AUGUST 2024

EMPLOYEE HEALTH & WELLNESS



Independent School District
THE SMART CHOICE





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PREPARING STUDENTS FOR TOMORROW — CARING FOR THEM TODAY



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.

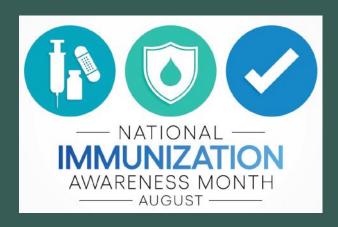
Here's a quick rundown of what's in store:

- 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!



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.



MEDICAL BENEFITS

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)



BCBSTX - Network Options for 2025

	Blue Essentials HMO	Blue Choice PPO/EPO
Similar to:	Kelsey Care ACO & Memorial Hermann	Texas Neighborhood EPO
Туре	НМО	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





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)



2

3

Walkingspree









Walkingspree



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 LÃpez 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

REGISTER TODAY

- Download the Walkingspree App from the Google Play or App Store
- Register with your employee ID found on your badge
- 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.











Altruistic August 2024

MONDAY



Spend time wishing for other people to be happy and well

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

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

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

TUESDAY

Smile and be

friendly to the

people you

see today

No plans

day! Be kind

to yourself so

you can be kind

to others too

Look for

the good in

everyone you

meet today

WEDNESDAY

Give time

to help a project

or cause you

care about

Take an

action to be

kind to nature

and care for

our planet

Donate

unused items.

clothes or food

to help a local

charity

THURSDAY

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

Make some tasty food for someone who will appreciate it

annoys you, be kind. Imagine how they may be feeling

Give people the gift of your full attention

kind to help community FRIDAY

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

Thank someone you're grateful to and tell them why

Make a thoughtful gift as a surprise for someone

Share an article, book or podcast you found helpful

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

SATURDAY

Be kind and supportive to everyone you interact with

Ask someone how they feel and really listen to their reply

SUNDAY

Check in with someone who may be lonely or feeling anxious

Be kind online.

Share positive

and supportive

comments

Forgive

someone who

hurt you in

the past

17

Today do something to make life

easier for

someone else

news story to

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



ACTION FOR HAPPINESS

Notice when someone is down and try to brighten their day

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

Do something in your local

Share Action for Happiness with other people today



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.



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 o 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,



■ 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



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 chemisuch 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.



nimh.nih.gov/depression

FMPI OYFF FAP

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

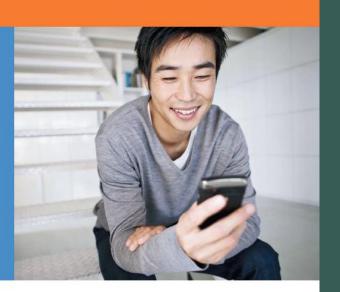
Introducing the Aetna Resources For Living mobile app

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 Living^{5M} 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

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CONTACT US



- (281) 498-8110 ext. 29150
- (832) 678-2446
- riskmgnt@aliefisd.net



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





Tracy Debaradelaben UE/WC Manager tracy.debardelaben@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