

OEA Choice Trust Employee Wellness Grant Program: 2018-2019

Application Cover Page: Organization Information

Organization Name: Seaside School District		
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Grant Program Contact Person: Robert Evans		Title: Elementary PE Teacher / Wellness Coordinator
Email: REvans@seasidek12.org		
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Title: Elementary PE Teacher / Wellness Coordinator		
Address (if different from above)		
Robert Evans - c/o Gearhart Elementary School - 1002 Pacific Way - Gearhart, OR 97138		
Summer Contact Information:		
Name: Robert Evans		
Phone: 715.813.7449 (cell)		
Email: TeacherCoachBob@gmail.com		

Program Title (20 words or less): Everyday Wellness
Total overall number of school employees in the district/ESD/community college: 219
Total Grant Amount Requested for this Grant Year (January – December 2019): \$17,422

REQUIRED Signatures: By signing and submitting this application, the submitting organization agrees to abide by and be bound by each of the terms and conditions described in the application grant guidelines, and further that the applying organization warrants that all of the above information is true and correct.

Sheila Rokey 10/30/18 Sheila Rokey

Superintendent Signature/ Date

Print Name

Jeremy Catt 10/30/18 THES
10/30/18
10.30.18

Jeremy M. Roberts SHD
Jeremy Catt 10/30/18 GET
Natasha Osborn 10/30/18
Print Name(s)

Principal(s) Signature/Date/School(s)

Chuck Albright 10/30/18 Chuck Albright

Union President(s) Signature/Date (Certified/Licensed)

Print Name(s)

Michelle Townsend Michelle Townsend

Union President(s) Signature/Date (Classified)

Print Name(s)

OEA Choice Trust Employee Wellness Grant Program: 2018-2019

Prospective Grantee: Seaside School District

Program Title: Everyday Wellness!

Program Summary

Our *Everyday Wellness* program is based on the goal of creating and normalizing a sustainable culture of day-to-day wellness within our district buildings. The program takes a comprehensive approach to personal and collective wellness by addressing physical, emotional, and social well-being. We recognize the importance of community connection and making wellness services more accessible through mutually beneficial partnerships with local organizations. We take action to make changes at the grassroots level and also work with district leaders to make systemic changes that facilitate a work environment that is conducive to staff wellness.

The stress exposure in educational work is chronic. Workloads in schools and district offices are becoming increasingly challenging and under-resourced. We easily get desensitized to the daily tension that leads to gradual wear and tear. To address this daily strain, we want to create a program that gives us the *everyday* resources (tools, time, etc.) to integrate self-care habits into our *everyday* work schedule. We understand the synergistic relationship between staff health and student health. We want to empower ourselves and our fellow staff members to care for themselves so that our buildings are full of physical/emotional energy and a sense of social connectedness. Numerous research studies have found that the way people feel at work profoundly influences how they perform. In light of these findings, we want to create a program that facilitates an environment where people feel supported and purposefully engaged in their district work.

Our wellness team is a diverse group of staff members committed to directly serving and representing our fellow staff members. Indirectly, this service will also impact our students, their families, and the wider community in a way that empowers the growth and maintenance of our collective well-being. By creating a supportive environment within our district buildings and cultivating daily habits that foster well-being, we serve as powerful models for our students and have more energy and presence with which to serve. We listen to the unique needs of the people we represent and take action towards implementing evidence-based, best practices to meet those needs. With a growth mindset, we work continuously to stay current on the best practices associated with the many components of employee wellness. We serve our district in a way that has both great reach and impact.

Our School District and Community

District Demographics

Total number of employees: 219

- 106 classified employees
- 95 certified teachers and counselors
- 10 administrators
- 8 confidential employees

Total number of schools and district buildings: 6

- 2 elementary schools
- 1 middle school
- 1 high school
- 1 bus barn
- 1 district office

Total number of students: 1,650

- 73% white, 23% Hispanic, 4% other ethnicities
- 53% free and reduced lunch (economically disadvantaged)

The Seaside School District is entering a significant season of transition and growth. We are currently undergoing a \$100 million project to build a new campus that will consolidate four currently separate campuses onto one 89-acre property. Getting all of our schools out of the tsunami zone is the primary reason for this move. We are projected to start transitioning to this new campus for the start of the 2020-2021 school year. As we experience the joy and the stress associated with this physical growth, we are also working hard to renovate and refresh our organization's vision and everyday culture. Here are the current beliefs, values, and mission statement for our district:

Beliefs and Values: The Seaside School District is dedicated to providing, *equitable, safe learning environments, an engaging, well-rounded education, and a focus on collective wellness and community partnerships.*

Mission Statement: The Seaside School District is committed to strengthening **community**, inspiring **possibility**, and ensuring **opportunity**.

This massive building project will give our district a fresh start to break habituated patterns, establish a culture of well-being, and launch our specifically-tailored wellness program. The administrative leadership is highly supportive of this wellness initiative and has expressed a genuine desire to be involved with the implementation of a district-wide employee wellness program. The district understands that our wellness program will be a valuable tool for recruiting new, highly qualified staff and an effective asset for retaining and rejuvenating current, dedicated staff. There is a clear connection between staff well-being and student well-being, and because of this, our wellness program will have far-reaching effects throughout our district and into the community.

The Seaside area is a tight-knit community with a variety of organizations that strive to build collective, community wellness. With our wellness program, we will aim to foster mutually beneficial relationships with these organizations to make their wellness offerings more accessible and convenient for our district staff.

Both in the past and currently, our district has made efforts to initiate wellness programs and offer various wellness activities. Most of these efforts have been informally initiated by teachers, funded out of their own pockets, and designed to serve only the staff members in their respective buildings. Currently, we have staff and community pickleball gatherings that meet twice a week for physical activity and social connection. One of our elementary PE teachers pays over \$600 annually to rent the gym and provide insurance for the pickleball group. In the past, our district employees have access to the high school weight room for a limited time in the evenings throughout the week, but this is no longer an option due to liability issues. A group of teachers, board members, and community members play basketball at Seaside High School on Tuesday and Thursday mornings. Again, the group provides its own insurance policy. We have district employees leading wellness activities in the community such as yoga sessions, spin classes, circus skills workshops, cooking classes, nutritional seminars, and more. Some of our buildings in the district have staff reading clubs that give opportunities for self-improvement and social bonding. Both of our elementary schools have weekly newsletters that include wellness tips and information. Some of our schools have refillable water coolers for teachers to access throughout the day. These staff water coolers are currently paid for by the staff themselves through an annual collection of \$25 at the beginning of each school year.

