



2026

Featured this month: Miller

Risk Management



Independent School District
THE SMART CHOICE

EMPLOYEE

HEALTH & WELLNESS NEWSLETTER

MARCH

“Spring Forward Safely”

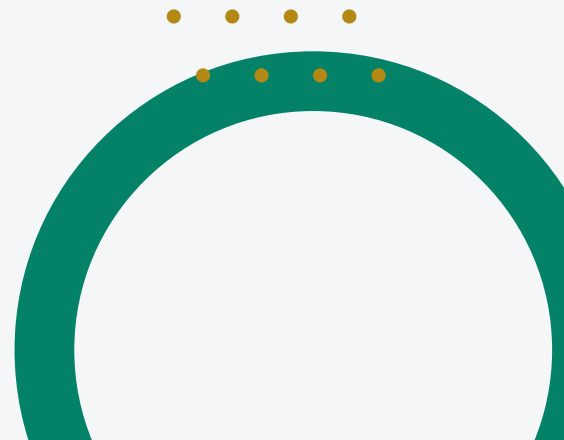
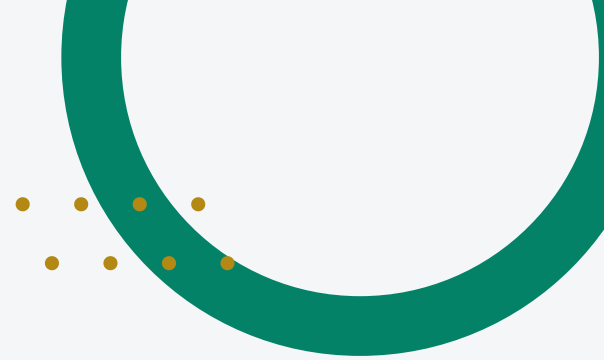


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RISK MGT CORNER

As we move into spring, March is the perfect time to refocus on safety—both inside and outside the workplace. From seasonal activities to mid-year benefit reminders, here's some reminders.

Spring Safety & Outdoor Activity Awareness

With warmer weather and more outdoor school activities:

- Review safety procedures for recess, field trips, and outdoor events.
- Wear proper footwear and stay alert for uneven surfaces, muddy walkways, or slippery areas after rain.
- Remind staff to report playground or outdoor hazards immediately.
- Stay hydrated and take precautions during early-spring pollen surges.

Allergy Awareness & Accommodations

Spring allergies can impact students and staff.

- Be aware of individuals with severe allergy action plans.
- Limit exposure by keeping windows closed on high-pollen days.
- Encourage frequent handwashing to reduce allergen transfer.
- Remind staff that the campus nurse should be informed of any allergy-related incidents.

Mid-Year Benefits Check-In

A quick review can prevent issues later:

- Ensure your mailing address, phone number, and email are up to date.
- Check your medical, dental, and vision cards for accuracy.
- Update beneficiaries if you experienced a qualifying life event earlier this year.

Injury Prevention Reminders

To keep staff safe during busy spring months:

- Use proper lifting techniques when rearranging classrooms for testing or events.
- Avoid standing on chairs or desks—use approved step stools or ladders.
- Keep hallways clear of clutter as students transition between activities.
- Immediately report spills, leaks, or faulty equipment to avoid workplace injuries.

Mental Wellness & Stress Management

Spring can bring increased workloads and testing pressures.

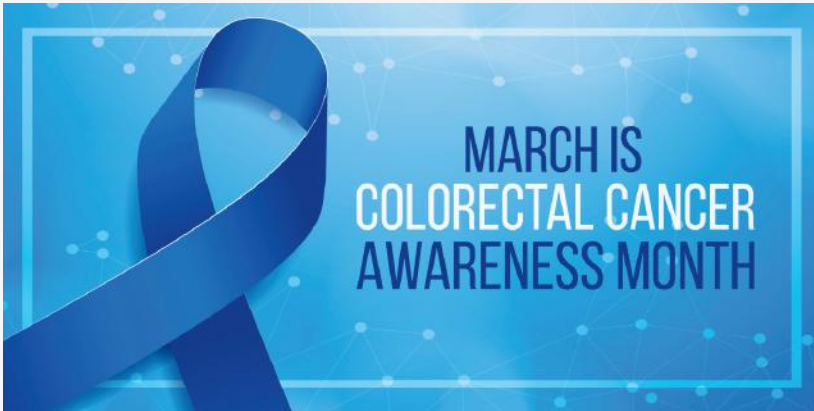
- Utilize the Employee Assistance Program (EAP) for confidential support.
- Take breaks and practice quick mindfulness strategies throughout the day.
- Encourage positivity and peer support among staff.
- Reach out to your supervisor or HR if you feel overwhelmed.

