

AUGUST 2024

EMPLOYEE HEALTH & WELLNESS *Newsletter*



Independent School District
THE SMART CHOICE



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PREPARING STUDENTS FOR
TOMORROW – CARING FOR
THEM TODAY



WELCOME MESSAGE

WELCOME BACK!

As we kick off the 24-25 school year, we want to extend a warm welcome back to all of our dedicated staff members. Your commitment to our students and our community is truly the heartbeat of our district.

This year, we're excited to continue supporting your health and well-being with our comprehensive benefits and wellness programs. Whether you're looking to stay active, manage stress, or access quality healthcare, we've got you covered.

Here's a quick rundown of what's in store:

1. **Enhanced Wellness** Initiatives: We're launching new wellness challenges designed to keep you energized and engaged throughout the year.
2. **Expanded Benefits**: We've reviewed and updated our benefits packages to ensure they meet your evolving needs, including health plans.
3. **Support Services**: Our team is here to assist you with any questions or concerns you may have about your benefits and wellness options.
4. **Health & Safety Measures**: We remain committed to providing a safe and healthy environment for all staff and students.

We can't wait to see all the amazing things we'll accomplish together this year. Let's make it our best one yet! Wishing you a fantastic start to the school year!

QUESTIONS OR COMMENTS
Email or Call

HEALTH AND WELLNESS OBSERVANCES



August is National Immunization Awareness Month (NIAM). NIAM raises the awareness about why vaccines are important for people of all ages and how they can help prevent serious, sometimes deadly, diseases and illnesses. NIAM is now more important than ever with the emergence of diseases such as COVID-19.

children's eye health & safety month

E F P T O Z L P E T

NUTRITION

HEALTHY FOOD
Include green vegetables & fresh fruits.

ACTIVITIES

SPORTS
All children should wear protective eyewear while participating in sports.

LIFESTYLE

VITAMINS
Include multi-vitamins in their diet.

A good rule of thumb is to have your children's eyes examined during well-child visits, beginning around age three. Your child's eye doctor can help detect refractive errors such as nearsightedness, farsightedness and astigmatism as well as other conditions.

MEDICAL BENEFITS *Update*

IMPORTANT DATES

Sept. 16 -27
*Sick Leave Bank
Enrollment*

Oct. 1 - 31
Open Enrollment

- Effective January 2025 Blue Cross Blue Shield (BCBS) will replace AETNA as our medical insurance provider.
- No changes to dental and vision.
- Open Enrollment - October 2024. **All employees** must re-enroll to keep benefits for 2025.



MEDICAL INSURANCE UPDATE



Benefit options will move from three plans to two plans, Blue Essentials (HMO) and Blue Choice (EPO)



BlueCross BlueShield
of Texas

BCBSTX - Network Options for 2025

	Blue Essentials HMO	Blue Choice PPO/EPO
Similar to:	Kelsey Care ACO & Memorial Hermann	Texas Neighborhood EPO
Type	HMO	EPO
Gatekeeper?	Yes	No
Service Area	All 254 Texas Counties	Nationwide
Out of Network Benefits?	No	No
24 Nurse Line	Yes	Yes
Virtual Visits (Telemedicine)	Yes	Yes
Key Providers		
Memorial Hermann	Yes	Yes
St Lukes	Yes	Yes
Tomball Regional	Yes	Yes
Methodist	Yes	Yes
HCA	Yes	Yes
Kelsey Seybold	Yes	Yes
Texas Childrens	Yes	Yes
MD Anderson	Yes	Yes
Near Site/Urgent Care		
Concentra	Yes	Yes
Integra	Yes	Yes
West Oaks	Yes	Yes
Next Level Urgent Care	Yes	Yes
Monthly Premiums	Blue Essentials	Blue Choice EPO
Employee Only	\$84	\$262
Employee + Child	\$376	\$834
Employee + Spouse	\$458	\$908
Employee + Family	\$744	\$1,502

Differences Between HMO and EPO

HMO – Blue Essentials Network

- Care is PCP-driven — you must select a medical group and PCP
- Referrals required for specialists
- When your PCP is Kelsey Seybold, no referrals are required to see a Kelsey Seybold Specialist.
- Fixed predictable copays on covered services
- National coverage is more limited
- You must stay in the HMO network: no out-of-network coverage, except in emergencies

EPO – Broad PPO Network

- No referrals required: care is always your choice — each time
- Full EPO network with coverage across the U.S. and around the world
- Most services subject to deductible and coinsurance (you pay a percentage)
- You must stay in the EPO network: no out-of-network coverage, except in emergencies
- Highest employee contributions



Provider Finder® How to Look for Providers as a Guest or Public Search

Use the below QR code to locate a network provider in your plan before you receive your member ID card.

- Scan the QR Code
- Enter your city, state or zip code you want to search at.
- Select Employer Plans, then select your State
- Choose HMO, select Blue EssentialsSM (HMO)
- Or for EPO, select Blue Choice PPOSM (BCA)



Find your provider today.