In short, while we do have support from leadership and employees who are interested in building a culture of wellness, we lack a unified vision and resources to make it sustainable and impactful on a day-to-day basis. We are working hard, with limited resources, to promote wellness within the district. District staff members and the school board are excited about the possibility of receiving this generous grant and all district administrators have signed on to support the wellness program. Union leadership is highly supportive of this proposed programming and is excited about the possible impact. We are in a position to make impactful upgrades to our district community with our requested grant money, the new campus, and the renovation of our core values, beliefs and mission statement. This is an exciting chapter in the organizational narrative of Seaside School District, and staff wellness is an especially relevant topic at this time.

What Employee Health and Well-Being Needs Does Our Program Address?

At the beginning of the 2018-2019 school year, one of our teachers attended a workshop in Eugene called *Building Resilient Teams through a Culture of Wellness*. One of the key points from this workshop was the idea that prioritizing self-care, instead of being guilt-inducing, can (and should) be thought of as an ethical imperative. As educational workers, our primary skills are presence, energy, and an ability to connect deeply with the people we serve. Being intentional about self-care ensures that we have the energy to cultivate and share a peaceful presence with our collective community. Also, a strong motivation to prioritize healthy habits occurs with the understanding that our work in modeling a well-lived life for our students is arguably more powerful than anything we say in the classroom. Another noteworthy lesson from this wellness workshop is that every person, every school building, and every district has unique self-care needs. It is important to develop an awareness of our unique needs and effective ways to meet those needs. A tangible takeaway from this conference was a packet full of research-supported resources and tools. Francoise Mathieu, the lead presenter at the conference, was adamant in showing us that effective staff wellness programs consist of much more than “kale and pedicures,” meaning, that instead of merely doing things to alleviate the stress, it is often more impactful to make systemic changes and work towards perspective shifts within the team.

To become aware of the unique needs within our district, our wellness team initiated a comprehensive employee needs/interest survey. We converted the recommended PDF survey on the OEA Choice Trust Wellness Grant website to a Google Form and sent the survey out to all of our district staff. We received a response rate of 52% which allowed us to collect some valuable data about our district’s well-being needs.

We have attached the full results of our survey to this application, but here (below) were some of our key findings:

- 98% of the respondents expressed interest in participating in a staff wellness program. (Over 40% said they were “very interested”)
- Collectively, the most convenient time for wellness program activities is clearly “right after school/work” (56%) with “during the school/work day” (19%) coming in next.
- The most preferred modes of communication were 1) email messages from wellness coordinator/team (92%), 2) staff room bulletin boards (33.3%), and 3) staff meeting updates (32.5%)
- The biggest forecasted barrier for participation in wellness activities is inconvenient time/location. The nature of the proposed activity was also an often-mentioned potential barrier.

- 40% of the respondents said they would be motivated by dedicated time during the workday for wellness activities.
- The following health and well-being topics were deemed most interesting: 1) physical activity (66% very interested), 2) managing stress (62% very interested), 3) healthy eating, preventing burnout, and emotional/mental well-being (all around 60% very interested)
- High interest was expressed in the following ideas: 1) stretching, balance and strengthening classes, 2) on-site fitness facility, and 3) fitness center/gym membership or class discount
- Time, ease of access, and nutrition were topics that came up often in the write-in survey prompts.

Program Description

The first year of our *Everyday Wellness* program will focus on building capacity within our wellness team, establishing lines of communication, taking small, but impactful action steps, and creating community partnerships. Long-term, over the 5-year grant period, our goal is to create and maintain a fully sustainable program with high rates of participation and a web of partnerships between the district and the community.

Assembling a fully-representational wellness team is our top priority. We've learned from other districts that it is important to have a team that reflects the diversity of the school staff and also works together to cover the multiple components of well-being. For example, some districts have reported that having their PE staff lead the wellness program has resulted in an over-emphasis on physical activity and an insufficient focus on other components of wellness. On our wellness team, we will ensure that members have complementary skills and demographic characteristics to collectively represent the district and address the many facets of wellness.

Currently, our wellness team consists of four enthusiastic elementary school teachers from our two district elementary schools. We are fully aware of our lack of representation from a large chunk of our district staff. Through our district-wide survey, we have identified several staff members who are interested and willing to serve on our wellness team. At our next meeting, we will have eight new members of the wellness team including an administrative representative from the high school, a teacher from the middle school, two representatives from our classified staff, a high school counselor, the district nurse, a leader from our district office, and a spiritual leader from the community. We are glad to be expanding our team as we prepare to launch our wellness program. By the end of March 2019, we hope to have a fully-

representational extended wellness team and a core team of building leaders. The building leaders are encouraged to experiment and test pilot programs at their respective sites and will work together with the wellness coordinator to catalyze the program across the district.

Creating time for the wellness team to meet will be a challenge. The goal is to have the core team of building leaders and the wellness coordinator meet once per month for 30 minutes. The core team will also use grant-funded sub days throughout the year to make concentrated efforts to plan and implement the wellness program. Ideally, we would like to assemble the full extended team four times per year, but schedules will need to be coordinated and administration may need to grant time out of professional development meetings. One idea that has been discussed is using money from the North Coast Regional Wellness Team to provide snacks or dinner for after-school meetings for the extended team. This will be a challenge, but it's important, so we will work to make it happen.

According to our staff survey results, the most preferred modes of communication were email messages from wellness coordinator/team and staff room bulletin boards. We will implement both of these channels and also give regular updates at staff meetings and school board meetings. The building leaders will work together with the wellness coordinator to create the staff room bulletin boards and keep them updated on a monthly basis. Staff bulletin boards will be used to share empowering wellness tips with all staff members, communicate wellness program services/activities, and to share community partnership opportunities. While we will be pushing-out helpful information through our communication channels, we will also make a great effort to listen to our fellow staff members so that we can design the program to meet their needs.

As educators, most of us have heard the Theodore Roosevelt quote, "People don't care how much you know, until they know how much you care." We want to take this approach with our wellness program by taking concrete action (such as hydration stations, wellness bulletin boards, and monthly snacks in each building's staff room) to show that we care about staff wellness and are working to make it more of a priority in our district. We decided to focus on the staff rooms because they are generally high-traffic areas where all staff members are invited to spend time throughout the week. To be effective, we want to borrow tips and techniques from the corporate world of branding and marketing to show that our district wellness team is a cohesive unit that truly represents the district staff and cares about their unique needs and interests. With this branding mindset, we will also work to create a digital logo that represents our wellness efforts and creates a sense of unity across the six district buildings. This logo could be used on signage, business cards, t-shirts, water bottles, stickers, etc. Over time, we will build capacity and eventually share more of "what we know," but to start, we want to do small acts of compassionate kindness to show how much we care.