As we enter a season of growth and activity, let's commit to keeping our schools safe, healthy, and supportive. Thank you for being a vital part of our district's safety culture.

If you have safety concerns, questions about benefits, or need assistance with a workplace injury or leave of absence, the Risk Management Department is here to help.

MARCH

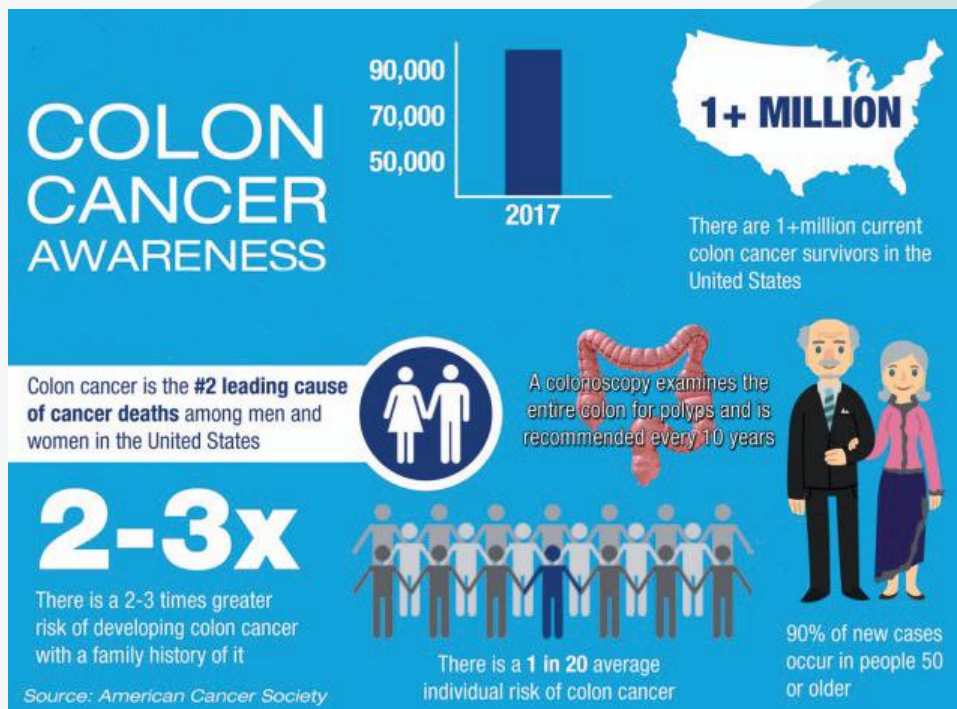
HEALTH OBSERVATION



March is National Colorectal Cancer Awareness Month, a vital initiative to raise awareness about the second deadliest cancer in the U.S.. It promotes, in particular, the fact that this cancer is highly preventable through regular screenings starting at age 45, which can detect precancerous polyps early.

- Key Aspects of the Awareness Campaign

- **Significance:** Colorectal cancer is a leading cause of cancer death, yet it is often preventable, treatable, and beatable.
- **Target Population:** Screenings are recommended for adults at average risk beginning at age 45 and continuing through age 75.



ACCIDENT PLAN

HIGHLIGHTS

Many employees enroll in Accident Insurance for peace of mind – but don't realize how many everyday situations qualify for a cash benefit. Your Unum Accident Insurance is designed to help you use it often, not just for major injuries.

