



featured this month: Heflin Elementary

2
0
2
5

Risk Management



Independent School District
THE SMART CHOICE

EMPLOYEE

HEALTH & WELLNESS NEWSLETTER

OCTOBER

“Your Benefits, Your Choice”

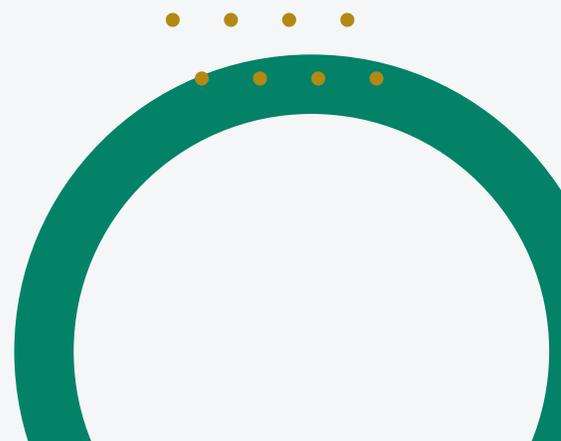
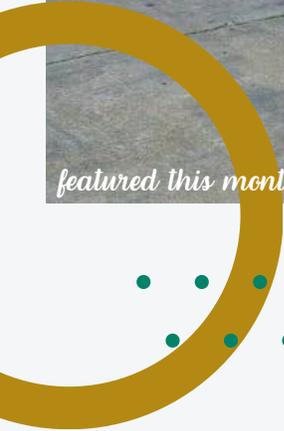
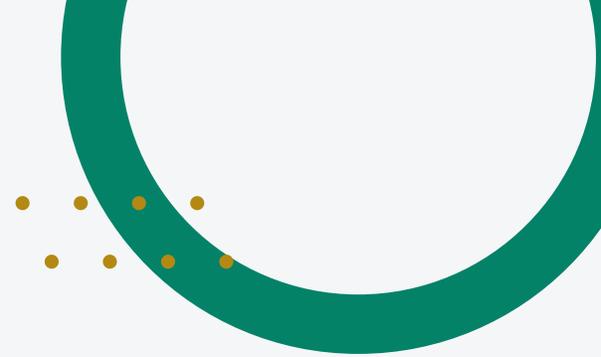


Table of Contents



Risk Management Corner	3
Breast Cancer Awareness	4
Breast Cancer Stats	5
Open Enrollment	6
Treatment Tier	7
Dental Hygiene Month	8
Wondr Health	9
Kelsey Care	10
MH Mammogram	11
Employee Assistance Program	12
Medical Support Programs	13



RISK MANAGEMENT CORNER

October marks the beginning of Open Enrollment, a critical time for all employees to review and update their benefits. It's also a great opportunity to focus on wellness and seasonal safety.

Open Enrollment Begins

Open Enrollment is your chance to:

- Review your benefit summary emailed the week of September 22.
- Log in to **Selerix** to make your benefit elections.
- Update your TRS beneficiary information in the new TRS system.
- Reach out to Risk Management for support or questions.

Wellness & Preventive Care

Take advantage of your benefits:

- Schedule your annual physicals and screenings—covered under both plans.
- Access mental health support through the Employee Assistance Program (EAP).
- Get your flu shot to stay protected this season.

Fall Safety Tips

As the weather changes, keep safety top of mind:

- Watch for wet floors and slippery walkways.
- Keep workspaces clear of clutter and trip hazards.
- Use proper lifting techniques when moving supplies.

The Risk Management Department is here to support you. Whether you have questions about your benefits, leave options, or workplace safety, we're just a call or email away.

Let's make October a month of informed choices and safe practices!

Your Risk Management Team

BREAST CANCER

AWARENESS MONTH



♥️ **Breast Cancer Awareness**

- Schedule your mammogram: Women over 40—or younger if at higher risk—should talk to their doctor about regular screenings.
- Know the signs: Lumps, changes in breast shape, or skin dimpling should be checked by a healthcare provider.
- Support the cause: Wear pink, participate in awareness events, or donate to organizations funding research and patient support.

Breast Health



About one in eight women in the U.S. will develop invasive breast cancer during their lifetime.

No.1

Breast cancer is the most common cancer among American women, except for skin cancers.

232,670

Estimated amount of new cases of invasive breast cancer diagnosed in women.

55+

Two of three breast cancers are found in women 55 or older.

2.8 million

Estimated amount of breast cancer survivors in the U.S.

No.2

Breast cancer is the second leading cause of cancer death in women, exceeded only by lung cancer.

Breast cancer survivorship has tripled over the past 60 years.

Risk Factors

GENDER

A woman is 200 times more likely than a man to develop breast cancer.

AGE

Your risk of developing breast cancer increases as you get older, and half of all breast cancers are diagnosed in women older than 60.

GENETICS

About 5 to 10 percent of breast cancer cases are thought to be hereditary, meaning that they result directly from gene defects inherited from a parent.