Walkingspree



Back to School

Step Up Challenge

Begins August 5, 2024!



Complete these tasks by Aug 30 to earn additional points in the August raffle for \$50 gift cards! Register your Walkingspree account, add 5 friends, complete a Les Mills video, and turn on push notifications to earn an additional 20 points for August! The location with the most registered members also earns 20 points per member! Don't miss out—get healthy, have fun, and win big! Let's get moving and make wellness a game!

Earn the step badge each week to be entered into the weekly raffle for a \$100 gift card!



Aug 5 - 11
5,000avg. steps/day



Aug 12 - 18
6,000avg. steps/day



Aug 19 - 25
7,000avg. steps/day



Aug 26 - 30
8,000avg. steps/day

REGISTER TODAY!

- 1 Download the Walkingspree App from the Google Play or App Store
- 2 Register with your employee ID
Found on your badge
- 3 Connect your device and start stepping!
Choose your own screen name to be shown on the app!



Open your Walkingspree app every couple of days to seamlessly sync your steps. Don't miss out on rewards, make every step count!

Walkingspree will never share your data with outside parties. Your employer will only receive your step count for any incentives offered for challenges. You may participate within the app anonymously by choosing your own screen name.



Need Help? Contact us at support@walkingspree.com



Walkingspree



**CONGRATULATIONS TO THE
WINNERS FROM THE MAY AND JUNE
POINTS PROGRAM!**

**You've all earned a \$50 gift card!
Check your email to redeem your prize!**

May Winners

Ting Sha
Denise Sadberry
Laura Cisneros
Maria Mendoza
Brenda Vizcaya

Elvia Lopez
Dezreon Green
Mike Idrogo
Salvatore Giordano
Alicia Vazquez

June Winners

Bertha Soto
John Escochea
Alicia Hernandez
Cindy Fukazawa
Lilia Vazquez

Brien Jefferson
Gretter Melendi
Sayeeda Raza
Monica Urdaneta
Elsa Rojas

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Action for Happiness

Altruistic August 2024

MONDAY



5 Spend time wishing for other people to be happy and well

TUESDAY



6 Smile and be friendly to the people you see today

WEDNESDAY



7 Give time to help a project or cause you care about

THURSDAY

1 Set an intention to be kind to others (and yourself) this month

FRIDAY

2 Send an uplifting message to someone you can't be with

SATURDAY

3 Be kind and supportive to everyone you interact with

SUNDAY

4 Ask someone how they feel and really listen to their reply

12 Contact a friend to let them know you're thinking of them

13 No plans day! Be kind to yourself so you can be kind to others too

14 Take an action to be kind to nature and care for our planet

15 If someone annoys you, be kind. Imagine how they may be feeling

16 Make a thoughtful gift as a surprise for someone

17 Be kind online. Share positive and supportive comments

18 Today do something to make life easier for someone else

19 Be thankful for your food and the people who made it possible

20 Look for the good in everyone you meet today

21 Donate unused items, clothes or food to help a local charity

22 Give people the gift of your full attention

23 Share an article, book or podcast you found helpful

24 Forgive someone who hurt you in the past

25 Give your time, energy or attention to help someone in need

26 Find a way to 'pay it forward' or support a good cause

27 Notice when someone is down and try to brighten their day

28 Have a friendly chat with someone you don't know very well

29 Do something kind to help in your local community

30 Give away something to help those who don't have as much as you

31 Share Action for Happiness with other people today




ACTION FOR HAPPINESS

Happier · Kinder · Together

STUDENT RESOURCES

Returning to school can be exciting and challenging for children and teens. During this season, be mindful of student's mental health.



I'M SO STRESSED OUT!

Is it stress or anxiety?


Stress	Both Stress and Anxiety	Anxiety
<ul style="list-style-type: none">• Generally is a response to an external cause, such as taking a big test or arguing with a friend.• Goes away once the situation is resolved.• Can be positive or negative. For example, it may inspire you to meet a deadline, or it may cause you to lose sleep.	<p>Both stress and anxiety can affect your mind and body. You may experience symptoms such as:</p> <ul style="list-style-type: none">• Excessive worry• Uneasiness• Tension• Headaches or body pain• High blood pressure• Loss of sleep	<ul style="list-style-type: none">• Generally is internal, meaning it's your reaction to stress.• Usually involves a persistent feeling of apprehension or dread that doesn't go away, and that interferes with how you live your life.• Is constant, even if there is no immediate threat.

Ways to Cope

- Keep a journal.
- Download an app with relaxation exercises.
- Exercise and eat healthy.
- Get regular sleep.
- Avoid excess caffeine.
- Identify and challenge your negative thoughts.
- Reach out to your friends or family.


Find Help

If you are struggling to cope, or the symptoms of your stress or anxiety begin to interfere with your everyday life, it may be time to talk to a professional. Find more information about getting help on the National Institute of Mental Health website at www.nimh.nih.gov/findhelp.