Below are key features many employees don't know they can use:

★ 1. You Get Paid for Everyday Accidents – Not Just Serious Injuries

Most people think benefits only apply to major injuries, but Unum pays for common incidents like:

- Sprains
- Strains
- Minor fractures
- Cuts requiring stitches
- X-rays, ER visits, or urgent care treatment

Even small accidents can qualify – that's why filing a claim is worthwhile.

★ 2. You're Paid Directly – and You Can Use the Money for Anything

Your benefit does not go to a doctor or hospital. It is paid straight to you, and you decide how to use it:

- Co-pays
- Deductibles
- Medications
- Childcare
- Groceries
- Bills

This makes the plan especially helpful for unexpected budget stress after an injury.

★ 3. Annual Wellness Benefit – Get Paid Even If You Have No Accidents

Unum pays a wellness benefit each year for completing a covered health screening. Examples include:

- Blood tests
- Mammograms
- Colonoscopies
- Stress tests
- Vision or dental exams

This means you can receive money simply for getting preventive care.

★ 4. Many Treatment Types Qualify (More Than You Might Expect)

Employees often overlook that treatment itself – not just the injury – can trigger payment:

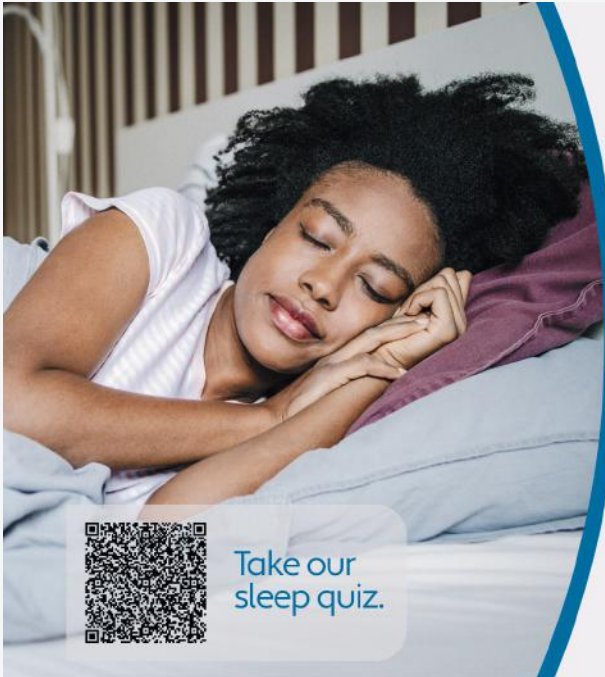
- ER or urgent care visits
- Ambulance transport (ground or air)
- Hospital admission
- Physical therapy
- Follow-up doctor visits [[workdaybenefits.com](https://www.unum.com/employees/benefits/accident-insurance)].

If you're getting medical care after an accident, it's worth checking if you can file a claim.

For more information visit <https://www.unum.com/employees/benefits/accident-insurance>

MEMORIAL

HERMANN



Take our
sleep quiz.

Better sleep
supports a
healthier you.

If your sleep habits are
negatively affecting your
daily life, we're here to help.

To learn more visit
memorialhermann.org/getsleep

MEMORIAL[®]
HERMANN



If you're over 45,
it's time to get
screened for
colon cancer.

memorialhermann.org/colon

MEMORIAL[®]
HERMANN

5 Easy Ways

to seek medical treatment

1 **TELEMEDICINE (REDIMD)**

- Convenient & easily accessible from your any location (always in-network)
- Evening & weekend hours available
- Employees & dependents on Alief medical can use

NO COPAY

Examples of treatment: cold, allergies, diabetes, cough, sinus infections, flu, sore throat, headaches.