Because we know how busy and overwhelming education work can be, we want to make our program accessible and convenient. We want to empower our fellow staff members to take ownership of their wellness and build healthy habits into their daily lives. Our focus in year one is on building our team, providing simple (but powerful) resources that show we care, and listening to the collective voice of our fellow staff members to determine the most appropriate action steps for year two and beyond.

Our community is ripe for mutually-beneficial partnerships. There are several organizations offering wellness services in Seaside and neighboring communities. Our goal is to make these services more accessible and convenient for our district staff. In just the first two months of the 2018-2019 academic year, we have been able to establish two local partnerships. One alliance is with Sunset Empire, the parks and recreation department in Seaside. They have offered a district-wide discount on annual memberships for their facilities. The other partnership is with an organization called Earth2O, who has agreed to give us a massive discount on fresh spring water for our district buildings.

In the first year of the grant funding, we will work to connect with a minimum of three more local organizations and continue building our network of partnerships. One of our long-term ideas from a recent wellness team brainstorm session is to give each district staff member a community wellness card that gives them a variety of community benefits such as free yoga classes, trial memberships at local fitness centers, discounts on healthy foods, etc.

To successfully launch the program, we want to be intentional about our timing. We will start some aspects of the program immediately in January, such as the monthly newsletter, but we will wait on other aspects of the program to make a more unified, coordinated start across the district. With the grant funding starting in January and the Annual Oregon Employee Wellness Conference at the end of March, we are preparing to officially launch our branded wellness program on April 1 of 2019. District staff will return from their spring vacations and see wellness bulletin boards, hydration stations, and the April wellness newsletter in their building staff rooms. The following week, they will receive healthy snacks in the staff room with a note of encouragement from the wellness team.

2019 SMART Objectives

SMART Objective #1: *By March 2019, in accordance with the OEA Choice Trust Blueprint for Employee Wellness, we will have a district wellness core team that includes a designated building leader for each of our 6 district buildings. In addition, our extended wellness team will include a minimum of one representative from each of the following groups in our districts: Gearhart Elementary School (GES) licensed staff, GES classified staff, The Heights Elementary School (THES) licensed staff, THES classified staff, Broadway Middle School (BMS) licensed staff, BMS classified staff, Seaside High School (SHS) licensed staff, SHS classified staff, Union leadership, District Office, Bus staff, Food service staff, School Board, and the wider community. The core team will meet once per month and the extended team will get together four times per school year.*

Smart Objective #2: *We will send (at minimum) our 5 building leaders and our wellness coordinator to the Annual Oregon School Employee Wellness Conference in Bend, Oregon. These representatives will then share their experience with the rest of the wellness team upon return to the district.*

Smart Objective #3: *We will create and maintain three channels of communication for building capacity among staff, imparting program information, and listening for feedback. One of these channels will be a wellness bulletin board in each building's staff room, another will be a monthly newsletter from the wellness team, and a third will be updates at each building's staff meetings (certified and classified) and school board meetings.*

Smart Objective #4: *By April of 2019, we will provide a "Hydration Station" water cooler in each of the 6 buildings, specifically for staff member use. The cooler will be able to dispense hot or cold, locally-sourced, spring water.*

Smart Objective #5: *By April of 2019, we will have (at minimum) three community partnerships (in addition to Sunset Empire and Earth2O) that provide value to our program in the form of donated/discounted goods or services.*

Action Plan

Grant Year 1: January 2019-December 2019

Name of District: Seaside School District

SMART Objective #1: *By March 2019, in accordance with the OEA Choice Trust Blueprint for Employee Wellness, we will have a district wellness core team that includes a designated building leader for each of our 6 district buildings. In addition, our extended wellness team will include a minimum of one representative from each of the following groups in our districts: Gearhart Elementary School (GES) licensed staff, GES classified staff, The Heights Elementary School (THES) licensed staff, THES classified staff, Broadway Middle School (BMS) licensed staff, BMS classified staff, Seaside High School (SHS) licensed staff, SHS classified staff, Union leadership, District Office, Bus staff, Food service staff, School Board, and the wider community. The core team will meet once per month and the extended team will get together four times per school year.*

Action Step	Lead Person(s)	By When?	Resources	Evidence of Success
<i>Actions that need to be taken to achieve SMART objective</i>	<i>Who will take responsibility to ensure action steps are accomplished?</i>	<i>By what date will you accomplish each action step?</i>	<i>What resources are needed to accomplish action steps?</i>	<i>What evidence is needed to demonstrate implementation of each Action Step?</i>
Current wellness team will connect with select staff members who expressed interest in serving on the wellness team through the district-wide survey and invite them to join the extended wellness team.	Wellness Coordinator, Wellness Team	January 31, 2019	Time for email, phone and in-person meetings	Interested team members will be contacted and asked to join the wellness team.
Wellness coordinator will recruit and select building leaders for each of the six district buildings.	Wellness Coordinator	January 31, 2019		
Wellness team will recruit and select a fully-representational team to lead the district-wide wellness program.	Wellness Coordinator, Wellness Team	February 28, 2019	Time for email, phone, and in-person meetings.	The wellness coordinator will publish a wellness team roster in the March newsletter. The team will include a minimum of one representative from each of the following groups in our districts: Gearhart Elementary School (GES) licensed staff, GES classified staff, The Heights Elementary School (THES) licensed staff, THES classified staff, Broadway Middle School (BMS) licensed

				staff, BMS classified staff, Seaside High School (SHS) licensed staff, SHS classified staff, Union leadership, District Office, Bus Staff, Food Service staff, School Board, and the wider community.
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Smart Objective #2: *We will send (at minimum) our 5 building leaders and our wellness coordinator to the Annual Oregon School Employee Wellness Conference in Bend, Oregon. These representatives will then share their experience with the rest of the wellness team upon return to the district.*

Action Step	Lead Person(s)	By When?	Resources	Evidence of Success
Wellness coordinator will register a team of building leaders for the conference and work with district financial contact to coordinate funding for the conference.	Wellness Coordinator	January 31, 2019	Time for Internet registration and communication with district financial contact.	Six employees will be registered for the conference and a plan for funding will be in place with the district office.
A team of six employees will attend the wellness conference.	Wellness Coordinator, Wellness Team	March 24-26, 2019	Funding for mileage, accommodations, and meals.	Six members of the wellness team will attend the conference.
Conference attendees will share their notes and experience with their buildings in both certified and classified staff meetings after the conference.	Wellness Team	May 1 st , 2019	Time for conference attendees to compile and share their notes.	Staff members at each district building will be given a re-cap of the conference experience and any helpful takeaways.

