Wellbeing Ambassadors

Meet your Wellbeing Ambassadors - the colleagues who help bring our wellbeing program to life. They play a key role in shaping the wellbeing programs that you love and use your feedback to help make every building a place where health and wellbeing can thrive. Think of them as your connection point: if you've got an idea, a question, or feedback, your ambassador is the one to share it with. See who's championing wellbeing in your building in your building and reach out any time!



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Meet Your Wellbeing Ambassadors



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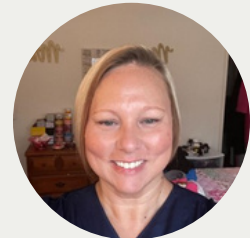
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