2 **ALIEF EMPLOYEE CLINIC**

Examples of treatment: cold, allergies, cough, sinus infections, flu, sore throat, headaches, minor broken bones, minor/moderate cuts requiring stitches, sprains, back problems, accidents, falls, asthma, diabetes management, hypertension (high blood pressure) management

- Conveniently located in Alief & easily accessible during work hours & virtual visits available
- Evening & Saturday appointments available
- Employees & dependents 7 years old & up on district medical can use

NO COPAY

3 **PRIMARY CARE PHYSICIAN**

- Know your medical history
- Some physician's have Saturday appointments
- Treat regular medical problems
- Regular check-ups

\$30 COPAY

Examples of treatment: cold, allergies, cough, sinus infections, flu, sore throat, headaches, minor broken bones, minor/moderate cuts requiring stitches, sprains, back problems, accidents, falls, asthma, diabetes management, hypertension (high blood pressure) management

4 **URGENT CARE**

Examples of treatment: fevers, flu or cold symptoms, ear infections, sprains and broken bones, cuts and bleeding that require stitches, vomiting, UTI, X-rays and labs

- \$40 copay on all three medical plans
- Convenient evening and weekend hours
- Numerous clinics to choose from on any of the plans
- X-ray services available at some clinics
- Average wait time less than one hour

\$40 COPAY

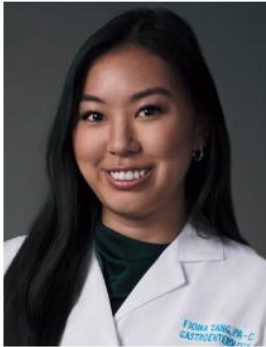
5 **EMERGENCY ROOM**

- Average wait times of 4 hours and 58 minutes
- Not all hospitals and independent ER's are in-network (costly for employees & Alief ISD)

Blue Essentials HMO: \$250 + 20% after deductible (\$2,000)
Blue Choice EPO: \$500 Copay + 20% after deductible (\$5,000)

Examples of treatment: compound fracture, convulsions, seizures, loss of consciousness, heavy bleeding, moderate to severe burns, heart attack pains, stroke symptoms

KELSEY CARE



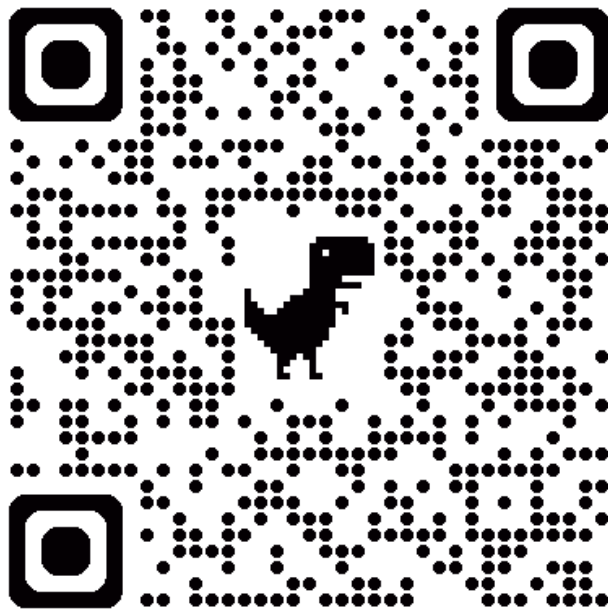
Fiona Tang, PA-C

Colorectal Cancer

March 4, 2026

March is National Colorectal Cancer Awareness Month! In this webinar, **Fiona Tang, PA-C, Gastroenterology**, will discuss the types of colorectal cancer, symptoms, and screening recommendations. Fiona will also answer audience questions.

[Register Here!](#)

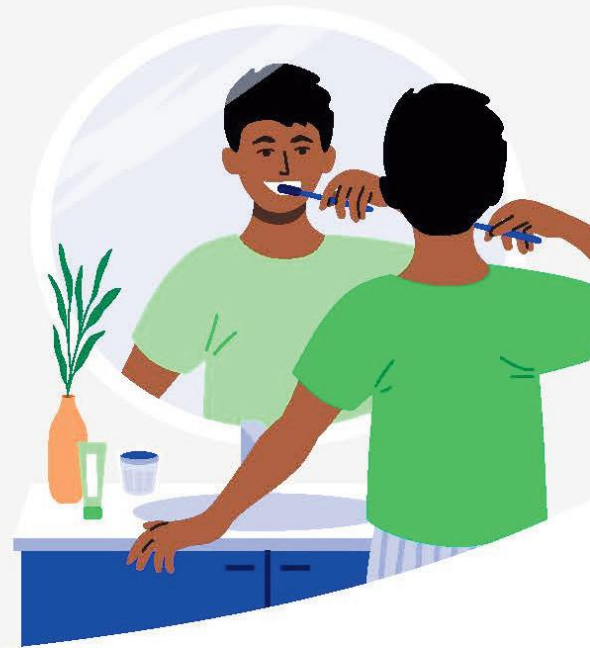




From mouth to heart: The dental connection

Learn the effects oral health has on your heart.