Smart Objective #3: *We will create and maintain three channels of communication for building capacity among staff, imparting program information, and listening for feedback. One of these channels will be a wellness bulletin board in each building's staff room, another will be a monthly newsletter from the wellness team, and a third will be updates at each building's staff meetings (certified and classified) and school board meetings.*

Action Step	Lead Person(s)	By When?	Resources	Evidence of Success
Wellness team will create a monthly wellness newsletter template and first issue to go out digitally to all staff. A few hard-copies will also be placed in each buildings staff room.	Wellness Coordinator, Wellness Team	January 31, 2019	Time for creating the newsletter, paper and ink for printing hard-copies	All staff will receive a digital newsletter every month featuring wellness program offerings, details on community partnerships, and other wellness information.
Building leaders will present	Building	January 31, 2019	Time to	Staff wellness will be a

brief, program updates at every staff meeting.	leaders		prepare and execute wellness briefings	running agenda item on all staff meetings.
Wellness team will work together to design branded signage to accompany wellness bulletin boards.	Wellness team	February 28, 2019	Time, money	Six signs/posters will be printed to accompany the wellness bulletin boards. This may include a program logo.
Wellness coordinator will select and purchase six bulletin boards.	Wellness coordinator	February 28, 2019	Money, time	Six bulletin boards will be purchased.
Building leaders will install wellness bulletin boards in each of the six district buildings.	Building leaders	March 31, 2019	Money, time, installation help from maintenance staff	Wellness bulletin boards will be installed when district staff return from Spring Vacation.
Superintendent will address the staff wellness program at the all-staff meeting to open the 2019-2020 school year.	Wellness Coordinator	September 1, 2019	Time to prepare and execute meeting agenda	Staff wellness will be addressed at annual all-staff meetings.

Smart Objective #4: *By April of 2019, we will provide a "Hydration Station" water cooler in each of the 5 buildings break room specifically for staff member use. The cooler will be able to dispense hot or cold, locally-sourced, spring water. We will also provide healthy snacks, once a month, in each buildings staff room.*

Action Step	Lead Person(s)	By When?	Resources	Evidence of Success
Wellness coordinator will work with the district financial contract to create a community partnership with Earth20, an Oregon-based company that provides fresh spring water.	Wellness Coordinator, Financial Contact	February 28, 2019	Money for water service contract, time for water cooler installation.	A contract will be signed for 11-month water service for each of the five district buildings.
Building leaders will ensure placement of water cooler in staff room near wellness bulletin board.	Building Leaders	April 1, 2019	Time for email, phone and in-person meetings	Water coolers will be accessible in each building's staff room.
Building leaders will purchase and distribute healthy snacks one day per month.	Building leaders	Starting in April, 2019	Time, money	Healthy snacks will be accessible once a month in each building's staff room.

Smart Objective #5: *By April of 2019, we will have (at minimum) three community partnerships (in addition to Sunset Empire and Earth20) that provide value to our program in the form of donated/ discounted goods or services.*

Action Step	Lead Person(s)	By When?	Resources	Evidence of Success
Wellness coordinator will	Wellness	March 31, 2019	Time for email,	Community partnerships

lead an effort to reach out to local organizations (via email, phone and in-person meetings) and invite them to form mutually-beneficial partnerships with the school district.	Coordinator, Wellness Team		phone and in-person meetings	will be published in the April wellness newsletter.
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Wellness Coordinator, Financial Coordinator, Building Leaders and Regional Team

The wellness coordinator for our *Everyday Wellness* program will be Robert Evans, a PE teacher at Gearhart Elementary School. As a physical education teacher, Robert's specialty is physical activity, but he is keenly aware of the wide-ranging benefits of a holistic, comprehensive approach to wellness. Because of his tendency to focus on physical movement, Robert plans to surround himself with leaders that offer expertise in other areas such as emotional and social well-being. Robert is also a strong believer in the powerful impact that modeling has on inspiring students to live well. This modeling effect will be an indirect, but important, feature of our wellness program.

As a new father, Robert understands the importance of work-life balance, and the power of creating daily habits that give us energy to serve with a peaceful presence, both at work and at home. In many ways, Robert's motivation to lead this effort is his personal need for an intentional, systemic approach to staff wellness in the district. Robert has five years of international teaching experience which has exposed him to different countries' perspectives and practices on many wellness-related issues. This experience has given him a unique perspective on employee wellness. Finally, Robert works to foster a growth mindset and is hungry to learn about this budding field of employee wellness, especially as it pertains to educational work. Robert's email address is REvans@seasidek12.org. As the Seaside School District Wellness Coordinator, Robert's responsibilities will include the following:

- Provide leadership and support to the wellness team that meets once per month.
- Be the catalyst for action on reaching the yearly objectives.
- Serve as the building leader for their respective work building.
- Work with the district financial contact to monitor the program budget and assure appropriate expenditure of funds within the OEA Choice Trust wellness grant.
- Communicate with the OEA Choice Trust staff, lead efforts to manage the wellness grant and continually review the program's progress.
- Work with district leadership to ensure the sustainability of the wellness program.
- Recruit and select building leaders within each individual school and the district office.

- Work in collaboration with the other building leaders on the wellness grant projects and activities.
- Build capacity and professional development within the wellness team.
- Work with community assets and district staff to create and coordinate mutually beneficial partnerships.
- Work in conjunction with district administrators to establish criteria, procedures and instruments for assessing program effectiveness.
- Communicate wellness activities, opportunities and information through a variety of communication channels.
- Provide monthly program updates to the school board.
- Keep professionally current on topics related to staff wellness, especially as it pertains to educational work.
- Develop, disseminate and analyze an annual employee survey to gauge needs/interests and program effectiveness.

Financial Contact

Our district business manager, Justine Hill, has agreed to be the financial contact for the wellness grant. She will provide her expertise to monitor the program budget and assure appropriate expenditure of funds within the OEA Choice Trust grant. Justine's email address is JHill@seasidek12.org.

Building Leaders

Building leaders (to be recruited and selected by the wellness coordinator) will have the following responsibilities:

- Meet monthly with the wellness team.
- Help the wellness coordinator maintain the wellness bulletin board and the staff hydration station.
- Contribute to the monthly newsletter and print hard-copies of the newsletter for their building's staff room.
- Attend the Annual Oregon School Employee Wellness Conference in Bend, Oregon (March 24-26, 2019)
- Give staff wellness briefings at their building's staff meetings (certified and classified).