 National Institute of Mental Health

nimh.nih.gov/stressandanxiety

Teen Depression: More than just moodiness



Being a teenager can be tough, but it shouldn't feel hopeless. If you have been feeling sad most of the time for a few weeks or longer and you're not able to concentrate or do the things you used to enjoy, talk to a trusted adult about depression.

Do I have depression?


- Do you often feel sad, anxious, worthless, or even "empty"?
- Have you lost interest in activities you used to enjoy?
- Do you get easily frustrated, irritable, or angry?
- Do you find yourself withdrawing from friends and family?
- Are your grades dropping?
- Have your eating or sleeping habits changed?
- Have you experienced any fatigue or memory loss?
- Have you thought about suicide or harming yourself?

Depression looks different for everyone. You might have many of the symptoms listed above or just a few.

How do I get help for depression?

- **Talk to a trusted adult** (such as your parent or guardian, teacher, or school counselor) about how you've been feeling.
- **Ask your doctor** about options for professional help. Depression can be treated with psychotherapy (also called "talk therapy"), medication, or a combination of medication and talk therapy.
- **Try to spend time with friends or family**, even if you don't feel like you want to.
- **Stay active and exercise**, even if it's just going for a walk. Physical activity releases chemicals, such as endorphins, in your brain that can help you feel better.
- **Try to keep a regular sleep schedule.**
- **Eat healthy foods.**

You're not alone, and help is available. You can feel better.
To get help, call or text the 988 Suicide & Crisis Lifeline at 988 or chat at 988lifeline.org.

 National Institute of Mental Health

nimh.nih.gov/depression

EMPLOYEE EAP

Aetna Resources For Living is a comprehensive well-being approach and resource designed to empower our members to proactively take charge of their lives. We believe Aetna Resources For Living is an important element of our benefits plan offerings because of the unique services it offers our members.

Quality health plans & benefits
Healthier living
Financial well-being
Intelligent solutions

aetna®

Introducing the Aetna Resources For Living mobile app

Aetna Resources For LivingSM

Healthy living has never been so easy

We want you to be healthy, happy and productive. And convenience is key to living a healthier lifestyle.

That's why we're excited to announce the launch of our Aetna Resources For Living mobile app.



Healthy tips are just a click away

You're always on the go. With the demands of work, family and friends — when can you take care of yourself? Now with our new mobile app, you'll always have access to:

- **Instant tips to improve mood** — You can rate your day and get a personalized response to help you feel better or continue feeling great.
- **Practical pointers for managing stress and anxiety** — You can learn more about what causes stress, do some relaxation exercises or even manage stress at work.
- **Critical work-life balance skills** — You can learn new lifestyle management and self-help tips and get ideas for better time management.
- **Contact form** — You can contact us to access all your Aetna Resources For Living benefits at your convenience.

Install the app today

Our mobile app is now available on iPhone and Android smart phones. Search for "Aetna Resources For Living" in the Apple App Store or the Google Play Store to install today.

Handy, supportive and healthy.

With our new mobile app, we're there anytime, anywhere. You're always on the go — now we'll go with you!

1-866-611-2826 / www.MyLifeValues.com

Login: **alief isd** / Password: **eap**

Aetna Resources For LivingSM is the brand name used for products and services offered through the Aetna group of subsidiary companies. The EAP is administered by Aetna Behavioral Health, LLC, Aetna Health of California, Inc. and Health and Human Resources Center, Inc.

This material is for informational purposes only. All calls are confidential, except as required by law (i.e., when a person's emotional condition is a threat to himself/herself or others, or there is suspected child, spousal or elder abuse, or abuse to people with disabilities). Services are available to you and your household members, including dependent children up to age 26, whether they live at home or not.

Information is believed to be accurate as of the production date; however, it is subject to change. For more information about Aetna plans, refer to www.aetna.com

CONTACT US

RISK MGT Dept

(281) 498-8110 ext. 29150

(832) 678-2446

riskmgnt@aliefisd.net



Katina Gordon
Director of Risk Management
katina.gordon@aliefisd.net

Meet Our Team



Tracy Debaradelaben
UE/WC Manager
tracy.debaradelaben@aliefisd.net

- Workers' Comp Claims
- Unemployment Claims



Shantell Boone-Felton
Safety & Emergency
Manager
shantell.boone@aliefisd.net

- District safety management
- Drills
- Emergency plans



Julian Alexander
Risk Management
Specialist
julian.alexander@aliefisd.net

- Employee Medical Leave
- ADA
- Direct Deposits



Gaby Idrogo
District Benefits
Manager | A-L
gabriela.idrogo@aliefisd.net

- Employee Benefits
- Wellness



Sam Willis
District Benefits
Manager | M-Z
samenta.willis@aliefisd.net

- Employee Benefits
- Wellness