February is American Heart Health Awareness Month. At Cigna Healthcare®, we're committed to helping you protect your heart - and your smile.



Discover the link

Did you know that visiting your dentist for regular cleanings and screenings is great for your heart health?¹ Specific types of bacteria in the mouth can travel through the bloodstream and spread to your heart, which may lead to heart conditions, including high blood pressure and coronary artery disease.¹

Identify the problems

Research shows people with gingivitis (gum disease) are much more likely to suffer from heart disease, due to increased inflammation.² Also, long-lasting oral infections can continuously release bacteria into the bloodstream, creating stress on the heart and blood vessels.¹ The following oral health conditions have been closely associated with heart health concerns.³

- **Gingivitis:** redness, swelling, and bleeding of the gums
- **Periodontitis:** a more severe, chronic form of gingivitis
- **Tooth abscesses:** pus-filled pockets caused by bacterial infection

Stay protected with simple habits

Here are some tips to protect your mouth and your heart.³

- Brush twice daily with fluoride toothpaste
- Floss between teeth once a day
- Use mouthwash to help kill harmful bacteria
- Eat a balanced diet rich in vegetables, fruits, whole grains, lean proteins, and omega-3s
- Avoid excess sugar and processed foods to help reduce plaque
- Avoid smoking
- Schedule regular dental checkups every six months



Stay on track and schedule
your dental check-up today.

To find in-network care, visit myCigna.com

1. American Heart Association. "Oral Health. Your oral health may affect your heart health." 2025. <https://www.heart.org/en/health-topics/oral-health>. Last accessed December 4, 2025.

2. Kerrigan, Steven. Science Alert. "Poor Oral Hygiene Could Be Taking a Toll on Your Heart, Experts Say". May 5, 2025. <https://www.sciencealert.com/poor-oral-hygiene-could-be-taking-a-toll-on-your-heart-expert-says>

3. Maverick. Collected Med. "Can Poor Oral Health Lead to Heart Disease? What the Science Says". July 21, 2025. <https://collectedmed.com/health-issues/oral-health/poor-oral-health-and-heart-disease/>

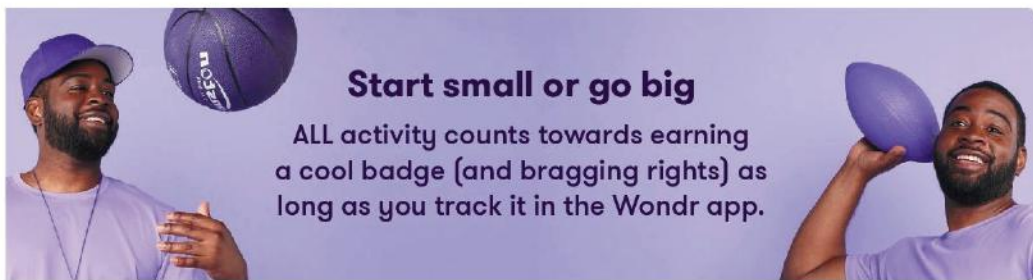
WONDR

HEALTH



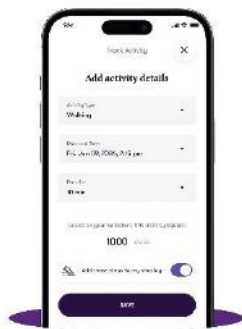
SHOW US YOUR MOVES

Join Wondr today and participate in the Wondr Activity Challenge all February long!