Regional Team

Our wellness coordinator is also a member of the North Coast Regional Wellness Team. This group meets once per month to share resources and ideas in an effort to build collective wellness within the region. This team is currently led by Bruce Rhodes of Tillamook and also includes Jennifer Guarcello from Tillamook, Paulette Johnson from Knappa, Korie Blacker from Astoria, and Alice Hunsaker and Paula Jack-Fix from Jewell. The coastal communities of northern Oregon are all unique, but they also tend to blend into each other. This regional team has been a great source of ideas and support for district wellness leaders. Recent action steps from this group include buying books for each district to start building a wellness library. Funding from this group has also been set aside to fund the staff-led pickleball club that's twice a week in the Seaside District. Plans are in place for this group to use money from another OEA Choice Trust grant to invest in professional development, staff wellness activities, resources for staff, and other wellness offerings.

Measure of Success

Assembling a fully-representational team in the first year is the top priority which will be measured by attendance at monthly wellness team meetings throughout the year. Raising district-wide awareness of the wellness program and establishing a marketable identity will be measured by getting branded hydration stations, wellness bulletin boards, and monthly healthy snacks in each building. An annual survey to gauge effectiveness, participation rates, and satisfaction with the program will act as another measure of success. Improving on the 52% participation rate from our initial district-wide survey will be the goal for future surveys. Sending our core team to the Annual Oregon School Employee Wellness Conference will be a measure of success for building capacity within our district leaders. Having wellness program updates at regular building and school board meetings and sending out a monthly wellness newsletter will be measures of success to for our communication goals. Receiving letters of support from three (or more) community organizations will serve as tools for measuring our goal to create community partnerships.

Program Sustainability

The staff energy and willingness to participate in a wellness program is high. Support from leadership, starting at the top with our superintendent, is strong. Community organizations are already doing excellent work and willing to partner with our efforts. The challenge in the Seaside district will be uniting this energy and support into one collective effort that takes discerning action. Meeting this challenge will demand effective communication and specifically-tailored action.

In year one of the grant period, we will build our core and extended teams. We will establish our branded program, provide value, and show that staff wellness is not only good for our team's collective well-being, but also synergistically beneficial for our students and their families. Through building team unity, providing value, and showing the far-reaching impacts of our program, we will start building a case for sustaining the program and installing systemic structures for long-term support. As we celebrate the growth of our team and the fruits of our efforts, we will continually evaluate the program and give effort towards making it more and more impactful.

Project Budget

Grant Year 1: January 2019-December 2019

Name of District: Seaside School District

Smart Objective #	Budget Category	A) Wellness Grant Funds	B) Local Contribution	C) In-Kind Donation(s)	Total Costs For A,B & C
All	Wellness Coordinator Stipend	\$ 6,000	\$ 0	\$ 20,550	\$ 26,550
Budget Item(s) Narrative: <ul style="list-style-type: none"> • Stipend for Wellness Coordinator (comparable to a varsity coaching position) • 5 building leaders x 11 monthly meetings x \$50* = \$2,750 for In-Kind Donations • 14 Wellness Team members x 4 annual 60-minute team meetings x \$50 = \$2,800 for In-Kind Donations • District Financial Coordinator (Justine Hill) – 12 hours x \$50 = \$600 for In-Kind Donations • 5 Building Leaders x 36 hours x \$50 = \$9000 for In-Kind Donations <p>*\$50 is the district's standard hourly rate to grant budget calculations</p>					
#1	Healthy Snacks in Staff Room (once a month)	\$ 2,100	\$ 0	\$ 1,500	\$ 3,600
Budget Item(s) Narrative: <ul style="list-style-type: none"> • Fresh fruits and vegetables for building staff rooms – 6 buildings x 7 months x \$50 = \$2,100 • In-kind donation for staff member(s) to order, pick-up and deliver food to sites – 10 months x 3 hours x \$50 = \$1500 					
#3	Wellness Bulletin Board (5)	\$ 1,700	\$ 0	\$ 1,050	\$ 2,750
Budget Item(s) Narrative: <ul style="list-style-type: none"> • Wellness Boards (permanent poster and updated bulletin board) for each building – 6 buildings x \$250 = \$1,500 • \$200 for branding efforts (logo creation, signage, stickers, etc.) • In-kind donation for building leaders and staff to install boards and keep them up-to-date – 7 months x 3 hours x \$50 = \$1,050 					
#5	Hydration Station (water cooler) in each Building	\$ 5,622	\$ 7,128	\$ 6,000	\$ 18,750

Budget Item(s) Narrative:

- 30 bottles per building x 10 months x \$2.99 per bottle x 6 district buildings + \$240 for annual cooler rentals for all 6 buildings = \$5,622
- Local contribution from Earth20, an Oregon-based water company – 57% discount on water bottles.
 - 1,800 bottles per year x \$3.96 savings per bottle = \$7,128 for a local contribution
- In-kind donation for building leaders and other building staff to replace empty bottles, coordinate deliveries and bottle storage, and perform routine maintenance.
 - 10 months x 2 hours per week x \$50 x 6 buildings = \$6,000

	Sub Days for Wellness Coordinator (4) and Building Leaders (2 per building – not including district office and bus barn)	\$ 2,000	\$ 0	\$ 0	\$2,000
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Budget Item(s) Narrative:

- 8 sub days x \$250.00 (estimated district sub cost) = \$2,000

#2	Professional Development (Send 6 staff members to the Annual Oregon School Employee Wellness Conference in Bend, OR)	\$ 0	\$ 0	\$ 2,500	\$2,500
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Budget Item(s) Narrative:

- The district will pay \$2,500 to cover travel mileage, hotel rooms, and per diem meal stipends for 6 district employees to attend the conference.

#5	Sunset Empire, Seaside's Park and Recreation District, has given a 10% discount on annual memberships and a 33% discount from non-resident pricing.	\$ 0	\$ 3,021.70	\$ 0	\$ 3,021.70
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Budget Item(s) Narrative:

- If 25% of the district employees (55) benefit from this partnership and 12.5% of these users (14) saves on the non-resident rate, projected contribution will be $(41 \times \$27.50) + (14 \times \$135.30) = \$3,021.70$ for Local Contribution

Totals for each column		Total Grant Request	Total Local Contribution	Total In-kind Donation(s)	Total Project Cost
		\$17,422	\$ 10,149.70	\$ 31,600	\$ 59,171.70

114 responses

52% response rate
(district-wide)



School Employee Health and Well-being Needs and Interest Survey

This is an anonymous survey to better understand the specific health and well-being needs and interests of all school staff. We are seeking your feedback to help us plan and shape a school employee wellness program that is meaningful and engaging to staff. By gathering your input we can help develop a program that empowers you to achieve your personal and professional health and well-being goals. Please be candid with your answers to reflect your thoughts, ideas and experience. Only collective results will only be used and reported to plan and implement a school employee wellness program at our district.