FAMILY HISTORY

Risk is higher among women whose close blood relatives have this disease. Less than 15 percent of women with breast cancer have a family member with this disease.

WEIGHT

Being overweight or obese increases breast cancer risk.

RACE

Overall, white women are slightly more likely to develop breast cancer than African-American women, but African-American women are more likely to die of this cancer.

Health Tips



BREAST DENSITY
Having dense breasts makes your chance for breast cancer four times higher.



KNOW YOUR FAMILY HISTORY
5 to 10 percent of breast cancer is hereditary.



NUTRITION
Eat five or more servings of fruit and vegetables daily, limiting processed and red meats. Choose whole grains.



SCREENING
Remember to get annual mammograms and clinical breast exams beginning at 40.



WATCH WEIGHT
Women who gained 21 to 30 pounds since age 18 were 40 percent more likely to develop breast cancer than those who hadn't gained more than five pounds.



PHYSICAL ACTIVITY
Women who walk briskly for 1.25 to 2.5 hours a week had 18 percent less risk than women who are inactive.



ALCOHOL
Limit alcohol consumption to no more than one drink a day — any more than that increases risk by 1.5 times compared to someone who doesn't drink.



SUPERFOODS
City of Hope researchers have discovered that pomegranates, grape seed extract and blueberries all have powerful breast cancer fighting agents.

Symptoms

- Swelling of all or part of the breast
- Skin irritation or dimpling

- Breast or nipple pain
- Nipple retraction (turning inward)
- Redness, scaliness or thickening of nipple or breast skin
- Nipple discharge

2026 EMPLOYEE OPEN ENROLLMENT

OCTOBER 1ST – 31ST

During Open Enrollment, all employees will have the opportunity to enroll in or make changes to their benefits, including health insurance, dental coverage, vision plans, flexible spending accounts, and more. It is important to carefully review your options and select the benefits that best meet your needs and those of your dependents. Participation in the Open Enrollment process is mandatory for all employees, even if you do not wish to make changes or plan to decline coverage entirely. Failure to complete enrollment by the deadline will result in the termination of all current benefits effective December 31, 2025.



Review 2026 Benefits

2026 Benefits Booklet

 <https://sholink.to/alief-isd-benefits>

Benefits Microsite

 www.benefitsdetails.com/alief-isd

01

Log In

Go to the Enrollment Portal: <https://unum.benselect.com/alief>

Log In Using Your Credentials:

- Username: Full Social Security Number (**no dashes**)
- PIN: Last 4 digits of your SSN + last 2 digits of your birth year

(Example: SSN 123-45-6789, DOB 01/18/1990 → PIN: 678990)

02

Make Selections for 2026

- Review and update personal and dependent information
- Select or decline each benefit option
- Add a beneficiary—**even if declining coverage**
- Finalize enrollment by signing and submitting your elections
- Save or print your confirmation for your records

03

Benefits Activation & ID Cards Information

Benefits elected during Open Enrollment will go into effect on **January 1, 2026**. ID cards will be mailed the last week of December.

- **Medical – BCBS:**

ID cards will be mailed only if you made a change to your medical coverage.

- **Dental – Cigna (DHMO Plan Only):**

ID cards will be mailed for the DHMO plan only. PPO plans providers can verify your coverage using your name and date of birth.

- **Vision – VSP:**

No physical ID cards will be issued. Providers can verify your coverage using your name and date of birth.

04

5 Easy Ways

to seek medical treatment

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

1 **TELEMEDICINE (REDIMD)**

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

NO COPAY

- 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

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

NO COPAY

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

3 **PRIMARY CARE PHYSICIAN**

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

\$30 COPAY

- \$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

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

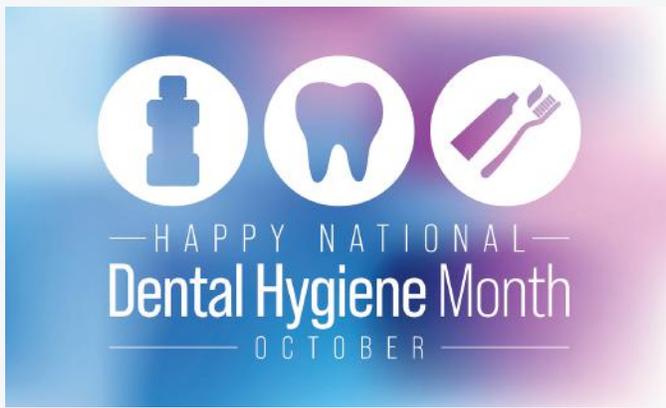
\$40 COPAY

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

5 **EMERGENCY ROOM**

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

Blue Essentials HMO: \$250 + 20% after deductible (\$1,500)
Blue Choice EPO: \$500 Copay + 20% after deductible (\$4,500)



Celebrating Healthy Smiles & the Professionals Who Make Them Possible

Every October, National Dental Hygiene Month shines a spotlight on the importance of oral health and the dedicated dental hygienists who help us maintain it. This month-long awareness campaign encourages individuals and families to prioritize their dental care routines and recognize the connection between oral hygiene and overall health.