Here's how the challenge works

- 1 Sign up for Wondr
- 2 Log your activity
- 3 Earn a cool badge!



Sign up at www.wondrhealth.com/aliefisd

Build simple weight-loss habits that last!

Experts in diet, exercise, sleep, stress and lifestyle teach you behavior change skills to feel better and live stronger (all with \$0 out-of-pocket costs).

Employees, spouses and covered dependents age 18 and over enrolled in the BCBSTX medical plan are eligible to apply to the program.

Alief ISD Employee Health & Wellness Center

Alief Independent School District and Memorial Hermann Medical Group (MHMG), a part of the Memorial Hermann Health System, have partnered to provide Alief ISD employees and their eligible dependents access to quality, healthcare services at the Alief ISD Employee Health and Wellness Center, a clinic which is staffed and operated by MHMG. To schedule an in-person or virtual appointment, email mhmgaisd@memorialhermann.org. For more information, visit www.aliefisd.net/staffclinic.

Common services offered:

Acute Illness Care

- Cough, cold and flu
- Headache and migraine
- Abdominal pain
- Allergies/injections
- Chest pain
- Urinary tract infection
- Sprain and strain evaluation
- Minor procedures
- Laboratory testing

Chronic Disease Management

- Hypertension
- Diabetes
- Asthma
- Weight management
- Carpal tunnel syndrome
- Arthritis

Well Care

- Wellness exams
- Adult immunizations
- Annual physicals
- Biometric screenings
- Preventive medical care



12000 Richmond Ave, Suite 220, Houston, TX 77082

2.04 miles [Get Directions](#)

(713) 814-2720 | (713) 814-2725 Fax

Mon	8:00 AM - 5:00 PM
Tue	8:00 AM - 6:00 PM
Wed	8:00 AM - 5:00 PM
Thu	8:00 AM - 6:00 PM
Fri	8:00 AM - 5:00 PM
Sat	8:00 AM - 1:00 PM

TO USE REDIMD AS A FIRST-TIME USER

1

REGISTER.*

- Click “register”
- Select “register “ or “First Time User”
- Enter “Code” (the code HR gives you) and click “next”
- Follow registration directions, enter your e-mail and create a password
- Complete profiles and registration directions.

2

SCHEDULE.

- Make appointment
- Select provider, date, and time
- Pay copay

3

CONSULT.

- Take vitals
- Consult with your provider (see options below)

Code: **aliefisd**

*Registration is a one-time process and can be done without having to schedule an appointment.

TO USE REDIMD AS A RETURN USER

1

LOG IN.

- From any internet connected computer:
- Log in at www.redimd.com
 - Enter your e-mail and password

2

SCHEDULE.

- Make appointment
- Select provider, date, and time
- Pay copay

3

CONSULT.

- Take vitals
- Consult with your provider (see options below)

CONSULT WITH YOUR REDIMD PROVIDER

AT YOUR WORKPLACE: To see a provider for your online consult

- Go to the RediMD clinic at your workplace for the online consult 10 minutes before your appointment time
- Have your photo ID available
- Go to www.redimd.com, log in to your account and go to your appointment (You can follow the hardcopy instructions located by the computer.)
- Take your blood pressure, pulse and temperature and enter your vital readings as prompted, and follow the directions.
- The provider will appear at the appointment time to consult with you about the medical information you provided and give you a diagnosis and recommend treatment.

AT HOME: To see the provider for your online consult

- 10 minutes before your appointment time, go to www.redimd.com, log in to your account and go to your appointment
- Have your photo ID available.
- Take your blood pressure, pulse and temperature and enter your vital readings as prompted, and follow the directions.
- The provider will appear at the appointment time to consult with you about the medical information you provided and give you a diagnosis and recommend treatment. (NOTE: you need certain equipment to use RediMD at home. See Home Equipment Available below.)

BY PHONE: To speak with provider (Note: you must be an established patient with RediMD to consult by phone.)

- When scheduling an appointment, select “phone consult” as the provider.
- Go to your appointment, and take your blood pressure, pulse and temperature and enter your vital readings as prompted. Enter the phone number you wish to use for the consult in the “complaint” box. Please
- The provider will call you on the phone you designated at the appointed time.