1. How interested are you in participating in an employee wellness program at work?
 - a. Very interested, sign me up! 30.7%
 - b. Interested, tell me more 44.7%
 - c. Maybe, it depends on what I have to do 22.8%
 - d. Not interested right now 1.8%

2. What time of day would be most convenient for you to take part in wellness program activities?
 - a. Before school/work 12.3%
 - b. During the school/work day 21.1%
 - c. Right after school/work 56.1%
 - d. During week day evenings 10.5%
 - e. Weekends 0%

3. How would you prefer to receive information regarding wellness activities, events and updates? (Check all that apply.)
 - Hard copy materials (newsletters, flyers, memos)
 - Email messages from wellness coordinator/team 92%
 - Superintendent or principal's announcements
 - Wellness website
 - Wellness champions at my school/district site
 - Staff meetings 32.5%
 - Staff room bulletin boards 33.3%
 - Social media such as Facebook, Twitter
 - Other, please specify: _____

* top 3 responses

4. What barriers would keep you from participating in an employee wellness program at work? (Check all that apply.)
 - Inconvenient time or location 87.7%
 - I don't feel I have time in my personal schedule OUTSIDE OF WORK to take part 25.4%
 - I don't feel I have time in my schedule AT WORK to take part 23.7%

7. Please indicate your level of interest in participating in the following:

	Very interested	Somewhat interested	Not interested
Electronic health and wellness information such as newsletters or articles	1	2	3
Hard copy health and wellness information such as newsletters or articles	1	2	3
Onsite fitness classes such as aerobics, Pilates or Zumba	1	2	3
Stretching, balance and strengthening classes	1	2	3
Yoga classes	1	2	3
Bike and Walk to Work program	1	2	3
Onsite fitness facility	1	2	3
Fitness/wellness challenges such as walking challenge, water drinking challenge, bike to work challenge	1	2	3
Onsite health screening (blood pressure, cholesterol, glucose, BMI)	1	2	3
Healthy eating cooking classes and meal planning strategies with recipes	1	2	3
Mindfulness classes	1	2	3
Financial management classes	1	2	3
Tobacco/smoking cessation programs	1	2	3
Fitness center/gym membership or class discounts	1	2	3
Weight management programs	1	2	3
Access to wellness coaches	1	2	3
Team sports	1	2	3
Resources to help me know more about my health benefits and how to access them	1	2	3
Walking group during breaks	1	2	3
Developing a personal fitness plan	1	2	3
Classes on managing diabetes, high blood pressure or high cholesterol	1	2	3
Back care classes	1	2	3
Strategies for balancing work and home	1	2	3
Blood pressure awareness resources	1	2	3
Flu shot clinic	1	2	3
Men's health issues classes/information	1	2	3
Strategies for managing stress	1	2	3
Women's health issues classes/information	1	2	3
Group hiking, bowling, and other activities	1	2	3
Other, please describe:			

6321

Sources: Adapted from DHPE School Employee Wellness Guide, Alliance for a Healthier Generation School Employee Wellness Survey and Centennial School District.

I am able to successfully manage my budget	(1)	2	3
I am able to spend time with my family and friends	(1)	2	3

12. Please tell us a little about yourself. Check all that apply:

- Teacher 52.6%
- School administrator 2.6%
- Counselor 2.6%
- School nurse .9%
- Food/Nutrition services staff 1.8%
- Transportation staff 3.5%
- Facilities staff .9%
- Para educator or instructional aide 21.1%
- School office staff 3.5%
- District office staff 6.1%
- District administrator 2.6%
- ESD/community college teaching staff -
- ESD/community college administrator -
- ESD/community college office staff -
- School board member 0%
- Male 21.9%
- Female 58.8%
- 20-30 years old 15.8%
- 31-45 years old 30.7%
- 46 years old and older 43.9%

Thank you for completing this survey! We truly appreciate your time and thoughts. Your feedback is essential to planning a meaningful and robust wellness program for our staff!

SEASIDE SCHOOL DISTRICT 10

CANNON BEACH • GEARHART • SEASIDE

BOARD OF DIRECTORS

Steve Phillips, Chair
Mark Truax, Vice-Chair
Lori Lum
Patrick Nofield
Dr. Hugh Stelson
Brian Taylor
Michelle Wunderlich

www.seaside.k12.or.us

ADMINISTRATION

Sheila Roley Ed.D., Superintendent
Justine Hill, Business Manager
Lynne Griffin, Director of Special Services
Sande Brown, Director of Curriculum

1801 South Franklin Street
Seaside, OR 97138
Phone (503) 738-5591
Fax (503) 738-3471

October 30, 2018

OEA Choice Trust Employee Wellness Grant Program

Dear Grantors,

This letter is to express my full support for the Seaside School District Everyday Wellness program. Each day, our exceptional staff works selflessly and tirelessly to support the needs of each of our children. The work is challenging and exhausting but the best interest of our students remains the driving force of our team's commitment.

The Wellness Team has created a vision to build a culture of wellness into our work, recognizing that it is the daily, sometime small changes that can truly make a difference in the quality of life for our educators and the students they serve. Collective wellness is an essential part of our district belief system.

If we are awarded this grant, the District is committed to providing the time and resources necessary to support the implementation and on-going success of the staff wellness program. Please contact me if you any questions.

Sincerely,



Sheila Roley, Ed.D.
Superintendent

SEASIDE SCHOOL DISTRICT 10

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Fax (503) 738-3471

10/31/18

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

We are the small, but enthusiastically growing, wellness team in the Seaside School District. We have been working hard to craft this grant application and are excited about the possibility of implementing our proposed program.

We already feel a sense of ownership over this program and are ready to take action with any resources that are available. Whether or not we receive the grant, our efforts in the past couple months have been valuable to our district.

Thank you for taking the time to review our proposal and for the valuable feedback you have offered us throughout the application process.

Sincerely,

Seaside School District Wellness Team

John Meyer – elementary school teacher
Robert Evans – elementary school teacher
Hannah Clark – elementary teacher
Kenna Walker – elementary school teacher
Kalyn Knudsvig – high school counselor
Kimber Parker – middle school and high school teacher
Jason Boyd – high school assistant principal
Tobi Boyd – district nurse
Sarah Spalding – classified staff
Katie Saso – classified staff
Don Mespelt – technology coordinator - district office

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1801 South Franklin Street
Seaside, OR 97138
Phone (503) 738-5591
Fax (503) 738-3471

October 30, 2018

OEA Choice Trust Employee Wellness Grant Program

Dear Grantors,

This letter is to express the support of the Seaside School District Board of Directors for the Seaside application for the OEA Choice Trust Employee Wellness Grant Program. We value our staff and the important work they do with the children of our community.

