

School Clinic

Onsite medical clinic saves time, money and keeps staff healthier

Warren Flitcroft admits that six years ago when he became Director of Business Services at Lake Geneva Area Schools, he “had no clue about insurance.”

“Most of us aren’t knowledgeable about insurance,” Flitcroft said. “I told Jeff (Ireland), my M3 Account Executive, that I would ask a million stupid questions — and I did.”

Those “one million stupid questions” changed everything. Six years ago, Flitcroft sat down with Ireland to review the existing plans the district had. In some cases, they found, the district didn’t have very good plans and were losing money.

“Jeff found different vision coverage plan carriers that nearly doubled the benefit to employees and cut the cost by 50 percent. It was unbelievable,” Flitcroft said. “Then we did the same for our dental plan. Jeff helped us simplify everything into one plan for support and teaching staff. The result was easier plan administration, doubling our benefits and lowering the cost by a few percentage points. Because of his hard work, we’ve kept costs down and are providing better services — that makes people happy and helps us attract new talent.”

And that was just the beginning. Flitcroft and Ireland routinely kick ideas around, trying to find different ways to improve coverage while keeping costs down.

Those brainstorming sessions led to an onsite medical clinic for staff and their dependents.

“It’s not always easy for people to get in and see a physician,” Flitcroft said. “It requires time away from work, juggling schedules and lots of waiting. So we decided to offer something better.”

That “something better” was an onsite, quick-care medical clinic with a private entrance and parking lot within the Badger High School. “Our insurance carrier, Aurora, was very receptive and helpful,” Flitcroft said.

Aurora set up the clinic operating structure and hired a part-time nurse practitioner to run the clinic. The nurse practitioner is licensed to write prescriptions and receives support from a supervising physician. Planning started in spring 2011 and by fall 2011 the clinic was open.

All staff and their dependents (about 1,300 people) can visit the onsite clinic on Monday and Saturday mornings and Wednesday and Thursday afternoons. To encourage

proactive health and wellness, office visits are free.

“We’re saving money even though we’re waiving the fees,” notes Flitcroft. “And we’re saving time.”

Marianne Weber, PA-C, runs the onsite clinic. “We’re offering ‘quick care.’ Flu shots, strep and urine tests that are faster and less expensive than cultures, wellness exams and diabetes care for example,” Weber said. “I’m a great resource for people who have questions about a more serious health concern. I provide them with a free consultation and advise them of their options, which empowers them to address health issues they might not otherwise address.”

“You can’t underestimate the convenience factor,” Weber adds. “It can be a key to good health when we lead such busy lifestyles. Staff just walk down the hall or drive over to see me during their down time. There are no barriers and no hoops to jump through.”

“It’s a winning situation from all sides,” notes Flitcroft. “Our staff and their families are healthier. It’s more convenient and cost effective. And our employees are missing less time from work for a medical visit or because they’re ill. It’s a great morale builder.”

For Lake Geneva Area Schools, “something better” was an onsite, quick-care medical clinic with a private entrance and parking lot within the Badger High School.



Going forward, Weber will work with Ireland to review employee health data to provide health and wellness materials and seminars that address the health concerns of the Lake Geneva Area School's workforce.

"My relationship with M3 has changed everything," notes Flitcroft. "They're large enough to have significant leverage with carriers and help us solve challenges we face. And they've helped us innovate — providing onsite health care that helps our district run smoothly. When I see all this, I know I'm with the right people."

He concludes, "I certainly asked a lot of questions — and I still do — but I'm in a better place and so is our district, our taxpayers and the people we employ." ■



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