For help, call RediMD at 866-989-CURE, option 3



Home Equipment Available

To order home equipment, fax a completed order form to 713-481-0260.

NEW YOU BEFORE THE NEW YEAR

**DON'T WAIT UNTIL
MARCH!**

**START YOUR WEIGHT
LOSS JOURNEY TODAY**

SEE RESULTS IN WEEKS!



FSA/HSA ELIGIBLE



Take control of your health through RediMD Wellness! If eligible, our clinician will help you find the right dose of a GLP-1 medication, such as compounded semaglutide or compounded tirzepatide (with the same active ingredient as the brand name medications), to achieve healthy weight loss.

Comprehensive Weight Loss Care

CONVENIENT

Virtual appointments
available 7 days a week

HOME DELIVERY

Medications delivered
directly to your home

Needles
optional! New
oral options
available!

AFFORDABLE MEDS

Same active ingredient
in popular GLP-1s for a
fraction of the cost

COMPREHENSIVE

Customized treatment
based on your
individual needs

13



RediMDwm.com



888-RediMD5



wellness@redimd.com



Mobile Mammography Screenings

at **ALIEF ISD**

April 15th and 16th, 2026
9:00am to 3:20pm

ALIEF ISD

4250 Cook Road
Houston, TX 77072

Schedule an appointment:
www.therose.org/mobile
Code: AISD

You will receive a text to confirm your appointment, once confirmed you will receive a link to complete paperwork.

You are eligible, if you:

Are a female 35 years or older, have a doctors order, haven't had a mammogram in the past 12 months, do not have any breast symptoms or problems, currently not pregnant, and have not been diagnosed with breast cancer within the past 2 years.

Please bring your ID and insurance card (if applicable)

IT IS VERY IMPORTANT TO KEEP YOUR APPOINTMENT, IF YOU NEED TO CANCEL OR CHANGE IT, PLEASE CONTACT 281-464-5136



Scan QR Code with your smartphone to make an appointment.
Please register as soon as possible. Online registration closes by the end of February.



Code: AISD
www.therose.org/mobile
MobileTeam: 281-464-5136

Every Woman Deserves

The Rose
14
Center for Breast Health Excellence

EAP PROGRAM

Employees and members of their households can arrange counseling services, take on-demand trainings, search child care providers or college options, and ask questions about the program – it's all right at their fingertips and available 24 hours a day at guidanceresources.com. For those on the go, we have the GuidanceNow mobile app, offering many of the same features right from a smartphone.

It includes:

- Confidential counseling and referral service
- Work-life services – resources to help you with needed services
- Resources and referral service on a variety of life balance topics
- Legal services
- Financial services
- Identity theft resolution consultation service

 **BlueCross BlueShield of Texas**

Scan the QR Code to download the ComPsych Guidance Resource App TODAY -->>



Get to Know Your Employee Assistance Program

Find professional support when you need it for challenging life events.

ComPsych GuidanceResources is an Employee Assistance Program (EAP) included with your Blue Cross and Blue Shield of Texas (BCBSTX) plan. You and your family members can use EAP services — no copays or deductibles needed.

Reach Out

Don't be afraid to reach out for help. Your health records are kept private from your employer, as required by law.

- Call: 844-213-8968
- Online: guidanceresources.com
- App: **GuidanceNow**
- Web ID: **BCBSTXEAP**

COMPSYCH
GuidanceResources® Worldwide

Make a Positive Change

Connect with a therapist for confidential emotional support. A trained mental health professional can counsel you through concerns like:

- Sadness, worry and stress
- Alcohol or drug use
- Grief, loss and personal struggles
- Conflicts with people in your life

Your EAP includes 6 free therapy sessions per issue. Once you've used these free sessions, you can use your BCBSTX network benefits to keep seeing the same therapist in most cases.