Sincerely,



Steve Phillips
Board Chair



Seaside High School

*Preparing All Students for a
Productive Future*

Jeff Roberts, Principal
Jason Boyd, Assistant Principal
Aaron Tanabe, Athletic Director
Travis Cave, Counselor
Kalyn Knudsvig, Counselor

October 31, 2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

My name is Jeff Roberts and I currently serve the Seaside School District as Seaside High School's Principal. This is my eighth year with the district serving in both an administrative and coaching capacity.

I am excited about the district Wellness Committee's commitment to establishing a wellness program for our district and know how much the OEA Choice Trust Employee Wellness Grant would support the team's work and the district as a whole. As a rural district we often find ourselves without access to many of the resources larger districts have available to them. Providing financial support to our employees would eliminate many of the accessibility barriers we face by allowing us to provide our own resources.

I am encouraged by the enthusiasm of my staff to actively participate in a district sponsored wellness program. The opportunity for colleagues to support each other in their physical and emotional health is an exciting venture. The job of educators continues to become more challenging and the commitment to our students often places our own wellbeing on the back burner. This grant would help the Seaside School District take a gigantic step in supporting our employees, and in turn, creating the best environment possible for our students to be successful.

I look forward to actively participating and supporting my staff in their participation in our district wellness program.

Regards,

Jeff Roberts



Gearhart Eagles

GEARHART ELEMENTARY SCHOOL
1002 PACIFIC WAY * GEARHART, OR 97138
503-738-8348 * 503-738-8349, fax

HEIGHTS ELEMENTARY SCHOOL
2000 SPRUCE DRIVE * SEASIDE, OR 97138
503-738-5161 * 503-7387303, fax



Heights Beavers

Preparing All Students for a Productive Future!

November 4, 2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

My name is Juliann Wozniak, and I am the principal of Gearhart Elementary School and Seaside Heights Elementary School in the Seaside School District.

I am very excited about our School District's intention to create an employee wellness program. Over the past four years, at the elementary level, we have dedicated funding, focused professional development, and even hired additional staff to implement a comprehensive wellness program for our students. I have personally witnessed and gathered data on the positive impacts our student wellness program has had on individual students, families and our school communities.

I am pleased to submit a letter of support for the district to receive the OEA Choice Trust Employee Wellness Grant and am eager to get started in this very important work. In the process of implementing our student wellness initiatives, it became extremely clear that staff wellness was also an area in which our District needs to focus our efforts. Our teachers cannot take care of the needs of their students if they are not taking care of themselves. Secondary trauma and compassion fatigue are very real for my both my certified teachers and classified staff.

I am prepared to support our staff wellness program to ensure its success. Our staff deserve to feel supported, happy & healthy. Receiving this grant would allow our School District to begin the very important work of employee wellness.

Sincerely,

Juli Wozniak

Juli Wozniak

Principal, Gearhart Elementary & Heights Elementary

SEASIDE SCHOOL DISTRICT 10

CANNON BEACH • GEARHART • SEASIDE

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Seaside, OR 97138
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Fax (503) 738-3471

11-4-2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

My name is Jeremy Catt and I currently serve in the role of Assistant Principal at both Gearhart Elementary and Seaside Heights Elementary schools in the Seaside School District. I couldn't have been more excited, and proud, to hear that my colleagues are looking at every way to raise awareness around individual, school based, and community wellness. I also welcomed the opportunity to put my full support behind this work in any way that I can. This letter of support cannot be understated. The Seaside School District has an amazing amount of momentum right now as we are finalizing our five year strategic planning, engaging in a year long equity initiative and moving all our staff and students out of the Tsunami zone as we build a new K-12 campus. Wellness is an integral part of all this work as evidenced in our mission for our students, our vision for our future, and our values as a community.

I am pleased to submit a letter of support for the district to receive the OEA Choice Trust Employee Wellness Grant. Our staff has worked intentionally to find new and unique ways to continue to build our understanding of what it means to embody health and wellness as a core value in this district. Through book studies, group activities and finding quality time to learn and grow together we have achieved a baseline model. However, there is more to do. With your collaboration and support we know we can take this work to the next level.

As an administrator in a district that I love I fully support this wellness initiative and will do whatever I can to work alongside and support my peers to build the best employee wellness program that we can. I look forward to this work continuing and I look forward to your support.

Sincerely,



Jeremy Catt

Seaside Education Association

November 1, 2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

The Seaside Education Association is the local chapter of the Oregon Education Association. We represent the 91 certified teachers, counselors, and specialists that work in our four school sites within the Seaside School District.

The Seaside Education Association is excited to support the effort of the Seaside Wellness Committee as they pursue the OEA Choice Trust School Employee Wellness Grant. It has been the desire of our members to find ways to improve the lives of our members and other employees in our district. Your grant funds will allow us to focus on our wellness so that we can be our best as we face the many needs of our students.

Having served on our district sick-leave bank I have become acutely aware of the many health and emotional needs that teachers in our district deal with. Our members can't fully complete the duties of their positions until they are truly "well" themselves. Staff wellness is becoming a priority in Seaside. As you can see in our belief and value statement, our district is targeting employee wellness as a goal.

Our association has been receiving monthly updates about the progress of the grant-writing process during our regular member meetings. Last year, we supported 3 members by paying for their lodging and transportation for the 2018 School Employee Wellness Conference. We have already committed to send members to the School Employee Wellness conference in March and to cover any incidental fees they incur. We will also continue to be a forum for discussion and input to the Wellness Committee.

The Seaside Education Association looks forward to the partnership with OEA Choice Trust. We also look forward to seeing the benefit to our educators as we move forward with our wellness initiatives. Our members deserve this. Thank you for this opportunity.

Sincerely,



Chuck Albright
President
Seaside Education Association



SEASIDE HEIGHTS ELEMENTARY SCHOOL

2000 SPRUCE DRIVE * SEASIDE, OR 97138
503-738-5161 * 503-738-7303 (FAX)

Home of the Beavers!

Preparing All Students for a Productive

Oregon Education Association Wellness Choice Trust Grant:

We are a vibrant staff, both certified and classified, who serve a very demanding and often difficult school population of 450 students in grades K-5. Our free and reduced lunch program is over 50% of the student body and 198 half hour daily lessons are for students receiving Title I support in Reading and Math. We serve 11 students who are severely impacted because of varying disabilities which require 1:1 adult services.