What Is National Dental Hygiene Month?

National Dental Hygiene Month is an annual observance designed to:

- Educate the public about the importance of oral health
- Promote daily hygiene habits like brushing and flossing
- Celebrate the contributions of dental hygienists in maintaining healthy communities

Why It Matters

Good oral hygiene is more than just a bright smile—it's a key part of your overall health. Preventing cavities and gum disease through regular brushing, flossing, and professional cleanings can reduce the risk of serious health conditions such as:

- Heart disease
- Stroke
- Diabetes

It's also a time to advocate for better access to dental care and recognize the essential role hygienists play in preventive health.

How to Celebrate & Participate

- Practice Good Hygiene: Brush your teeth for two minutes, twice a day, and floss daily.
- Visit Your Hygienist: Schedule and keep regular dental appointments.
- Spread Awareness: Share your dental care tips or positive experiences on social media using hashtags like #DentalHygieneMonth or #PostYourPurple.
- Engage Locally: Many dental offices host special events, contests, or photo opportunities to celebrate the month—ask your provider how you can get involved!

Let's all take a moment this October to appreciate our dental hygienists and recommit to healthy habits that support lifelong wellness—starting with our smiles!

WONDR

HEALTH



Ever wonder what
it would be like to
lose weight and
feel more confident?

Learn more at
wondrhealth.com/aliefisd



© 2021 Wondr Health. WTB1



Summer 2025 Edition

Care Connections

Exclusive Updates from KelseyCare Health Plans

We're pleased to share the latest edition of Care Connections, featuring timely updates and resources to support your needs.

This issue we're highlighting:

- **Ambulatory Surgery Centers** – delivering quality care in a convenient setting
- **Expanded Virtual Care** – more options for convenient, 24/7 access to providers
- **Specialty Care Expansion** – new services and expertise to support health needs

MH

MAMMOGRAM



A habit worth keeping.

Schedule your mammogram.

One in eight women will develop breast cancer in their lifetime. However, when detected early, it's often more treatable. That's why staying consistent with your annual mammogram is a habit worth keeping.

Memorial Hermann offers online scheduling, evening and weekend hours, and 3D mammography at all locations.



To schedule an appointment, visit [memorialhermann.org/mammo](https://www.memorialhermann.org/mammo) or call 877.40.MAMMO

MEMORIAL
HERMANN

EMPLOYEE ASSISTANCE PROGRAM

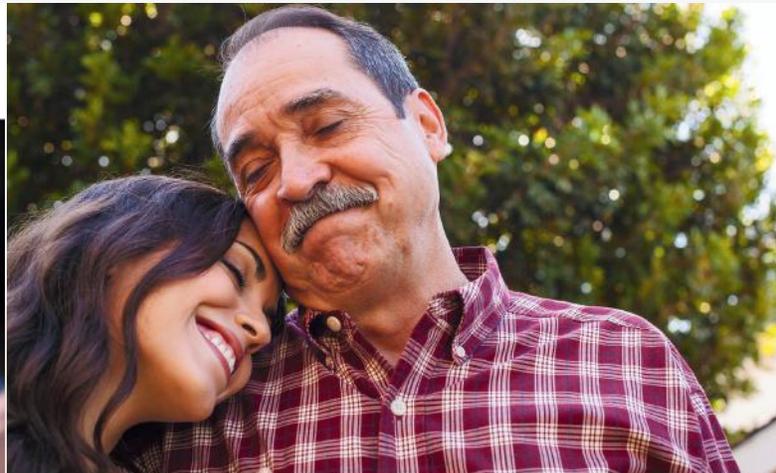
Employees and members of their households can arrange counseling services, take on-demand trainings, search child care providers or college options, and ask questions about the program – it’s all right at their fingertips and available 24 hours a day at [guidanceresources.com](https://www.guidanceresources.com). 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



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](https://www.guidanceresources.com)
- App: **GuidanceNow**
- Web ID: **BCBSTXEAP**



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

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

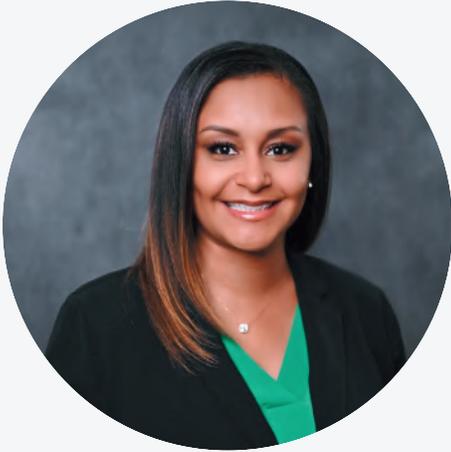
These programs are free to access and can make a meaningful difference. If you or a loved one are struggling with medical costs, consider exploring these options.

RISK MANAGEMENT TEAM

 (281) 498-8110 EXT. 29150

 (281) 915-7003

 RISKMGNT@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