Check off Your To-dos

Specialists can save you time by searching for local services so you don't have to. They can help find:

- Child care, elder care or pet care
- Movers or home repair services
- And much more

Have Your Legal Questions Answered

Talk to a lawyer for help with legal questions, including:

- Divorce, adoption and family law
- Wills and trusts
- Landlord/tenant issues

Get Help with Your Finances

Financial experts can help with a wide range of money matters. Call to discuss:

- Retirement planning or taxes
- Relocation, mortgages or insurance
- Budgeting, debt or bankruptcy

Access Online Tools 24/7

GuidanceResources Online is your link to information and support whenever you need it. Log on for:

- Articles, podcasts, videos and slideshows
- On-demand trainings
- "Ask the Expert" responses to your questions

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ComPsych Corp. is an independent company that has contracted with Blue Cross and Blue Shield of Texas to provide employee assistance services for members with coverage through BCBSTX. BCBSTX makes no endorsement, representations or warranties regarding third-party vendors and the products and services offered by them.

9100782.0822

NEED HELP WITH MEDICAL COSTS? EXPLORE THESE SUPPORT PROGRAMS

Navigating healthcare expenses can be overwhelming, especially when dealing with chronic or life-altering conditions. Here are some trusted organizations offering financial assistance and support:

- **HealthWell Foundation:** Assists with out-of-pocket costs like co-pays, premiums, and deductibles for individuals with chronic and serious illnesses.

healthwellfoundation.org

- **Patient Access Network (PAN) Foundation:** Provides grants to help underinsured patients afford medications for life-threatening, rare, or chronic diseases.

panfoundation.org

- **Patient Advocate Foundation (PAF):** Offers direct financial aid and expert guidance for managing medical debt and insurance challenges.

patientadvocate.org

- **Undue Medical Debt (formerly RIP Medical Debt):** A nonprofit that buys and forgives medical debt for individuals facing financial hardship.

unduemedicaldebt.org

- **NeedyMeds:** A comprehensive resource for finding patient assistance programs, including prescription drug support from manufacturers.

needymeds.org

These programs are free to access and can make a meaningful difference. If you or a loved one are struggling with medical costs, consider exploring these options.

20 26

Health Providers

Medical - Blue Cross Blue Shield

1-888-697-0683 | <https://www.bcbstx.com/>
Blue Essentials HMO - Grp # 394443-0001
Blue Choice EPO - Grp # 394442-0001

RX - CVS Health

833-299-8460
BIN: 004336 **Group:** RX24FT

Dental - Cigna

800-244-6224 - www.myCigna.com
Group # 3342801

Vision - VSP

800-877-7195 - www.vsp.com
Group # 40149727

Voluntary Plans

Accident / Critical Illness / Hospital Indemnity / Individual Life

UNUM
1-866-679-3054
www.unum.com/employees/benefits/

Disability

Standard | Grp # 758036
800-628-9797
www.standard.com

Retirement Accounts

403(b) Alternative Plans

800-943-9179 -
www.tcgsservices.com

457 Alternative Plans

866-294-7950 -
www.myretirementmanager.com

TRS (Texas Retirement System)

800-223-8778 - www.trs.texas.gov

Other

Alief Employee Health & Wellness Center

713-814-2720 |
<https://memorialhermann.org/services/specialties/employer-solutions/alief-isd>

REDIMD

281-633-0148 | www.RediMD.com
Code: aliefisd

BCBSTX 24-hour Nurse Advice Line

1-844-971-8906

EAP (Employee Assistance Program) ComPsych EAP

844-213-8968 | guidanceresources.com
Web ID: TXEAP

COBRA - Inspira

888-678-7835

Flexible Spending Accounts & Dependent Care Accounts

Ameriflex

1-888-868-3539
myameriflex.com/

RISK MANAGEMENT TEAM



(281) 498-8110 EXT. 29150



(281) 915-7003



RISKMGT@ALIEFISD.NET



KATINA GORDON

DIRECTOR



TRACY

WC/UE MANAGER / EXT. 29143



RHIANNA

RM CLERK / EXT. 29225



SHANTELL

SAFETY MGR / EXT. 29662



GABY

BENEFITS MANAGER / EXT. 29145



SAM

BENEFITS MANAGER / EXT. 29146



JULIAN

RM SPECIALIST / EXT. 29153