To say the demands on our mental, emotional, and professional skills as educators are often intense and daily exhausting, would be an understatement. Our combined staff deal with deep emotional trauma in our students all across our school. Poverty, homelessness, drug and alcohol abuse in the home, neglect, and a highly transitional population create stress in all of our positions in the district.

The need for an all-district, all-staff Wellness Program that encompasses multiple levels of health and wellness to promote a positive personal culture among our entire school district is monumentally important. We represent more than 50 adults serving the students and their families in Seaside, Gearhart, and Cannon Beach and have the potential to establish a culture of physical, nutritional, mental, emotional, social and professional wellness in our communities. This wellness program could radically impact and change not only our lives, but also the ones of those we serve day in and day out.

We strongly support the OEA Choice Trust Wellness proposal as set forth for Seaside School District #10.

John Meyer

Jennifer Anderson

Amveros
John Meyer
Mary Ann
Eric Miller
Butler
John P. Miller
Rachel Windsor
Shannon Hestetter
Krista White
Maureen Ogilvie
Chris [unclear]

Chris [unclear]
Sara Wagner
Jenny Edwards
US [unclear]
Kenna Walke
Becky Mahoney
Lisa Starkey
Michelle [unclear]
Kevin Rainey
Juliet Douglas

Ann Brown
Elizabeth Mullen
Dana Norton
Sarah [unclear]
Minson [unclear]
Junglatt
Heidi [unclear]
Amgrahl
Eric [unclear]
Kevin [unclear]
Julia [unclear]
Dan [unclear]



10/30/18

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes,

My name is Chris and I am with the Earth2o spring water company.

Earth2o is proud to support and partner with the Seaside School District in their effort to promote staff wellness and model healthy lifestyles and environmental responsibility to students and their families. By supporting them we make our communities stronger and the environment a better place. To show our support, we have given Seaside School District a 57% discount on our standard pricing of \$6.95 per bottle.

Earth2o is very happy to support the Seaside School district in help that they receive the OEA Choice Trust Employee Wellness Grant.

We feel staff wellness is extremely important. Promoting a healthy work environment with clean and sustainable water stations not only encourages staff, but it also creates a fun healthy lifestyle for children as well.

Earth2o will participate by delivering a sustainable spring water in BPA free containers.

We are a certified B-Corp and believe in supporting the communities in which we live.

Sincerely,

Chris Bowden

Outside Sales Manager

The Table Church

852 Broadway Ave. Seaside, Oregon 97138

November 1st, 2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SWAtlanta Street, Bldg. 2
Tigard, OR 97223

Dear Ms. Inge Aldersebaes:

My name is Andrew Klumper and I am a lead pastor at The Table Church. In my four years of living in the community of Seaside, I have accumulated several roles that generate influence and several positions in the Seaside School District. I have driven school bus, substitute taught, and coached at all the age levels. My presence in the district has enabled insight into the lives of our local leaders and teachers. The staff and faculty in our district consist of high caliber and intentional leaders. I believe with adequate resources, we can see these already powerful educators better themselves thus, generating a stronger community.

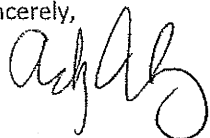
Serving as a council member for the Way to Wellville, I have been driven to explore avenues of better health in our community. My presence on our local Sunset Empire Parks and Recreation steering council has been beneficial as well. It also carries some frustration because of the lack of resource we are able to provide for our community members and especially the health of teachers and staff.

This Staff Wellness Program will contribute not only to healthier bodies, but also emotional and social health. There is great need in our school district for this preventative care blitz. Our staff and faculty are encouraged to go above and beyond in their care for our community. They surpass the bar in their coaching, teaching of parenting skills, and even establishing basic manners. Our community has thrust this responsibility on the shoulders of our teachers and a program such as this, would allow for best opportunity of success. As our local city Police Chaplain, I can see the overall health of our community and the pressure our leaders are under. An intentional plan with adequate facilitators is the recipe for success in this program. In review of the plan and whose capable hands it has been entrusted with, I am very excited.

As a mutually-benefited member, I will get to see a healthier community in the leaders of my children and among our peer group. We can see the long-term effects of their stress, and if it is at all preventable, we would be foolish not to support. These unsung heroes do what they love because of their love for our future generations, let us grab their hands and enable them a better quality of life in the process.

Thank you for your time and care for our community.

Sincerely,



-Lead Pastor at The Table Church



October 29, 2018

OEA Choice Trust
Attention: Inge Aldersebaes
6900 SW Atlanta Street, Bldg. 2
Tigard, Oregon 97223

Dear Ms. Inge Aldersebaes,

The Sunset Empire Park & Recreation District (SEPRD) strives to serve our entire community through the provision of high quality park and recreation programs and facilities and through the creation of opportunities to PLAY (Positive Life Activities for You!).

Throughout our 50-year history we have had a strong relationship with the Seaside School District and worked together on many projects that benefit the youth and community at large. We became aware of the Seaside School District Employee Wellness Program and are strong supporters of the prospective of improving the health opportunities of the valued teachers, support staff, administrators and other positions that work with the youth of our community.

I'm pleased to offer SEPRD's support to the School District's opportunity to receive an OEA Choice Trust Employee Wellness Grant. We firmly believe that all people need opportunities to PLAY and strive to create more experiences and ease access to be inclusive to our entire population. Staff Wellness is critical in all avocations but particularly so for our teachers who deal with challenging situations frequently and need time and opportunity to maintain their own health and wellness.

While some of the details of our support will be forthcoming, we do plan on the following measures being taken to support the program:

- SEPRD reduces cost of annual membership by 10% and offers the resident discount to all Seaside School District staff (33% discount from non-resident pricing).
- That will lower the cost of an annual pass to \$247.50 and provides the employees with access to our Sunset Pool facility, fitness center and an abundance of fitness classes.

We view this as a mutually beneficial partnership as we value the role that the Seaside School District employees have in the lives of the youth of our community and encourage them to be proactive about their own wellness. We also hope that staff will be exposed to the great programs of SEPRD and become lifelong recreation participants.

Thank you for your time and consideration of this worthwhile grant request. Please let me know if you have any questions.

A handwritten signature in black ink, appearing to read "S. Archibald", is written over a faint, dotted grid background.

Skyler Archibald | Executive Director | Sunset Empire Park & Recreation District

PO Box 514 | 1140 Broadway | Seaside, Oregon 97138

503-738-3311 | sarchibald@sunsetempire.com | sunsetempire.com